



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

## **NOTICE OF PUBLIC MEETING**

**Wednesday, April 21, 2021 ~ 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/85838362883?pwd=RkNUNkplb2RqU29iazhYS1JrUi9tZz09>

**AUDIO ONLY BY TELEPHONE:** (669) 900- 6833

**Meeting ID:** 858 3836 2883      **Passcode:** 773808

If you are outside the United States or need **toll-free audio access**, please contact the Board office at [board@nvspeechhearing.org](mailto: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 Meetings of January 20, 2021 and February 24, 2021**  
*(for possible action)*

**4. Welcome & Introductions of New Board Member Minnie Foxx (Public Member), Appointed 7/2/2020 to 7/1/2023**  
*(informational only)*

5. **Work Session on Assembly Bill 155 of the 81<sup>st</sup> (2021) Legislative Session to Increase Fee Caps in NRS 637B and Other Legislation That May Impact the Board**  
*(for possible action)*
6. **Update on Practitioner Needs and Board Response to COVID-19**  
*(for possible action)*
7. **Work Session on Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants**  
*(for possible action)*
8. **Work Session on Future Legislative Efforts to Consider Licensing Audiology Assistants**  
*(for possible action)*
9. **Work Session on Implementation of Licensee Jurisprudence Exam**  
*(for possible action)*
10. **Disciplinary Matters: Recommendation for Dismissal - Case No. A20-02**  
*(for possible action)*
11. **Executive Director's Report**  
*(for possible action)*
  - a. Licensure Statistics
  - b. FY21 Q3 Financial Report and DRAFT FY22 Budget
  - c. ASLP-IC Compact Update
  - d. SPOLR (State Controller Reports) Implementation
  - e. Board Member Appointments/Reappointments
  - f. Complaints
12. **Report from Legal Counsel**  
*(informational only)*
13. **Reports from Board Chair and Members**  
*(for possible action)*
  - a. Recognition of Board Service: Thomas Rainford, BC-HIS
  - b. Report from Board Chair and Board Members
  - c. Next Meeting: Proposed for Wednesday, July 21, 2020 at 4:30pm
  - d. Future Agenda Items
    1. Continued work on Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants
    2. Continued work on Future Legislative Efforts to Consider Licensing Audiology Assistants
    3. Continued work on Jurisprudence Exam
    4. Work Session to Consider Current and Potential Revisions to Licensee Continuing Education Requirements
    5. ASLP-IC Compact Update & Presentation
14. **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)*

## 15. 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](mailto: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:

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

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](mailto: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.



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

## **AGENDA ITEM 1**

### **Call to Order, Confirmation of Quorum**

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Call to Order, Confirmation of Quorum.

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**ACTION:** Meeting called to order.

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 2

### Public Comment

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*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).*

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**ACTION:** None – INFORMATIONAL ONLY

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 3

### Approval of the Minutes: Board Meetings of January 20, 2021 and February 24, 2021

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The minutes of the meetings of January 20, 2021 and February 24, 2021 are presented for approval.

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

**ATTACHMENT(S):**

1. 2021 1 20 Minutes ~ Not Yet Approved
2. 2021 2 24 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

**January 20, 2021**

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

**Members Absent:** Nighat Abdulla

**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  
 Kristyn Leonard, Board Lobbyist

**Public Present:** Nancy Kuhles, NSHA NV Coalition; Kim Reddig, NSHA

### **Call to Order, Confirmation of Quorum**

Tami Brancamp, Board Chair, called the meeting to order at 4:34 pm. A roll call confirmed a quorum was present.

### **Public Comment**

There was no public comment.

### **Approval of Minutes: Board Meeting of October 21, 2020**

Tami Brancamp asked if there were any corrections or revisions to the minutes of the meeting of October 21, 2020. Bonnie Lamping noted a correction on page 5 to clarify that the interventions described were completed by "the staff she supervises", not her own. Andrea Menicucci made a motion to approve the minutes of October 21, 2020 to include Ms. Lamping's correction. Bonnie Lamping seconded the motion. The motion passed.

### **Update on Practitioner Needs and Board Response to COVID-19**

Jennifer Pierce reported that there have been no changes since the October 2020 Board meeting and this agenda item was included as a standing item to address any new issues or matters brought by licensees, Board members, and/or staff. Kim Reddig shared that ASHA is currently advocating for Speech-Language Pathologists to be included as Tier 1 recipients for vaccine distribution. No needs were noted, and no action was taken.

*Minutes have not yet been approved and are subject to revision at the next meeting.*

### **Work Session on Implementation of Licensee Jurisprudence Exam**

Jennifer Pierce summarized the revision to NAC 637B that was adopted and approved in June 2020, which included the addition of a provision granting the Board authority to consider requiring applicants take and pass a Jurisprudence Examination as a condition for initial license or reinstatement of an expired license. Ms. Pierce reported that she has begun reviewing NRS 637B and NAC 637B to draft potential exam questions and is seeking the Board's recommendation and approval for implementation, which has not yet been discussed in detail.

Ms. Pierce suggested the Board could consider options to make the exam optional and separate from the licensing system initially, using a set of general Board/ethics/professional conduct questions, with license-specific questions that would follow depending on the practitioner type. Ms. Pierce also shared that she consulted with the Board's current licensing database vendor, Albertson Consulting, who demonstrated an established jurisprudence exam module that could be added to our system and integrate with new and renewal online applications. This additional module would cost \$6,000 for a one-time build, and Ms. Pierce suggested this would not be a current need but a helpful tool when/if the Board decided to require an exam.

There was agreement to move forward with implementation of the exam and establishing timelines, questions, formats, tools, etc. It was suggested Board members could submit potential questions and feedback offline to Ms. Pierce to protect the integrity of questions, rather than sharing during an Open Meeting. A question came up around continuing education requirements and it was suggested that the Board review its requirements and compare to other states in a future meeting.

### **Legislative Update**

Sarah Adler, Board Lobbyist provided an update to the Board on legislative activity, sharing that the Legislature will convene on February 1, 2021 and it is likely that the entire Session will be conducted virtually. Ms. Adler explained the path that she expects the Board's BDR to take and sought feedback from the Board about how it would prefer to stay informed on the process. There was consensus that Board Members would like regular updates and Ms. Pierce confirmed that she could schedule a special meeting as needed between now and the next regularly scheduled meeting in April to discuss any urgent issues that require response from the Board. Ms. Adler indicated that she would plan to send at least bi-weekly updates for Ms. Pierce to disseminate as "FYI" for the Board.

This item was informational only and no action was taken.

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

Tami Brancamp introduced the item and asked Jennifer Pierce to summarize. Ms. Pierce first reported on the Board's effort to obtain a BDR to raise fee caps in NRS. The BDR has been assigned a number (603) and educational materials have been sent to licensees and posted to the Board website. We are currently waiting for legislative/statutory language from LCB. Ms. Adler explained that this may be the only fee bill this session, and there was discussion around how the bill would be heard and the stakeholders the Board should connect with to help support and/or testify.



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Tami Brancamp next introduced the matter regarding licensing Audiology and SLP Assistants, and asked Ms. Pierce to summarize. Ms. Pierce provided an overview of the Board's prior discussions regarding Audiology and Speech-Language Pathology Assistants and discussions regarding future legislation that would create authority and criteria for licensing Speech-Language Pathology Assistants and Audiology Assistants in the State of Nevada.

Bonnie Lamping asked to clarify whether the Board took a vote to pursue SLPA licensing, as her read-through of the survey indicated most respondents either did not favor or see a need for this role. Ms. Pierce confirmed that the Board previously only voted to move forward with this matter as a legislative priority but could take future action to discontinue as needed. Tami Brancamp concurred and noted that the academic programs in the state are not likely in a position to take this on now, especially with the focus on the master's program at Nevada State College. It was also noted that many responses from SLPs in the medical sector were not supportive, with some concern that SLPAs could threaten the SLP role. Ms. Lamping also noted that there would need to be consideration for supervision in school settings, of which there would not be capacity currently. It was confirmed that NDE requires all SLP practitioners to hold their endorsement including contractors, as NRS language states "must"), but there is no requirement that they also hold Board licensure if only employed by the school setting. However, Kim Reddig stated there is a financial incentive for many to hold dual licensure, as SLP's holding both licenses receive a salary supplement of 5% in Clark County and 8% in Washoe County. A little over half of our SLP survey respondents indicated they hold the NDE endorsement.

Kim Reddig, NSHA President shared for the record that NSHA and the NV Coalition to Address Personnel Shortages in Special Education and Related Services are actively partnering with NDE Licensing to sunset the NDE bachelor's level SLP license/endorsement. They are working on a five-year plan to begin requiring a master's degree for all newly licensed SLPs and predict a steady pipeline from Nevada State College and UNR. Nancy Kuhles confirmed that bachelor's level practitioners will be grandfathered in, as allowed by the NAC, unless they let their license lapse, but any new applicant would have to meet the new requirement. Ms. Reddig further shared that once this transition occurs, there may be a gap wherein it would be advantageous to the Board to license an SLPA role, as a new standard could be set for those holding a bachelor's degree. Both Ms. Reddig and Ms. Kuhles confirmed that there is no conversation with NDE now about a SLPA-type role once the master's degree becomes the requirement.

Bonnie Lamping suggested the Board revisit SLPA licensing at a later date following the proposed transition, and there was discussion about the best timing to coincide with future legislative sessions. There was consensus to table active discussion for now but keep the matter as a standing agenda item and invite Ms. Reddig and Ms. Kuhles to update the Board on the sunset efforts by NSHA, NV Coalition, and NDE Licensing.

The discussion moved to Audiology assistants. Ms. Lamping reported that Audiology is not a critical labor shortage in school districts. Timothy Hunsaker shared that he feels there is a need for this role, and it would be nice (as a dispensing audiologist) to have these support staff available. Michael Hodes agreed, but wondered if there would be enough demand, with so few Audiologists and Hearing Aid Specialists in Nevada. Ms. Pierce referenced the current NAC that allows delegation of some basic

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tasks to unlicensed office staff, and discussion around whether the NAC could be expanded versus pursuing a licensed role. Thomas Rainford explained that the history of the NAC language was to allow unlicensed staff to assist with minor tasks on hearing instruments only, with no direct patient contact.

Ms. Pierce reviewed the three pathways that ASHA has outlined for Audiology assistants, one of which would allow an individual to pursue certification starting with a high school diploma, eliminating the worry about demand for academic programs. Michael Hodes pointed out that the ASHA pathways require clinical supervision by an ASHA-certified audiologist and reported that very few audiologists hold this.

It was agreed that this is a separate and different conversation from SLPA licensing, and that the Board should continue to research and consider discuss this as a new license type. Tami Brancamp suggested that Ms. Pierce could reach out to ASHA regarding the ASHA-certified audiologist requirement, and also research the American Academy of Audiology's position on assistants. Ms. Pierce agreed to do so and there was consensus to bring this matter back as a future agenda item, separate from SLPAs for further discussion.

No action was taken.

### **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 totals for the period October 1, 2020 through December 31, 2020 resulted in a net increase of 29 licenses (+2%). This is higher than FY19 Q2 totals, which saw a decrease (-.32%) from the 1<sup>st</sup> quarter of 2019.

#### **b. FY21 Q1 Financial Report & Balance Sheet**

FY21 Q2 totals were not complete in time for this meeting but will be presented at the Board's next meeting. FY21 Q1 financials were reviewed, with net income at \$9,487.27 at the end of Q1, with revenue totaling \$54,934.69 (35.22% of budget), and expenses totaling \$45,447.42 (24.67% of budget). The only unexpected deviation/overage this quarter was in legal fees, of which we spent 87.68% of budget in Q1, attributed to one significant disciplinary case and multiple other issues for which counsel was needed. We will see cost-savings in other areas, including the office lease as a result of the renegotiated agreement with the OT Board. Cash assets total \$136,195.50, and liabilities total \$72,437.66, with total equity at \$70,113.73 for FY21 Q1.

#### **c. ASLP Compact Update**

Ms. Pierce reported that per ASHA and the compact website, the following six (6) states have enacted compact legislation to date: Louisiana, North Carolina, Oklahoma, Utah, West Virginia, and Wyoming. Legislation is also pending in the following 14 states: Colorado, Georgia, Indiana, Iowa, Kansas, Kentucky, Maryland, Minnesota, Nebraska, New Hampshire, New Mexico, Oregon, Washington, and Wisconsin. The compact will become operational

*Minutes have not yet been approved and are subject to revision at the next meeting.*

when 10 states enact legislation to participate. Ms. Pierce suggested inviting compact representatives to our next Board meeting to better understand the compact and benefits/requirements for participation. Tami Brancamp suggested the compact presentation be scheduled for the July 2021 meeting as April may be busy with legislative work.

**d. Board Member Appointments/Reappointments**

Ms. Pierce reported that no applications have been received to date to fill the public member position vacated by Nighat Abdulla in July and suggested sending an email out to licenses to recruit for this role. Tami Brancamp has applied for reappointment and the Governor's Office reports this should be completed in the very near future.

**e. Complaints**

Ms. Pierce reported that 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. Report from Board Chair and Board Members**

There were no reports.

**b. 2021 Proposed Meeting Schedule**

The next regular Board Meeting was confirmed for Wednesday, April 21, 2021 at 4:30pm via ZOOM Teleconference.

**c. 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. Review of Draft Jurisprudence Exam.
3. Continuing Education Requirements
4. ASLP-IC Compact (Summer 2021)

**Public Comment**

There was no public comment.

**Adjournment**

Tami Brancamp adjourned the meeting at 6:16 p.m.



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

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**MINUTES OF PUBLIC MEETING**

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

**February 24, 2021**

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**Members Present:** Tami Brancamp, Andrea Menicucci, Timothy Hunsaker, Bonnie Lamping, Thomas Rainford

**Members Absent:** Nighat Abdulla, Michael Hodes

**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  
 Kristyn Leonard, Board Lobbyist

**Public Present:** None

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**Call to Order, Confirmation of Quorum**

Tami Brancamp, Board Chair, called the meeting to order at 5:03pm. A roll call confirmed a quorum was present.

**Public Comment**

There was no public comment.

**Board Work Session on Assembly Bill 155 of the of the 81st (2021) Session of the Nevada Legislature (Formerly Bill Draft 54-603)**

Board Chair Tami Brancamp took this item out of order as Ms. Adler was not yet on the call to present the Legislative Update. Ms. Brancamp asked Ms. Pierce to provide a summary. Ms. Pierce updated the Board with movement on the Bill, including the assignment of a number last week (AB 155) and the progress of the Bill in the Assembly Commerce and Labor Committee earlier today.

There was additional discussion about following up to provide more information to the Committee and seeking support from Board partners to support the Bill. Ms. Pierce reported that the collaboration with NSHA is growing and passed on encouragement from NSHA for Board members to join the Association if they are not already members and indicated that she would attend NSHA meetings regularly in the future.

*Minutes have not yet been approved and are subject to revision at the next meeting.*

**Legislative Update: Sarah Adler, Silver State Government Relations**

Ms. Adler reported on a number of Bills currently in committee that could have potential impacts for our Board, though indicated that there are very few Board-specific bills before the Legislature this session. Of particular interest are two bills related to licensing compacts, others related to data collection, and discussions around barriers to entry into licensed fields. Ms. Adler will continue providing regular updates as the session progresses.

**Consideration to Authorize Board Chair and/or One or More Board Members to Appear on Behalf of the Board in Front of the Legislature Per NRS 241.015(1)**

Tami Brancamp introduced this item and asked Ms. Pierce to summarize. Ms. Pierce referenced the memorandum from the Nevada Attorney General's Office dated February 5, 2021 that was included in the Board packet, and provides guidance stating that *"Board and Commission members may not appear **on behalf of** their Board or Commission in front of the Legislature unless specifically authorized to do so during a public meeting (NRS 241.015 (1))."* As the Board has a Bill before the Legislature at this time and may need to take a position on other Legislative matters affecting the Board, this item is presented for the Board to consider delegating authority as described.

Ms. Pierce asked Board Counsel, DAG Henna Rasul to share further guidance, and DAG Rasul confirmed that it would be most appropriate for the Board to delegate to just one member, most likely the Chair. Ms. Rasul also explained the process by which a Board member may appear on their own behalf, as a private citizen/licensee, with guidelines on clearly disclosing their role as a Board Member, that they were not delegated authority to speak on behalf of the Board, and would be doing so as a private individual.

Andrea Menicucci made a motion to delegate authority to Tami Brancamp, Board Chair, to speak, appear, and/or negotiate on the Board's behalf before the Legislature and on Legislative issues that impact the Board. Bonnie Lamping seconded the motion. Tami Brancamp recused herself, as the named delegate in the motion. The motion passed.

**Public Comment**

There was no public comment.

**Adjournment**

Tami Brancamp adjourned the meeting at 5:56pm.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 4

### Welcome & Introductions of New Board Member Minnie Foxx (Public Member), Appointed 7/2/2020 to 7/1/2023

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Ms. Minnie Foxx is welcomed to the Board for her first meeting since being appointed as the Board's new public member.

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**ACTION:** None – INFORMATIONAL ONLY.

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology &amp; Hearing Aid Dispensing Board

## AGENDA ITEM 5

### Work Session on Assembly Bill 155 of the 81<sup>st</sup> (2021) Legislative Session to Increase Fee Caps in NRS 637B and Other Legislation That May Impact the Board

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Our bill failed to meet the Friday, April 9, 2021 legislative deadline to pass out of the Assembly Commerce and Labor Committee. Without the ability to consider an increase to actual fees, it is recommended that the Board carefully consider future budgets as reserves remain at less than one year's operating costs. Adherence to lean operations should support financial solvency until reserves are rebuilt or the Board can consider another fee cap proposal.

Sarah Adler, Board Lobbyist has provided a legislation tracker (attached) and will provide the Board with updates on current legislation that may impact the Board. Three bills with potential significant impact are also listed below.

| Number | BDR        | Topic                                  | Summary  | Impact  |
|--------|------------|--|--|---|
| SB 326 | BDR 54-614 | Telehealth                             | Authorizes a provider of health care who is licensed or certified in another state to register to use telehealth to provide services to patients located in this State at no cost. <b>Status:</b> 4/8/2021 Senate Health & Human Services: Passed.   | Significant financial impact in loss of licensing revenue & cost to review without compensation (approximately \$23k)     |
| SB 335 | BDR 54-186 | Occupational Licensing Division & Fees | Creates the Division of Occupational Licensing within the Department of Business and Industry; automatically moves seven (7) Boards under B&I; requires remaining Boards to contribute 5% of fees to Occupational Licensing Account. <b>Status:</b> 4/9/2021 Senate Commerce & Labor: Amended & Passed.  | Significant financial impact requiring deposit of 5% of annual fee revenue (8-10k annually).                              |
| SB 402 | BDR 54-709 | Reciprocity                            | Authorizes certain qualified professionals to apply for a license by endorsement to practice in this State. Also requires certain regulatory bodies to enter into a reciprocal agreement with the corresponding regulatory authority in another state or territory of the U.S. for the purpose of authorizing a licensee to practice concurrently in Nevada and another jurisdiction under certain circumstances. <b>Status:</b> 4/9/2021 Senate Commerce & Labor: Amended & Passed. | No financial impact – adds HAS to our existing license by endorsement language but requires compact/reciprocal agreement. |

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

**ATTACHMENT(S):**

1. *Bill Tracker*

| Bill                  | Amend.                   | Requester                      | Title   | Comments   | Status                            | Categories  |
|-----------------------|--------------------------|--------------------------------|---|--|-----------------------------------|---|
| <a href="#">AB002</a> | <a href="#">No. 0057</a> | Nevada Association of Counties | AN ACT relating to public bodies; removing the prohibition against gubernatorial appointees serving simultaneously on more than one board, commission or similar body   |  | 03/24: A. Gov (Amend and do pass) | Board member bill                                     |
| <a href="#">SB335</a> | <a href="#">WS Doc</a>   | Sen. Hardy                     | AN ACT relating to professional licensing; creating the Division of Occupational Licensing within the Department of Business and Industry; creating the position of Administrator of the Division; setting forth the powers and duties of the Division and the Administrator; creating the Occupational Licensing Account; requiring each board that regulates a provider of health care to comply with certain requirements relating to the creation, retention and public disclosure of records; requiring 5 percent of the fees received by each such board to be deposited in the Occupational Licensing Account; abolishing certain boards that regulate certain professions and occupations; transferring the powers and duties of such boards to the Division; revising the membership of the Board of Medical Examiners and the State Board of Osteopathic Medicine | Fiscal Note: State   | 04/09: S. Com (Amend and do pass) | Board; Consolidation in Div Of Occupational Licensing |
| <a href="#">AB348</a> | <a href="#">WS Doc</a>   | Assm. Carlton                  | prescribing the duties of the Patient Protection Commission Advisory Committee; transferring the Patient Protection Commission from the Office of the Governor to DHHS ; requiring the Commission to establish an all-payer claims database; providing for the release of data in the database under certain circumstances; requiring the Commission to compile certain reports relating to the database;; requiring the Commission to coordinate and administer certain assistance   | 2/3RDS REQUIRE D Fiscal Note: Local, State                             | 04/07: A. HHS (Amend and do pass) | Data bill   |
| <a href="#">SB040</a> | <a href="#">WS Doc</a>   | Patient Protection Commission  | requiring the Department of Health and Human Services to establish an all-payer claims database containing information relating to health insurance claims for benefits provided in this State; requiring certain insurers to submit data to the database; providing for the release of data in the database under certain circumstances; requiring the Department to publish a report on the quality and cost of health care using data from the database;   | 2/3RDS REQUIRE D Fiscal Note: Local, State<br>02/24: Reported to Board | 04/06: S. HHS (Amend and do pass) | Data bill   |



|                       |                        |                      |  |  |                                   |   |
|-----------------------|------------------------|----------------------|--|--|-----------------------------------|---|
| <a href="#">AB278</a> | <a href="#">WS Doc</a> | Assm. Duran          | AN ACT relating to health care; requiring a physician to complete a data request when renewing his or her license or registration; requiring licensing boards that license physicians to make the data request available to applicants for the renewal of a license or registration and transmit the information obtained from the data request to the Department of Health and Human Services | Fiscal Note: State                                   | 04/09: A. Com (Amend and do pass) | data bill; are physicians solo or group practitioners; by whom employed     |
| <a href="#">AB345</a> | <a href="#">WS Doc</a> | Assm. Orentlicher    | AN ACT relating to substance use disorders; creating safe use locations  | Fiscal Note: Local, State                            | 04/09: A. HHS (Amend and do pass) | drugs   |
| <a href="#">SB109</a> | <a href="#">WS Doc</a> | Sen. Spearman        | AN ACT requiring governmental agencies to request from certain persons information related to sexual orientation and gender identity; requiring a governmental agency to annually report certain information related to sexual orientation and gender identity to the Director of LCB  | Fiscal Note: Local, State Unfunded Mandate           | 04/05: S. Gov (Amend and do pass) | equity; data bill only for agencies that already collect race and ethnicity |
| <a href="#">SB302</a> |                        | Sen. Spearman        | revising provisions relating to the Office of Minority Health and Equity of the Department of Health and Human Services; declaring the policy of this State concerning employee diversity for state employers; requiring public employers to provide racial equity training to the extent of money available;  | Fiscal Note: State                                   | 04/07: S. Gov (Do pass)           | equity; Employee; diversity   |
| <a href="#">SCR05</a> |                        | Sen. Spearman        | Urging certain actions to address the public health crisis caused by systemic racism and greatly magnified by the COVID-19 pandemic in Nevada.   |  | Referred to S. HHS                | Equity; health crisis due to systematic racism                              |
| <a href="#">AB155</a> |                        | Assm. Gorelow        | AN ACT relating to professions; increasing the maximum amount of certain fees imposed by the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board   | 2/3RDS REQUIRE D<br>Fiscal Note: State               | 02/24: A. Com (No action)         | fee bill  |
| <a href="#">SB099</a> |                        | Sen. Seevers Gansert | AN ACT relating to governmental administration; requiring each bill or joint resolution introduced in the Legislature to include a statement concerning whether the bill or resolution creates, generates or increases public revenue of the State or a local government in any form   | EXEMPT<br>Fiscal Note: Local, State Unfunded Mandate | Referred to S. LegOps             | Fees; reporting   |

|                       |                        |                                      |  |  |                                   |  |
|-----------------------|------------------------|--------------------------------------|--|--|-----------------------------------|--|
| <a href="#">SB402</a> | <a href="#">WS Doc</a> | Sen. Committee on Commerce and Labor | AN ACT relating to regulatory bodies; revising provisions relating to certain reciprocal agreements; authorizing certain qualified professionals to apply for a license by endorsement to practice in this State; requiring certain licenses for educational personnel be issued within 30 days after receiving the application for the license; requiring certain boards and commissions to submit an annual report to the Sunset Subcommittee; authorizing the Governor to suspend the authority of a board if the board or commission fails to submit such an annual report; requiring the Legislative Counsel to create a system for monitoring the progress of an agency in adopting certain permanent regulations; requiring the summary of certain legislative measures to include information concerning whether the legislative measure grants rulemaking authority | Fiscal Note: Local, State  | 04/09: S. Com (Amend and do pass) | licensing; reciprocity and endorsement; primarily military, military spouses, veterans bill; reporting |
| <a href="#">AB330</a> | <a href="#">WS Doc</a> | Assm. Ellison                        | AN ACT relating to professions; providing for equivalent credit towards requirements for professional and occupational licenses and certifications for certain occupational, vocational and technical training   |  | 04/09: A. Com (Amend and do pass) | licensure  |
| <a href="#">AB391</a> | <a href="#">WS Doc</a> | Assm. Anderson                       | AN ACT relating to dispensing opticians; authorizing the Board of Dispensing Opticians to employ an Executive Director; <a href="#">providing immunity from civil liability to the Board and any of its members, staff and employees for certain acts</a> ; certain duties relating to the issuance, renewal, reinstatement, revocation and suspension of licenses; prescribing requirements for the submission of an application for licensure; prescribing criteria for eligibility for a license as an apprentice dispensing optician; removing the authority of the Board to issue a special license as a dispensing optician; increasing the amount of the administrative fine for engaging in certain activity without holding a license   | 2/3RDS REQUIRE D<br>Fiscal Note: State<br>Proposed language:<br>1. The Board shall establish a schedule of fees and charges. | 04/09: A. Com (Amend and do pass) | licensure; Board, licensure, and practice updating   |

|                       |                        |                              |   |  |  |  |
|-----------------------|------------------------|------------------------------|---|--|--|--|
| <a href="#">AB401</a> | <a href="#">WS Doc</a> | Assm. Committee on Judiciary | AN ACT relating to criminal justice; requiring the Advisory Commission on the Administration of Justice to appoint a subcommittee to conduct an interim study concerning the sealing or expungement of records of criminal history  | has been discussion about degree to which criminal history of licensee applicants can be examined; Speech Hearing does background check only, correct? | 04/01: A. Jud (Amend and do pass)                        | licensure; criminal background checks              |
| <a href="#">AB173</a> |                        | Assm. Jauregui               | AN ACT relating to professional regulation; revising provisions relating to the exemption from licensure as a professional engineer for employees of certain public utility companies; revising provisions relating to eligibility to take certain required examinations for licensure as a professional land surveyor  | Fiscal Note: State   | Referred to S. Com<br><br>03/17: Assm. Vote - Y: 40 E: 2 | licensure; exempt from licensure due to employer   |
| <a href="#">AB173</a> |                        | Assm. Jauregui               | AN ACT relating to professional regulation; revising provisions relating to the exemption from licensure as a professional engineer for employees of certain public utility companies; revising provisions relating to eligibility to take certain required examinations for licensure as a professional land surveyor  | Fiscal Note: State   | Referred to S. Com<br><br>03/17: Assm. Vote - Y: 40 E: 2 | licensure; exemption, Similar to school-based SLPs |
| <a href="#">SB100</a> | <a href="#">WS Doc</a> | Sen. Seevers Gansert         | AN ACT relating to physical therapy; enacting and entering into the Physical Therapy Licensure Compact  | 2/3RDS REQUIRE D<br>Fiscal Note: State   | 03/12: S. Com (Amend and do pass)                        | licensure; Interstate compact bill                 |
| <a href="#">SB291</a> | <a href="#">WS Doc</a> | Sen. Lange                   | AN ACT relating to cosmetology; providing for the licensure and regulation of master estheticians and instructors of master estheticians by the State Board of Cosmetology; setting forth certain requirements for licensure as a master esthetician or instructor of master estheticians; requiring the Board to prescribe a curriculum for a course of study in master esthetics; | 2/3RDS REQUIRE D<br>Fiscal Note: State   | 04/08: S. Com (Amend and do pass)                        | licensure; new license bill                        |

|                       |                        |   |  |  |  |                                  |
|-----------------------|------------------------|---|--|--|--|----------------------------------|
| <a href="#">SB178</a> |                        | Sen. Buck<br>(Joint: Sen. Hardy, Assm. O'Neill) | AN ACT relating to cosmetology; revising provisions relating to the practice of shampoo technology; revising the training requirements for shampoo technologists   | 03/12 - AT: No impact to Speech. Monitor for practice act/licensee discussion. | Pursuant to Joint Standing Rule No. 14.3.1, no further action allowed. | licensure; practice act          |
| <a href="#">AB210</a> | <a href="#">WS Doc</a> | Assm. Yeager                                    | AN ACT relating to chiropractic; requiring a business entity that provides chiropractic services to register with the Chiropractic Physicians' Board of Nevada;; revising certain qualifications of an applicant for a license to engage in the practice of chiropractic; authorizing a chiropractic physician to recommend, dispense or administer certain drugs and devices; creating a privilege for confidential communication between a patient and a chiropractic physician; | 2/3RDS REQUIRE D Fiscal Note: Local, State                                     | 03/31: A. Com (Amend and do pass)                                      | licensure; practice act changes  |
| <a href="#">SB184</a> | <a href="#">WS Doc</a> | Sen. Hardy                                      | AN ACT relating to professions; authorizing the Board of Medical Examiners and the State Board of Osteopathic Medicine to issue a license to practice medicine or a license to practice osteopathic medicine, respectively, to certain persons; various authorizations to physician assistants (with / without supervision)  |  | 04/06: S. Com (Amend and do pass)                                      | licensure; practice act changes  |
| <a href="#">SB271</a> |                        | Sen. Hammond                                    | AN ACT relating to midwives; establishing and prescribing the duties of the Board of Certified Professional Midwives; providing for the licensure of midwives and the issuance of permits to apprentice midwives;  | 2/3RDS REQUIRE D Fiscal Note: Local, State                                     | Pursuant to Joint Standing Rule No. 14.3.1, no further action allowed. | Licensure; Profession Regulation |
| <a href="#">SB309</a> | <a href="#">WS Doc</a> | Sen. Neal                                       | AN ACT relating to Medicaid; establishing a reinvestment advisory committee in certain larger counties; requiring a reinvestment advisory committee to perform certain duties relating to the reinvestment of funds by managed care organizations that provide health care services to recipients of Medicaid  | Fiscal Note: Local, State  | 04/08: S. HHS (Amend and do pass)                                      | Medicaid                         |

|                       |                        |  |  |  |                                   |   |
|-----------------------|------------------------|--|--|--|-----------------------------------|---|
| <a href="#">AB347</a> | <a href="#">WS Doc</a> | Assm. Orentlicher  | authorizing the Division of Health Care Financing and Policy of the Department of Health and Human Services to impose an assessment on certain health care providers; prescribing the authorized uses of the revenue generated by such an assessment; ; establishing procedures for fixing the rates charged by certain hospitals, independent centers for emergency medical care, surgical centers for ambulatory patients and physicians for certain services; | 2/3RDS REQUIRE D<br>Fiscal Note: Local, State Unfunded Mandate | 04/09: A. HHS (Amend and do pass) | Medicaid; self-tax to raise medicaid rate concept |
| <a href="#">AB439</a> |                        | Legislative Committee on Senior Citizens, Veterans and Adults with Special Needs | requiring a regulatory body to issue a license by endorsement to certain persons affiliated with the Armed Forces ; requiring a regulatory body to collect certain data concerning applicants ; requiring a regulatory body to issue a license by endorsement to engage in certain health-related professions to a person who meets certain requirements   | Fiscal Note: State   | 03/31: A. Com (No action)         | Military licensure by endorsement                 |
| <a href="#">AB253</a> | <a href="#">WS Doc</a> | Assm. Considine  | revising provisions relating to when a <a href="#">subcommittee or working group of a public body is subject to the Open Meeting Law</a> ; setting forth certain requirements for meetings of public bodies that use remote technology systems; revising requirements for notice of intent to act upon a regulation  | Fiscal Note: Local, State                                      | 04/08: A. Gov (Amend and do pass) | Open meeting law                                  |
| <a href="#">AB372</a> |                        | Assm. Kasama   | AN ACT relating to health care; establishing the Doctors of Nevada Program to reimburse the educational debt of physicians who practice in this State and to provide stipends to resident physicians who commit to practicing in this State; requiring the imposition of an assessment on each county in this State to pay a portion of the costs of the program;  | EXEMPT<br>Fiscal Note: Local, State Unfunded Mandate           | Referred to A. W&M                | provider (physician) recruitment                  |
| <a href="#">SB233</a> |                        | Sen. Hardy   | AN ACT making an appropriation for allocation to the Nevada Health Service Corps to obtain matching federal money for the purpose of encouraging certain medical and dental practitioners to practice in underserved areas   | EXEMPT<br>Fiscal Note: State                                   | 03/29: S. Fin (No action)         | provider (physician) recruitment                  |

|                       |                        |                               |   |                           |  |  |
|-----------------------|------------------------|-------------------------------|---|---------------------------|--|--|
| <a href="#">AB351</a> |                        | Assm. Flores                  | AN ACT relating to public health; revising provisions concerning medical certificates of death relating to a person who self-administers a medication that is designed to end his or her life; authorizing a physician to prescribe a medication that is designed to end the life of a patient under certain circumstances;   | Fiscal Note: Local, State | 04/09: A. HHS (Without recommendation) | Regulation of physicians; Death with Dignity   |
| <a href="#">SB329</a> | <a href="#">WS Doc</a> | Sen. Lange                    | AN ACT relating to health care; requiring a hospital or physician group practice to notify the Department of Health and Human Services of certain transactions; prohibiting an insurer, a physician or a health care facility from entering into a contract that contains certain provisions; authorizing the imposition of certain administrative sanctions  | Fiscal Note: Local, State | 04/08: S. HHS (Amend and do pass)      | Regulation of Physicians; oversight of health provider ownership /purchase /contracting arrangements |
| <a href="#">SB005</a> | <a href="#">WS Doc</a> | Patient Protection Commission | AN ACT relating to health care; requiring the Department of Health and Human Services to establish an electronic tool to analyze certain data concerning access to telehealth; requiring certain entities to review access to services provided through telehealth and evaluate policies to make such access more equitable; revising provisions governing services provided through telehealth and insurance coverage of such services | Fiscal Note: State        | 04/06: S. HHS (Amend and do pass)      | telehealth   |



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 6

### Update on Practitioner Needs and Board Response to COVID-19

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There have been no changes since the October 2020 Board meeting. This agenda item is included as a standing item to address any new issues or matters brought by licensees, Board members, and/or staff.

There have been no requests/needs identified by licensees or Board staff since the last meeting, however NSHA would like the Board to be aware of an issue related to Medicaid and SLPs providing telehealth services. Medicaid is indicating that services provided via telehealth and requiring supervision (Bachelor level or Provisional SLPs) are not reimbursable as there is no authority in NRS or NAC for telesupervision. This matter also extends to other professions employed by school districts and may result in significant revenue losses. NSHA has issued a position statement (attached) to request an emergency directive or similar from the Governor to temporarily allow telesupervision in these cases.

A similar issue related to telesupervision for graduate programs, students, and clinical fellows was addressed by ASHA in February 2021. This new guidance, in effect until December 31, 2021, allows for telepractice with telesupervision within [specific guidelines allowed by the Council for Clinical Certification in Audiology and Speech-Language Pathology \(CFCC\)](#).

Our Board does not regulate supervision or billing and cannot waive current NRS or NAC, as all changes must follow the legislative or administrative rulemaking process. Our NRS allows for telehealth by our licensed Audiologists and SLPs.

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

**ATTACHMENT(S):**

1. *NSHA Position on SLP Licensure, Telesupervision, Medicaid*



## **Position Statement on Telesupervision**

The Nevada Speech-Language Hearing Association (NSHA) is the state association for Audiologists and Speech Language Pathologists. The mission of NSHA is to promote and protect the practice of quality speech, language, and hearing services for children and adults throughout the State of Nevada. NSHA provides leadership and guidance within the issues that have an impact on our professions.

As the association representing all Speech and Language practices in Nevada, we speak on behalf of our membership body that includes Certified Speech-Language Pathologists (CCC-SLPs), Clinical Fellow Speech-Language Pathologists (CF-SLPs), our Bachelor's and Master's degree students in our varied universities (hereby referred to as 'Interns'), and our alternatively licensed SLP practitioners in our schools (hereby referred to as 'UTDO Under The Direction Of SLPs').

NSHA adopts and endorses the position of our national association, the American Speech-Language-Hearing Association (ASHA) that recognizes the title "Speech-Language Pathologist (SLP)" to refer to ONLY our CCC-SLP and CF-SLP professionals, but also acknowledges the unique circumstances in Nevada in which school districts use the title "SLP" universally to refer to any practitioner who meets the qualification of 'Teacher of the Speech-Language Impaired' by the Nevada Department of Education<sup>1</sup>. As the last state in the United States to fully allow for these 'lesser licensed' educational SLP practitioners, it is critical to state here that NSHA recognizes and supports any and all actions that move our state to current and nationally certified licensure requirements for all practitioners.

However, NSHA also recognizes and respects the extensive training efforts and mentoring supports that our school districts have provided to their SLP workforce, creating a competent, proficient, and well supervised UTDO SLP subgroup that provides federally mandated services to our students, and lessens the burden of our longstanding critical staffing shortages in schools. In many of our school districts, the UTDO SLPs make up more than half of the department staff. During brick and mortar instruction, non-emergency times, these UTDO SLPs practice with full authority and title responsibility delivering competent, quality services to our students as governed by IDEA.

NSHA considers the federal guidelines from Centers for Medicaid and Medicare services (CMS) regarding the provision of speech-language pathology services as a recognized Medicaid



covered service, but that CMS ultimately defers to the individual states to delineate the scope and payment of services.

In consideration of the Nevada Medicaid Services Manual (MSM) Chapter 2800 language<sup>2</sup>, NSHA accepts the definition and guidance for the UTDO SLP provider services to be eligible for Medicaid reimbursement, following MSM regulations and guidance regarding certified expert supervision and contact from a CCC-SLP. With guidance and specific recommendations from ASHA<sup>3</sup> regarding pace and frequency of supervisory observations, constant communications and relationship between Supervisor and Supervisee, and frequent documentation review and collaboration, CCC-SLPs feel comfortable in this UTDO supervisory relationship, and are able to efficiently and effectively assign their signature 'approval' to services rendered, making them ultimately eligible for Medicaid reimbursement. During brick and mortar instruction, Medicaid reimbursement for these services delivered by UTDO SLPs is secured through regular and recurrent face to face interactions with both the UTDO SLP (the Supervisee) and the Medicaid-eligible student, with the CCC-SLP (Medicaid Supervisor) assuming the professional, legal, and ethical responsibility of these services through prescribed observation, review, feedback, collaboration, documentation, and digital signature/approval of appropriate services for billing<sup>4</sup>.

During our recent and current public health crisis, these services have been delivered almost exclusively through telepractice in our Nevada schools since March 2020, where Supervisor-Supervisee interactions have also been limited to telecommunications. NSHA recognizes the Public Health Emergency and relaxation of certain regulations, but also notes that Nevada has no acknowledgement or allowance for telesupervision of SLPs, thereby removing the only effective and safe tool for Supervisor-Supervisee oversight. Furthermore, NSHA reviews that telepractice/telehealth services are outlined in MSM 3400<sup>5</sup>, but with no acknowledgment of the UTDO or lesser licensed provider in said document. NSHA looks to the language of NRS 637B.244<sup>6</sup> which defines telepractice as provided by a licensed SLP, requiring technological expertise, equivalency to face to face services, appropriateness of telepractice services for the intended client/student, and accountable documentation of the event.

The language of these policies creates a regulatory gap, leaving the allowances for the practices of the UTDO SLP during the Public Health Emergency, and the potential reimbursement through previous MSM 2800 precedents, unclear. This omission and gap has created a unique crisis in Nevada, in which services delivered through telepractice by UTDO SLPs are federally compliant for IDEA, but do not meet the standard of Medicaid reimbursement under current regulations.

NSHA is cognizant of the enormous fiscal implication of this gap in reimbursement. More than half a dozen Nevada school districts seek Medicaid reimbursement for their SLP services, and all report UTDO SLP staffing. ASHA suggests that more than 80% of school based Medicaid claims are from speech therapy services. Data from the NV Coalition (Nevada Coalition to Address Personnel Shortages in Special Education and Related Services), indicate from our two largest districts alone, Clark and Washoe, that 218 UTDO SLP staff and 8 UTDO SLP staff,

respectively, were employed during the 20-21 school year. Data from Nevada Institute for Children's Research and Policy (2017) indicate that both of these districts identify nearly 30% of enrolled students to have Medicaid<sup>7</sup>. The implication that a full year of non-reimbursable claims due to UTDO SLP supervision restrictions during COVID amounts to significant loss of reimbursement for school districts, estimated in the hundreds of thousands, if not millions of dollars, statewide based on this data.

A policy position that does not support the use of telesupervision for speech therapy services will continue to significantly negatively impact the opportunity for the Districts to move forward in accessing available federal funds that support our vulnerable populations. Distance Education continues in many school districts as many parents opt to keep their children in virtual instruction. NSHA recognizes the demands and burdens placed upon school districts during COVID and the heavy reliance upon funding for implementation of both virtual and face to face health and instructional practices and supports.

NSHA takes the position that while the training and expertise of the UTDO SLP may place certain limitations on the depth of the instructional exchange delivered through telepractice during Distance Education mandated by the Public Health Emergency, we also recognize and respect the integrity, perspective and relationship of designated Medicaid Supervisors with their UTDO Supervisees. We ultimately support that the decision to approve UTDO delivered telepractice services must remain under the authority of the designated Medicaid Supervisor during the Public Health Emergency.

This can only be maintained through an emergency allowance for telesupervision.

#### References:

1. [Nevada Department of Education, Teacher of SLI endorsement qualifications](#)
2. [Nevada Medicaid \(DHCFP\) Chapter 2800](#)
3. [ASHA Practice Policy regarding School-based Medicaid](#)
4. [ASHA Position Statement regarding School-based Medicaid and "Under the Direction Of"](#)
5. [Nevada Medicaid \(DHCFP\) Chapter 3400](#)
6. [NRS 637B \(Nevada requirements for SLP Telepractice\)](#)
7. [https://caanv.org/wp-content/uploads/2018/07/Fact-Sheet-\\_Medicaid-and-School-Districts-in-Nevada.pdf](https://caanv.org/wp-content/uploads/2018/07/Fact-Sheet-_Medicaid-and-School-Districts-in-Nevada.pdf)

#### Additional resources:

[State of Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board](#)  
[ASHA Code of Ethics](#)  
[US Department of Education Protecting Student Privacy \(FERPA\)](#)  
[US Department of Health and Human Services \(HIPAA\)](#)  
[ASHA Telepractice Requirements for SLP \(Nevada\)](#)  
[ASHA State by State Telepractice Guidance](#)  
[US Dept of Ed COVID resources for schools](#)  
[NV Dept of Ed COVID 19 and Students with Disabilities](#)  
[US Dept of Health and Human Services, Telehealth Discretion during COVID \(platforms\) NV Division of Health Care Financing and Policy \(HIPAA relaxation\)](#)



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 7

### Work Session on Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants

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In the Board's January 20, 2021 meeting it was decided that this matter would be included as a standing agenda item but tabled for the foreseeable future, based on concurrent work between NSHA and the Nevada Department of Education to "sunset" Bachelor's level SLP providers in school settings. Kim Reddig and Nancy Kuhles of NSHA/NV Coalition have been invited to update the Board on this initiative.

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

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology &amp; Hearing Aid Dispensing Board

## AGENDA ITEM 8

### Work Session on Future Legislative Efforts to Consider Licensing Audiology Assistants

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In the Board's January 20, 2021 meeting it was agreed that this is a separate and different conversation from SLPA licensing, and that the Board should continue to research and consider discuss this as a new license type. Specifically, Ms. Pierce was asked to research the ASHA-certified audiologist requirement in the ASHA certification program and the American Academy of Audiology's position on assistants.

The following is provided for the Board's consideration:

#### ASHA Certification Program

Ms. Pierce contacted ASHA in February 2021 and was informed that there are no plans to change the requirement that the supervising Audiologist be ASHA-certified.

#### American Academy of Audiology's Position

AAA's website includes a published a position paper (attached for review) in support of the use of Audiology assistants. AAA also published the results of a September 2020 survey on the use of Audiology assistants (attached for review), concluding that "This survey reveals an increase in the utilization of assistants as well as a broadened scope of practice for assistants. However, many still express concerns about widespread use of assistants."

#### Use Nationally

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



## State of Nevada

## Speech-Language Pathology, Audiology &amp; Hearing Aid Dispensing Board

**2020 Licensee Survey Results**

Our 2020 licensee survey resulted in the following:

- 52% of respondents currently delegate to an unlicensed office assistant under NAC 637B.0442
- 77% of respondents do not currently have support personnel in use other than an unlicensed office assistant, aide, or technician
- 48% of respondents felt there is a benefit to adding assistants; 32% were unsure/needed more information, and 20% did not see a benefit
- The three most highly rated benefits for adding assistants included:
  - Increases productivity by reducing wait times and enhancing patient satisfaction
  - Allows audiologists/HAS to spend time on tasks/services that are more profitable
  - Establishes and maintains high caliber of standards for assistants
- 44% of respondents did not indicated concerns about adding licensing for assistants; 41% were unsure/needed more information, and 15% indicated concerns
- The two (of five) most highly rated concerns regarding adding assistants included:
  - Concerned about supervision/oversight
  - Encroachment on current Audiologist role
- ASHA guidelines do not prescribe a maximum number of assistants that can be supervised by a practitioner, and when asked if supervision requirements would affect the kind/number of tasks respondents would assign, 56% indicated that this would not be a factor. you might assign to an assistant
- When asked what duties respondents would feel comfortable delegating to an assistant, the most highly rated tasks did not involve patient contact, as listed below, in order from highest to lowest rated:

|   | AUD | DISP<br>AUD | HAS | HAS-<br>A | Total     |
|---|-----|-------------|-----|-----------|-----------|
| Scheduling patients   | 14  | 32          | 25  | 1         | <b>72</b> |
| Packaging and mailing earmold orders, device repairs, and manufacturer/lab returns                      | 15  | 31          | 25  | 1         | <b>72</b> |
| Greeting and escorting patients   | 14  | 31          | 25  | 1         | <b>71</b> |
| Cleaning hearing aids and other amplification devices   | 15  | 32          | 23  | 1         | <b>71</b> |
| Maintaining inventories of supplies and checking function of equipment                                  | 14  | 30          | 24  | 1         | <b>69</b> |
| Maintaining and restocking test and treatment rooms   | 15  | 30          | 21  | 1         | <b>67</b> |
| Performing troubleshooting and minor repairs to hearing aids, earmolds, and other amplification devices | 14  | 30          | 19  | 1         | <b>64</b> |
| Performing infection control duties within the clinic/service   | 14  | 28          | 19  | 1         | <b>62</b> |



## State of Nevada

## Speech-Language Pathology, Audiology &amp; Hearing Aid Dispensing Board

|  |    |    |    |   |    |
|--|----|----|----|---|----|
| Performing checks on hearing aids and other amplification devices                                    | 14 | 26 | 20 | 1 | 61 |
| Interacting with hearing instrument manufacturers/suppliers regarding status of orders/repairs       | 14 | 27 | 19 | 1 | 61 |
| Assisting patients in completing case history or other relevant forms                                | 10 | 28 | 17 | 1 | 56 |
| Instructing patients in proper use and care of hearing aids and other amplification devices          | 11 | 24 | 19 | 1 | 55 |
| Demonstrating alerting and assistive listening devices   | 10 | 25 | 16 | 1 | 52 |
| Performing equipment maintenance and biological checks   | 11 | 25 | 14 | 1 | 51 |
| Assisting audiologists with setup and technical tasks  | 11 | 25 | 13 | 1 | 50 |
| Preparing materials for ear impressions  | 12 | 23 | 14 | 1 | 50 |
| Assisting audiologists in hearing testing of pediatric patients                                      | 11 | 26 | 8  | 1 | 46 |
| Translation/Interpretation   | 7  | 24 | 13 | 1 | 45 |
| Instructing patients in proper ear hygiene   | 8  | 16 | 15 | 1 | 40 |
| Assisting audiologists in treatment programs   | 6  | 17 | 11 | 1 | 35 |
| Performing nondiagnostic otoscopy  | 7  | 12 | 11 | 1 | 31 |
| Performing electroacoustic analysis of hearing aids and other amplification devices                  | 5  | 15 | 10 | 0 | 30 |
| Preparing the patient for evoked testing   | 6  | 14 | 7  | 0 | 27 |
| Preparing the patient for or performing vng/eng  | 4  | 14 | 6  | 0 | 24 |
| Conducting hearing and tympanometric screening on older children and adults (without interpretation) | 4  | 9  | 4  | 1 | 18 |
| Performing pure-tone audiologic reassessment on established patients                                 | 1  | 8  | 7  | 1 | 17 |
| Conducting otoacoustic emission screening  | 3  | 7  | 4  | 0 | 14 |
| Performing pure-tone hearing screening and universal newborn hearing screening tests                 | 2  | 5  | 6  | 1 | 14 |
| None   | 1  | 0  | 4  | 1 | 6  |

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

**ATTACHMENT(S):**

1. AAA Audiologist's Assistant Position Paper Retrieved 2 18 2021
2. Audiology Today AAA Assistant Survey Sept 2020



Published on *Audiology* (<https://www.audiology.org> (<https://www.audiology.org>))

Home (/) > Audiologist's Assistant

## Audiologist's Assistant

# Audiologist's Assistant

### Introduction& Rationale

This position paper was developed to define the function of audiologist's assistants. This document provides guidance on the education and training, duties and responsibilities, patient care and safety, and the requisite supervision of assistants. The defined range of responsibilities is intended for use by audiologists, consumers of audiologic services, and persons seeking to become assistants. The document is intended to be used as a guide for issues involving audiologist's assistants and to serve as a reference for issues of service delivery, third-party reimbursement, legislation, consumer education, regulatory action, state licensure and registration, and inter-professional relations.

As audiology transitions to a doctoral level profession and patients obtain improved access to audiologists for hearing and balance health care, it has become necessary that members of the profession determine the continuum of education and personnel preparation needed to provide quality audiologic services. This includes the education, preparation and supervision requirements for audiologist's assistants (Novak, 2004). The 1997 AAA Position Statement on Support Personnel defined the roles and tasks for audiologist's assistants and recognized that audiologists were using support personnel to "ensure both the accessibility and the highest quality of audiology care while addressing productivity and cost-benefit concerns" (Position Statement, 1997).

A recent report from the Department of Veteran's Affairs revealed that the number of audiology support personnel in VA hospitals increased 619% from 1996 to 2004 . The report revealed that the ratio of audiologists to support persons decreased from 24:1 in 1996 to 5.26: 1 in 2004 (Dunlop, 2005). In 2001, a survey of audiologists revealed that 45% employed assistants or had previously employed assistants in their practices (Hamill and Freeman, 2001), and a survey of Academy membership in 2004 revealed that approximately 28.4% of audiologists employed assistants in their practices. The membership survey indicated that roughly nine percent of assistants were reportedly licensed or registered by a state licensure board and an additional 19.4% were licensed as hearing instrument specialists. Most members (71.5%) reported that the audiologist's assistants they employed were neither licensed nor registered.

A review of state requirements for audiologist's assistants, at the time this document was written, indicated that approximately one third of the states regulate the use of support personnel. Most states have some form of registration for assistants, several have licensure requirements. The state requirement for education ranges from the need for a bachelor's degree to a high school or GED equivalent to no specification of educational level. As evidenced by these varied requirements, it would be necessary for each audiologist to determine the state requirements for assistants they supervise.

It is the purpose of this document to define the role of the audiologist's assistant in the delivery of audiologic services under the supervision of a licensed audiologist. The term audiologist's assistant is used to assure the continued role of the licensed audiologist as the appropriate supervisor of these personnel. This document may also be used to provide guidance for the development of education and training and state regulation of the audiologist's assistant.

### Definition

An audiologist's assistant is a person who, after appropriate training and demonstrated competency, performs tasks that are prescribed, directed and supervised by an audiologist. The role of the assistant is to support the audiologist in performing routine tasks and duties so that the audiologist is available for the more complex evaluative, diagnostic, management and treatment required by the level of education and training of a licensed audiologist.

## Position Statement

It is the position of the American Academy of Audiology that audiologist's assistants are vital to the future of this profession and they can provide valuable support to audiologists in the delivery of quality services to patients. The duties and responsibilities of audiologist's assistants should be assigned only by supervising audiologists. The supervising audiologist maintains the legal and ethical responsibilities for all assigned activities that the audiologist's assistant provides. The needs of the consumer of audiology services and protection of the patient will always be paramount. Audiologists, by virtue of their education and training, are the appropriate and only qualified professionals to hire, supervise and train audiologist's assistants.

## Duties & Responsibilities

The duties and responsibilities assigned to an audiologist's assistant will be based on the training, available supervision and facility needs of the specific work setting. The scope of practice of the supervising audiologist will also dictate the duties and responsibilities assigned to the assistant. The purpose of the audiologist's assistants is to improve access to patient care by increasing availability of audiologic services; increasing productivity by reducing wait times and enhancing patient satisfaction; and reducing costs by enabling assistants to perform tasks that do not require the skills of a licensed audiologist. Some duties and responsibilities will require direct supervision and some will require indirect supervision.

Examples of the types of services an assistant can perform (after appropriate training and demonstration of competency) include: equipment maintenance, hearing aid repair, neonatal screening, preparation of patient for electrophysiologic and balance testing, hearing conservation and assisting the audiologist in testing. Record-keeping, assisting in clinical research, clerical duties and other administrative support functions can be delegated to the assistant after full and complete training and delineation of supervisory needs by the audiologist.

## Education & Training

### Education

The accepted minimal educational background for an audiologist's assistant should be a high school diploma and competency based training. In addition, audiologists are to consult their state's licensure or registration laws as they pertain to audiologists.

### Training

The training received by an audiologist's assistant may be an intense, regimented program such as the technician program provided by the military; a formal training program offered by a college or university; or a competency based training program developed by the audiologist who supervises the assistant. It is recommended that the minimal educational background be a high school diploma (or equivalent) and evidence of competency-based training.

Regardless of the type and degree of training, it is the responsibility of the supervising audiologist to ensure that the assistant is competent to perform the duties assigned. The training should be well documented and the assistant should be able to demonstrate duty-specific competencies. Further, it is expected that annual continuing education be provided to maintain proficiency. The supervising audiologist is ultimately responsible for all the work performed by the assistant.

## Patient Care & Safety

The audiologist who employs and/or supervises audiologist's assistants shall maintain responsibility for all services provided by the assistants.

Training provided by a supervising audiologist should include specific instruction and demonstration of each task the assistant is to perform and continuous, direct observation by the audiologist until the assistant can demonstrate competency with the task. The assistant will not perform any task until the audiologist determines the assistant is fully competent.

The audiologist's assistant shall engage only in those duties and responsibilities that are planned, designed and supervised by the audiologist.

The assistant should be clearly identified as an assistant by means of a name tag or similar identification.



## Supervision

The supervising audiologist will have the primary role in the clinical, technical and administrative actions related to audiologist's assistants. It is the position of the Academy that services provided by an audiologist's assistant will be determined by the state licensed audiologist as dictated by the facility where the services are to be delivered. Tasks assigned must not extend beyond the defined range of knowledge and skills of the assistant.

Once the assistant is trained in all aspects of appropriate services, the supervising audiologist should determine the level of day-to-day supervision and develop a monitoring strategy to help the assistant maintain accurate knowledge and skill level for their position. The audiologist will also determine the need for ongoing training to update the assistant's skills set and/or introduction of new procedures, techniques and treatment options.

The number of assistants supervised by one audiologist will be in concert with the provision of highest quality patient care. At all times, the supervising audiologist should hold paramount the needs of the patient and entrust to the assistant only those services for which they are qualified.

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Home (/) > Audiology Assistant Scope of Practice and Utilization: Survey Results

# Audiology Assistant Scope of Practice and Utilization: Survey Results

## Publication Issue:

Audiology Today July/August 2017 (<https://www.audiology.org/audiology-today-julyaugust-2017>) [1]



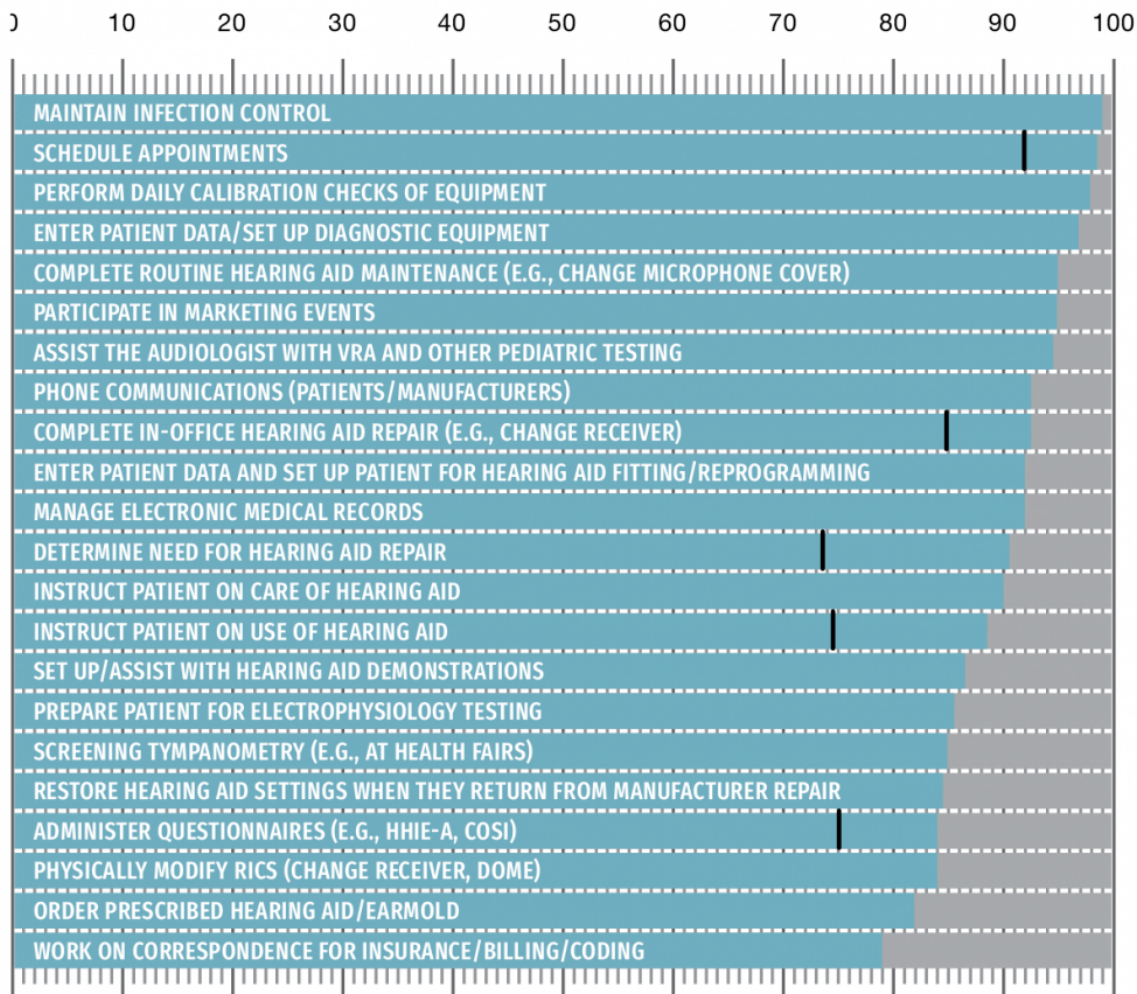
Advances in technology and research have allowed the profession of audiology to grow and further expand its scope of practice. Despite the professional growth, the number of licensed audiologists has declined by 3.3 percent over the last eight years (Hosford-Dunn, 2017). This negative growth rate is due to there being fewer graduating audiologists than there are audiologists who are exiting the workforce, whether due to retirement, change of career, or otherwise (Windmill and Freeman, 2013).

The challenge then becomes how to effectively provide service to those seeking it. As of 2008, 34.25 million people in the United States reported having a hearing impairment (Kochkin, 2009) and that number is expected to grow to 41 million in 2025 (Kochkin, 2005). Those numbers do not take into account patients with dizziness, tinnitus, or auditory processing disorders who do not otherwise have hearing loss. Thus, demand for audiological care is increasing while the number of personnel capable of providing audiological services is declining. One proposed solution to this dilemma is to significantly increase use of audiology assistants.

Assistants have helped audiologists meet the ever-growing demand for audiological services for decades. They have been called many names. The Academy of Doctors of Audiology (ADA) and the American Speech–Language–Hearing Association (ASHA) call them “audiology assistants,” and, up until 2016, the Academy called them “audiology assistants” or “audiologist’s assistants.”

In 2016, the Academy started using the title “audiology technician” when referring to a membership category for assistants. Whether you call them “audiology assistant,” “audiologist’s assistant,” “technician,” or “support personnel” makes no difference in day-to-day operations; however, it does make a difference when trying to classify this job and set guidelines at the state level.

## TASKS > 70% AGREED to Be within Scope

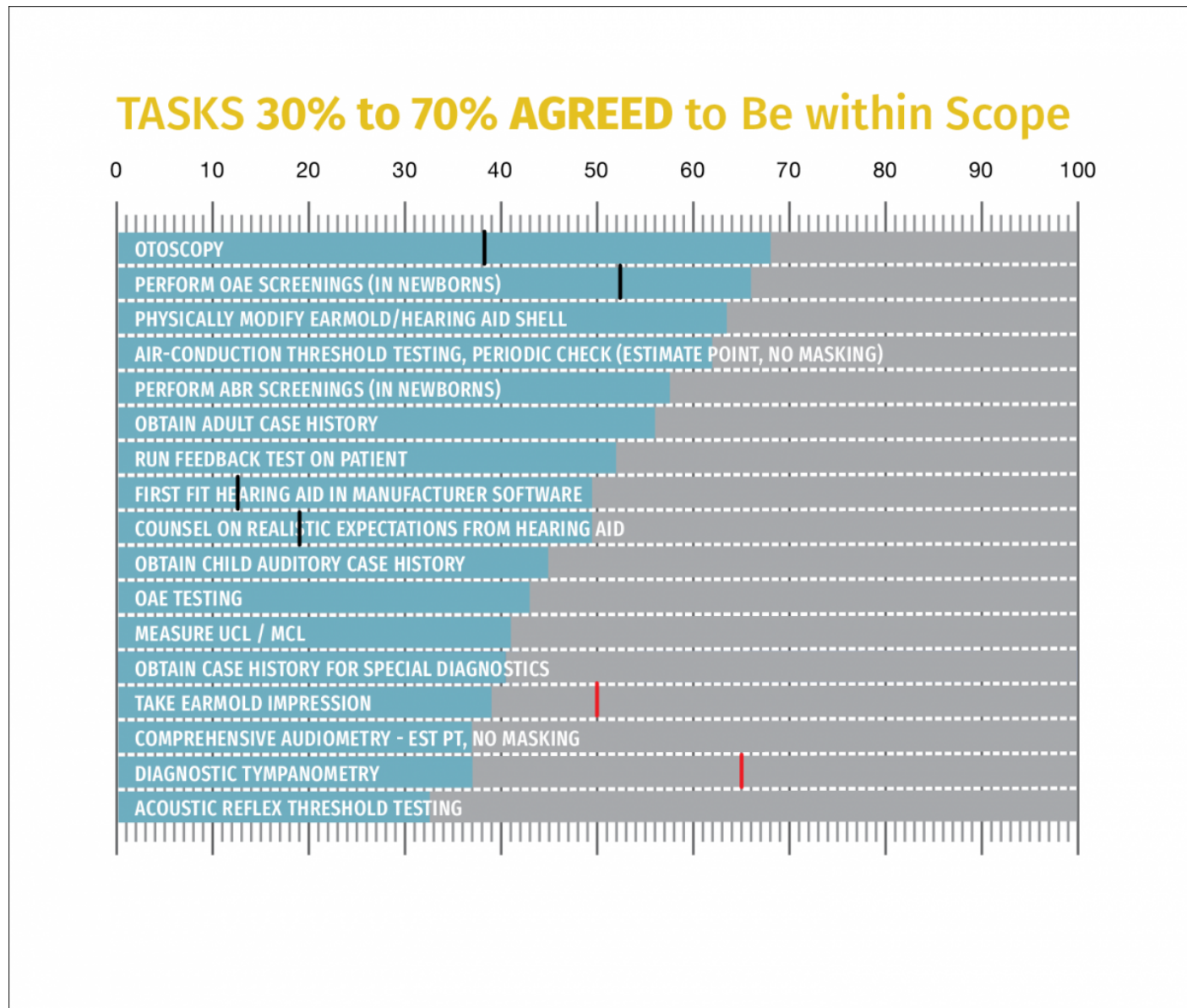


**FIGURE 1.** Percentage of respondents who agree a given task is appropriate to be within the scope of practice of an audiology assistant; only tasks where greater than 70 percent agreed are shown. The vertical black hash marks represent the percentage of respondents who agreed from the data collected by Hamill and Freeman (2001). Hash marks are only shown where there was a statistically significant ( $p$  value  $> .01$ ) difference between current results and those prior findings.

Currently, there is considerable variability across the states regarding the entry requirements needed to become an audiology assistant and even more variability within the profession as to what should be included in an assistant's scope of practice. In an ideal world, the profession of audiology would agree to one of these terms in an effort to define the roles for this position. That said, the term "audiology assistant" (AA) will be used throughout this article, as this was the term used to collect the survey data that sought to help the profession define the roles appropriate for the assistant.

In 2004, Cushing surveyed members of the Academy on the topic of AAs. At the time of the survey, 92 percent had previously heard of an AA and 22 percent were currently working with an AA. The majority of those surveyed felt "at least mildly threatened" when asked if an AA would be a threat to audiology's scope of practice. Additionally, there was an overwhelming fear among respondents that otolaryngologists would

view an audiologist and an AA as having interchangeable abilities (Cushing, 2004). These candid responses reveal that, although audiologists are open to the idea of using assistants, professional insecurity and the fear of job displacement may be preventing such implementation from taking place.



**FIGURE 2.** Percentage of respondents who agree a given task is appropriate to be within the scope of practice of an audiology assistant; only tasks where 30 percent to 70 percent agreed are shown. The vertical hash marks represent the percentage of respondents who agreed from the data collected by Hamill and Freeman (2001) where there was a statistically significant ( $p$  value  $>.01$ ) difference (black = more agreed currently and red = more agreed in 2001).

If the field of audiology is to overcome the fear that assistants will encroach on its scope of practice, both the regulation of assistants and the scope of practice of assistants should be discussed within the profession. The Academy defines an AA as "...a person who, after appropriate training and demonstration of competency, performs delegated duties and responsibilities that are directed and supervised by an audiologist" (American Academy of Audiology, 2010). The AAA guidelines state that an AA can perform tasks such as minor repairs on hearing aids, patient set-up, assisting the audiologist while testing a patient, and performing office duties. The Academy firmly states that an AA should never be in a position to perform diagnostic assessment of any nature (American Academy of Audiology, 2010).

In a 2001 survey, Hamill and Freeman found that the majority of respondents believed an assistant should be permitted to perform calibration checks, pure-tone and ABR screenings, tympanometry, assist with pediatric testing, provide instruction on hearing aid cleanings and use, send hearing aids out for repair, and complete administrative duties around the office. In the past 15 years, increasing numbers of audiologists have had experience with assistants. The survey presented in this manuscript and administered in 2015 was completed to obtain an updated viewpoint of what audiologists deem appropriate tasks for an assistant to complete.

## Survey Respondents

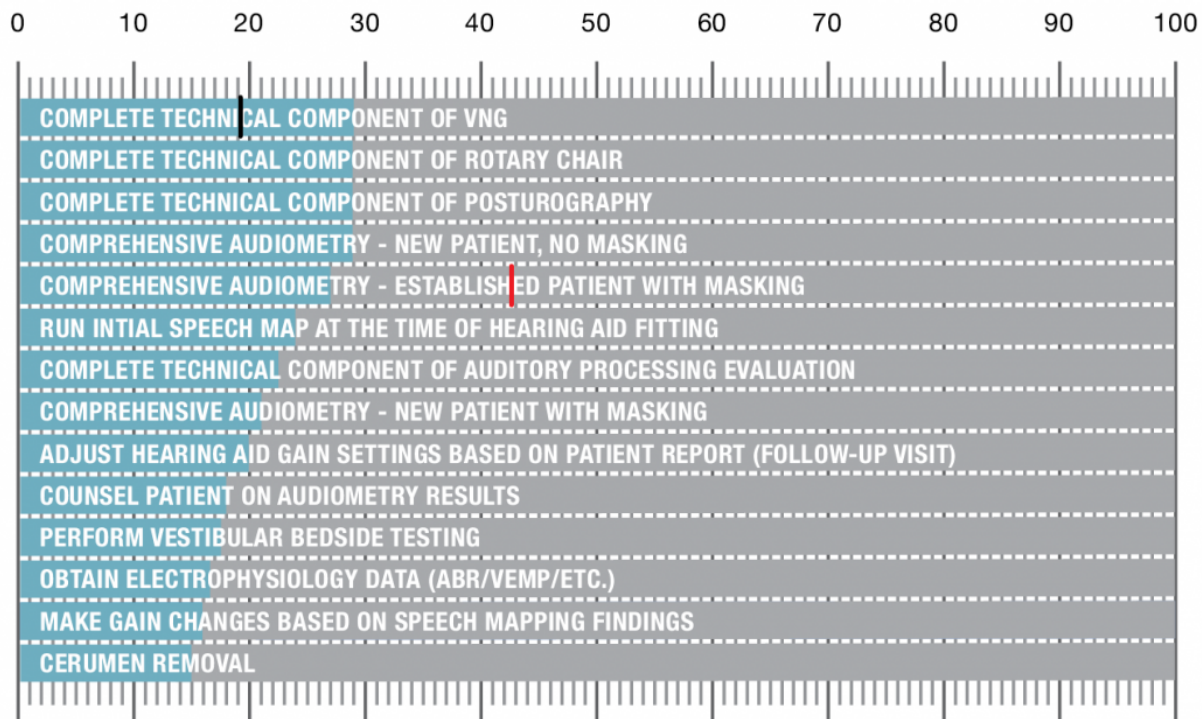
A survey consisting of 22 questions for those who currently work with or have worked with an assistant and 17 questions for those who have never worked with an assistant was sent to 2,216 audiologists by e-mail. Additionally, a weblink was posted on social media. This survey was similar to the one completed by Hamill and Freeman (2001) and chi-squared analysis was completed where direct comparisons could be made.

A total of 357 responses were obtained. A third of the respondents (34 percent) currently work with an AA and another third (35 percent) have previous experience working with an AA. When compared to Hamill and Freeman's data (2001), there has been a 24 percent increase in the percentage of audiologists who either work with or have worked with an AA, which is statistically significant. If we extrapolate this finding to the total estimated 12,500 audiologists working clinically, that would mean that there are an estimated 4,250 assistants in the United States.

## Scope of Practice Opinions

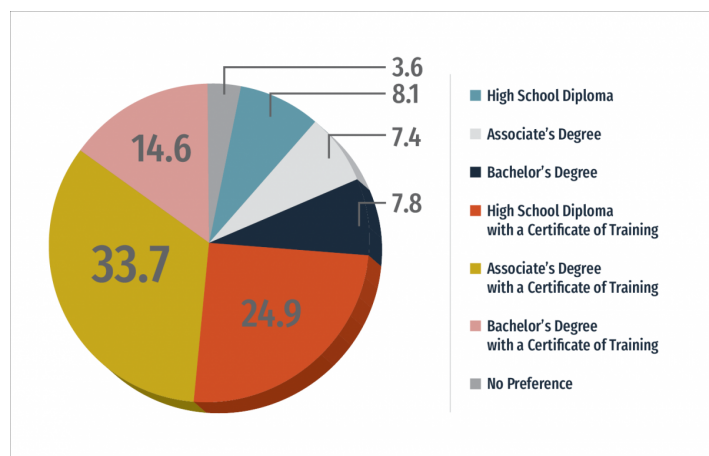
Potential tasks an AA could provide were listed; the respondents were asked to decide whether they believed the tasks should be within the scope of practice of an assistant, and whether they would allow an assistant to complete it based on best patient care standards alone, ignoring state rules and regulations.

## TASKS <30% AGREED to Be within Scope



**FIGURE 3.** Percentage of respondents who agree a given task is appropriate to be within the scope of practice of an audiology assistant; only tasks where < 30 percent agreed are shown. The vertical hash marks represent the percentage of respondents who agreed from the data collected by Hamill and Freeman (2001) where there was a statistically significant ( $p$  value  $> .01$ ) difference (black = more agreed currently and red = more agreed in 2001).

Opinions on whether tasks were appropriate for delegation to the assistant are shown in FIGURES 1, 2, and 3. Direct comparisons to Hamill and Freeman's (2001) data were made, when appropriate. Any statistically different values are represented by a vertical hash mark on the bar graph, which represents the earlier survey response results when a significant difference was found. The absence of a hash mark means that either the results were similar or the same question was not asked.





**FIGURE 4.** Minimum education deemed necessary for audiology assistants by percentage of respondents.

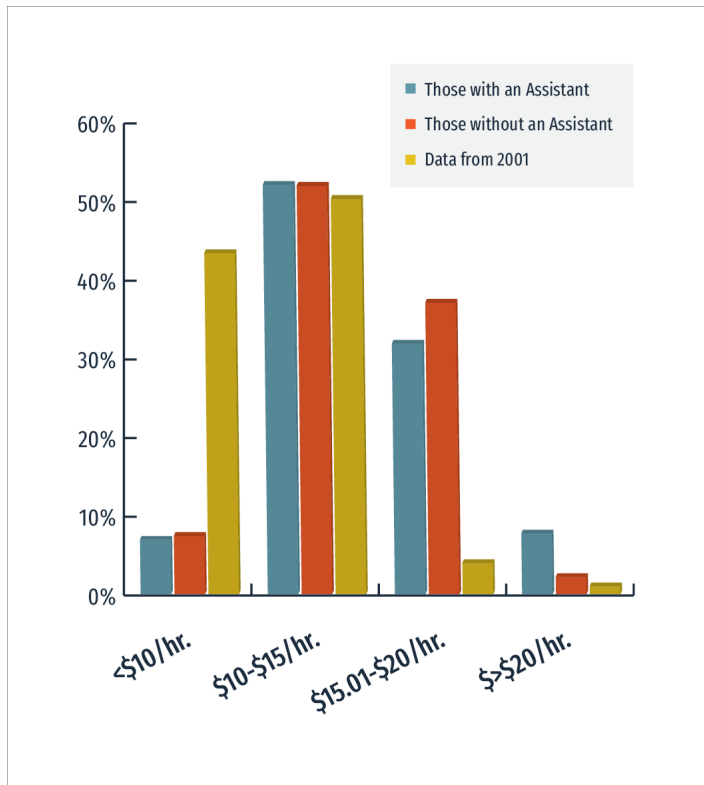
## Assistant Training and Education

Additionally, questions related to training and education were asked on the survey. For those working with assistants, 44 percent had assistants who had on-the-job training only, and another 40 percent of them had on-the-job training along with formal education. The remaining 16 percent had either formal education only, previous experience from another practice, or other training such as being an audiology student.

When asked “what level of education do you feel is needed at minimum for an assistant,” about three-quarters of the respondents preferred a certificate of training along with formal education while the remaining quarter felt that one form of formal education alone was necessary (FIGURE 4).

## Compensation and Use of Time

Respondents who have worked with an AA within the last five years were asked to report on their assistants’ wages. The compensation breakdown (FIGURE 5) reveals that the majority of assistants are paid somewhere between \$10 and \$20 per hour, which is relatively consistent with what audiologists who do not have an assistant reported they would be willing to pay. When compared to data collected in 2001, this shows an increase in compensation; however, this is most likely due to inflation (Hamill, 2016).



**FIGURE 5.** The compensation of audiology assistants as a percentage of the respondents. The blue bar represents respondents who have worked with an assistant within the last five years. The orange bar represents what respondents who have never had an assistant would be willing to compensate an assistant. The yellow bar represents what respondents in 2001 were willing to compensate an assistant.

Assistant schedules were also explored. Most respondents relayed that their assistant saw patients on a walk-in basis for hearing aid services and assisted the audiologist with testing such as visual reinforcement audiometry (VRA). Few respondents allowed for assistants to maintain their own patient schedule and some did not allow assistants to see patients at all. The amount of time audiologists spent supervising assistants varied greatly and likely is highly dependent on the tasks the assistant was assigned.

# Respondent Comments

The last portion of the survey allowed for comments; 65 of the 357 respondents provided candid, open-ended opinions and experiences. A thematic analysis was completed by three reviewers and three major themes emerged: AAs are beneficial to the profession (n=31), AAs are harmful to the profession and not needed (n=30), and AAs need standardized training/certification (n=18). Some respondents offered comments on more than one theme. Given that the number of comments supporting and opposing AAs is similar, it is clear that there is a great divide on the acceptance of AAs by audiologists, regardless of whether or not they had experience with an AA.

The fear of AAs encroaching on audiologists' scope of practice that was noted at the time of Hamill and Freeman's (2001) survey is still evident today. Several respondents felt that if AAs were trained to complete tasks within an audiologist's scope of practice that otolaryngologists would hire the AA rather than an audiologist. Along these same lines, a minor theme was that AAs are often mistaken as the audiologist by patients (confusion about who is who) and that they would be diluting our field further ("too many people in the pot already").

Another major theme was that AAs were invaluable to the majority of the respondents' practice. Having an AA assist with walk-in hearing aid patients afforded the audiologist time to complete diagnostic appointments and hearing aid fittings. Some relayed that their assistant helped greatly with scheduling, tracking hearing aids, and infection control. An underlying theme throughout the comments was that the value of the AA depended greatly on the level of training and supervision provided to the AA.

The last major theme was concern regarding quality-of-care, and the wide range of educational and training requirements across the states, and even practice to practice. Most agreed that AAs should not be completing diagnostic care nor should they participate in interpretation or counseling. The comments regarding training were consistent in conveying that training should be supervised and there should be a standardized curriculum of knowledge and skills.

## Conclusion

This survey reveals an increase in the utilization of assistants as well as a broadened scope of practice for assistants. However, many still express concern about widespread use of assistants. A decade ago, Jerry Northern (2006) discussed the underlying fear in an article titled "Look Around: The Audiology Assistants Are Here!," where he called for the profession to be proactive in developing the assistant role and training. The Academy has since created multiple position statements regarding assistants (2006, 2010, and 2016) and a membership category for them. Additionally, ADA also has a membership category for assistants and had an education track at their 2016 conference with about 25–30 assistants attending (Freeman, 2017). Unfortunately though, not much action has been taken with regard to standardizing education and training requirements for AAs. Regulation, or lack thereof, of AAs occurs at the state level similar to licensure for an audiologist. If the audiology community could come to a consensus regarding minimum standards, we could then all lobby our individual states in an effort to see more uniform regulation of this rapidly growing position. If we don't determine what is in our and our patients' best interest with regard to assistants, then who will?

### TABLE OF ABBREVIATIONS

|               |  |
|---------------|--|
| <b>ABR</b>    | Auditory brainstem response                      |
| <b>COSI</b>   | Client oriented scale of improvement             |
| <b>HHIE/A</b> | Hearing handicap inventory for the elderly/adult |
| <b>MCL</b>    | Most comfortable level                           |
| <b>OAE</b>    | Otoacoustic emissions                            |
| <b>RIC</b>    | Receiver-in-the-canal                            |
| <b>UCL</b>    | Uncomfortable level                              |
| <b>VRA</b>    | Visual reinforcement audiometry                  |
| <b>VNG</b>    | Videonystagmography                              |
| <b>VEMP</b>   | Vestibular evoked myogenic potential             |



**Tags:**Practice Management (<https://www.audiology.org/tags/practice-management>) [2]Audiology Assistant (<https://www.audiology.org/tags/audiology-assistant>) [3]**Author:**

Julia P. Andrews

**References / Notes:**

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**Author Description:**

Julia P. Andrews, AuD, is an assistant professor at Nova Southeastern University in Ft. Lauderdale, Florida, and Teri Hamill, PhD, is a professor at Nova Southeastern University in Ft. Lauderdale, Florida.

**Teaser / Intro:**

Although audiologists are open to the idea of using assistants, professional insecurity and the fear of job displacement may be preventing such implementation from taking place.

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[3] <https://www.audiology.org/tags/audiology-assistant>

[4] [http://audiology-web.s3.amazonaws.com/migrated/2010\\_AudiologyAssistant\\_Pos\\_Stat.pdf\\_539978b1321499.80405268.pdf](http://audiology-web.s3.amazonaws.com/migrated/2010_AudiologyAssistant_Pos_Stat.pdf_539978b1321499.80405268.pdf)

[5] <http://speech-language-pathology-audiology.advancweb.com/Article/Opinions-Divided-on-Audiology-Assistants.aspx>

[6] <http://hearinghealthmatters.org/hearingeconomics/2017/audiology-labor-market>



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

## AGENDA ITEM 9

### Work Session on Implementation of Licensee Jurisprudence Exam

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At the Board's January 2021 meeting the implementation of a licensee jurisprudence exam was discussed in response to the 2020 revision to NAC 637B to provide this authority.

The following timeline/project plan is proposed for the Board's consideration and input. Sample exams from Montana and New Jersey, provided by NCSB, were reviewed as samples.

|                            |   |
|----------------------------|---|
| April 2021                 | <p>Review proposed project plan/timeline and decide on the following requirements:</p> <ol style="list-style-type: none"><li>1. Number of total exam questions (NJ 25; MT 20)<ol style="list-style-type: none"><li>a. Number of general Board/ethics/professional conduct questions</li><li>b. Number of license-specific questions per practitioner type</li></ol></li><li>2. Requirement at initial licensure<ol style="list-style-type: none"><li>a. New licensees</li><li>b. Out of State/Reciprocal/License by Endorsement</li></ol></li><li>3. Requirement at renewal – interval in years</li><li>4. Passing score (MT 80%)</li><li>5. Open book/unlimited attempts</li></ol> |
| April 2021 – December 2021 | <p>Work on exam content. Board staff will draft potential questions and Board members may submit potential questions and feedback offline to protect the integrity of questions. Review of final drafts in October 2021 meeting with final edits by 12/31/2021. Notification to current licensees in December 2021.</p>   |
| January 2022               | <ul style="list-style-type: none"><li>• Implement <i>*optional*</i> jurisprudence exam available through Board website/application system using free software.</li><li>• Exam will be offered outside of application/renewal process but promoted for every new applicant and license renewal.</li></ul>  |
| January – December 2022    | <p>Ongoing review of exam use/results/efficacy and revision of questions as needed.</p>   |
| January 2023               | <p>Implement <i>*required*</i> jurisprudence exam with consideration to integrate with licensing system if budget allows for \$6,000 one-time build.</p>  |

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

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 10

### Disciplinary Matters: Recommendation for Dismissal - Case No. A20-02

---

The Complaint alleged fitting and dispensing hearing aids without having obtained a dispensing endorsement; unprofessional conduct; and patient abandonment.

After investigation and review of all documentation received on this complaint, it has been determined that there is insufficient evidence to file a formal complaint for hearing before the Board and the facts set forth in the accusations are insufficient to establish a violation of Chapter 637B of the Nevada Revised Statutes or the Nevada Administrative Code.

This case is recommended for dismissal.

---

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

**ATTACHMENT(S):** None.



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

## AGENDA ITEM 11

### Executive Director's Report

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Please see the Written Executive Director's Report.

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

**ATTACHMENT(S):**

1. *ED Report 4 21 2021*
2. *FY21 Q3 Financials*
3. *FY22 DRAFT Budget*



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](http://www.nvspeechhearing.org) Email [board@nvspeechhearing.org](mailto:board@nvspeechhearing.org)

**EXECUTIVE DIRECTOR'S REPORT**

April 21, 2021

**a. Licensure Statistics**

The following chart provides licensing statistics for the period January 1, 2021 through March 31, 2021 with a net decrease of five (5) licenses (-0.4%). This is consistent, albeit slightly lower than FY20 Q3 totals, which saw a 1% decrease from the 2nd quarter of 2020. This is also not unusual given that these numbers include December expirations since we allow for 30-day late renewal, and over half of our licenses expire on December 31st. It should also be noted that seven (7) applications received in this quarter are still pending.

| Description         | Total Licensees | Speech Pathologists | Audiologists | Dispensing Audiologists | Hearing Aid Specialists | Apprentices |
|---------------------|-----------------|---------------------|--------------|-------------------------|-------------------------|-------------|
| <b>Dec 31, 2020</b> | <b>1328</b>     | <b>1083</b>         | <b>57</b>    | <b>94</b>               | <b>79</b>               | <b>15</b>   |
| Issued              | 46              | 35                  | 4            | 4                       | 2                       | 1           |
| Expired             | 51              | 40                  | 4            | 5                       | 1                       | 1           |
| <b>Mar 31, 2021</b> | <b>1323</b>     | <b>1078</b>         | <b>57</b>    | <b>93</b>               | <b>80</b>               | <b>15</b>   |
| Change              | -0.4%           | -0.5%               | 0            | -1%                     | 1%                      | 0           |

**b. Fiscal Year 2021, 3<sup>rd</sup> Quarter ending March 31, 2021 Financial Report and DRAFT FY22 Budget**

The Q2 summary was not available for the January 2021 meeting, but the Q3 report encompasses all revenue and expenses through March 31, 2021. We are happy to report that income is approximately 10% over budget and expenses are slightly below for Q3 expenses.

**Profit and Loss Through Q3**

- Total Revenue: \$133,920.49      Percent of Budget: 85.85%
- Deferred Revenue: \$81,341.92
- Total Expenses: \$131,830.67      Percent of Budget: 71.56%
- **Net Income: \$2,089.82**

**Deviations from Budget**

Legal/investigative fees continue to grow beyond the budget, at 131.83% at the end of Q3. We expect additional costs this year and into FY22 following the receipt of six (6) new complaints since January 2021. We expect to reap cost-savings in other areas, including the office lease as a result of the renegotiated agreement with the OT Board and reduction in legislative fees for the remainder of the year given the lack of success with our bill to raise fee caps.

**Balance Sheet**

- Total Cash Assets: \$159,432.58

- Total Liabilities: \$95,402.21
- **Total Equity: \$64,030.37**

**c. ASLP-IC Compact Update**

Per ASHA and the compact website, 10 states have now enacted compact legislation to date: Alabama, Kansas, Kentucky, Louisiana, Nebraska, North Carolina, Oklahoma, Utah, West Virginia, and Wyoming. It was reported that the compact will become operational when 10 states enacted legislation to participate. Legislation is also pending in the following 12 states: Colorado, Georgia, Indiana, Iowa, Maryland, New Hampshire, New Mexico, Ohio, Oregon, South Carolina, Texas, and Washington.

We have confirmed Dan Logsdon, Director of the National Center for Interstate Compacts to attend our July 2021 meeting to provide the Board with more information on the Compact.

**d. SPOLR (State Controller Reports) Implementation**

We were notified in January 2021 that the State Controller's Office (SCO) is implementing Section 4 of Senate Bill 21 of the 2013 legislative session, codified as NRS 353C.1965. This will require agencies providing professional or occupational licenses to submit biannual reports of license renewals to the State Controller's Office (SCO) in order to compare against the list of active debtors who owe the State of Nevada money. If a match is found, the SCO will send a certified letter to the debtor (licensee) requesting payment of the debt. If the debtor does not respond or does not pay the debt, SCO will notify the agency to not renew his/her license at the next renewal period.

Reports must be submitted on August 1<sup>st</sup> (January 1 – June 30 renewals) and February 1<sup>st</sup> (July 1 – December 31 renewals). Our first report is due to SCO on August 1, 2021.

**e. Board Member Appointments/Reappointments**

| Name             | Credential/<br>Role  | Location  | Term | Term Expires | Eligible for<br>Reappointment |
|------------------|----------------------|-----------|------|--------------|-------------------------------|
| Tami Brancamp    | SLP/Board Chair      | Reno      | 1    | 7/1/2023     | No                            |
| Andrea Menicucci | SLP/Board Vice Chair | Reno      | 2    | 7/1/2021     | Yes                           |
| Minnie Foxx      | Public Member        | Las Vegas | 1    | 7/1/2023     | Yes                           |
| Michael Hodes    | AuD/Board Member     | Reno      | 1    | 7/1/2023     | 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                            |

Both Michael Hodes and Tami Brancamp have been reappointed and both terms expire 7/1/2023. We have also welcomed a new public member, Minnie Foxx, appointed from 7/2/2020 to 7/1/2031.

Andrea Menicucci's first term is set to expire on 7/1/2021 and she is eligible for reappointment. Unfortunately, this summer we will lose Thomas Rainford, BC-HIS whose final term expires on 7/1/2021. We will begin recruiting via the website and through an email to licensees, with attention to the Sunset Subcommittee's 2020 Interim *Summary of Recommendations* 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/>

**f. Complaints**

There are seven (7) outstanding complaints currently in the investigative process. One of these is presented at this meeting for dismissal, and if dismissed, will leave six (6) open cases.

**Balance Sheet**  
**As of March 31, 2021**

|                                 | <u>Mar 31, 21</u>        |
|---------------------------------|--------------------------|
| <b>ASSETS</b>                   |                          |
| <b>Current Assets</b>           |                          |
| Checking/Savings                |                          |
| Wells Fargo Bank - Checking     | 45,287.04                |
| Wells Fargo Bank - Savings      | <u>102,849.87</u>        |
| Total Checking/Savings          | 148,136.91               |
| <b>Total Current Assets</b>     |                          |
| Other Current Assets            | <u>7,144.70</u>          |
| Prepaid Expenses                | <u>7,144.70</u>          |
| Total Other Current Assets      | 155,281.61               |
| <b>Fixed Assets</b>             |                          |
| Capital Assets                  | <u>4,150.97</u>          |
| Total Fixed Assets              | <u>4,150.97</u>          |
| <b>TOTAL ASSETS</b>             | <u><u>159,432.58</u></u> |
| <b>LIABILITIES &amp; EQUITY</b> |                          |
| <b>Liabilities</b>              |                          |
| <b>Current Liabilities</b>      |                          |
| Accounts Payable                |                          |
| Accounts Payable                | <u>60.09</u>             |
| Total Accounts Payable          | 60.09                    |
| Other Current Liabilities       |                          |
| Deferred Revenue                | 81,341.92                |
| Other Current Liabilities       | 100.00                   |
| Paid Time Off                   | 8,868.02                 |
| Payroll Liabilities             | 4,676.75                 |
| Payroll Tax Liability           | <u>355.43</u>            |
| Total Other Current Liabilities | <u>95,342.12</u>         |
| Total Current Liabilities       | <u>95,342.12</u>         |
| Total Liabilities               | 95,402.21                |
| <b>Equity</b>                   |                          |
| Invested in Capital Assets      | 4,150.97                 |
| Retained Earnings               | 57,789.58                |
| Net Income                      | <u>2,089.82</u>          |
| Total Equity                    | 64,030.37                |



**Balance Sheet**  
**As of March 31, 2021****Mar 31, 21**  

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**TOTAL LIABILITIES & EQUITY****159,432.58**  

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**Profit Loss Budget vs. Actual**  
**July 2020 through March 2021**

|                                | <b>Annual Budget</b> | <b>Actuals July 20<br/>- Mar 21</b> | <b>Remaining<br/>Balance</b> | <b>% of Budget<br/>Spent</b> |
|--------------------------------|----------------------|-------------------------------------|------------------------------|------------------------------|
| <b>Ordinary Income/Expense</b> |                      |                                     |                              |                              |
| <b>Income</b>                  |                      |                                     |                              |                              |
| Fees                           | 25,000.00            | 17,925.00                           | 7,075.00                     | 71.70%                       |
| License Fees                   | 125,000.00           | 109,395.33                          | 15,604.67                    | 87.52%                       |
| Exams, List and Interest       | 6,000.00             | 6,600.16                            | -600.16                      | 110.00%                      |
| <b>Total Income</b>            | <b>156,000.00</b>    | <b>133,920.49</b>                   | <b>22,079.51</b>             | <b>85.85%</b>                |
| <b>Expense</b>                 |                      |                                     |                              |                              |
| Personnel Cost                 | 108,343.38           | 83,895.45                           | 24,447.93                    | 77.44%                       |
| Attorney General / Legal Fees  | 5,000.00             | 6,591.27                            | -1,591.27                    | 131.83%                      |
| Audit Fees                     | 0.00                 | 0.00                                | 0.00                         | 0.00%                        |
| Bank Service Charges           | 3,000.00             | 3,142.33                            | -142.33                      | 104.74%                      |
| Board Compensation             | 3,150.00             | 1,800.00                            | 1,350.00                     | 57.14%                       |
| Dues                           | 450.00               | 699.90                              | -249.90                      | 155.53%                      |
| Equipment Purchase             | 500.00               | 0.00                                | 500.00                       | 0.00%                        |
| Examinations                   | 4,128.90             | 1,913.96                            | 2,214.94                     | 46.36%                       |
| Insurance                      | 1,600.00             | 1,205.21                            | 394.79                       | 75.33%                       |
| Licensing Program Subscription | 13,800.00            | 12,235.00                           | 1,565.00                     | 88.66%                       |
| Meeting Expenses               | 300.00               | 0.00                                | 300.00                       | 0.00%                        |
| Office Lease                   | 8,450.29             | 5,030.80                            | 3,419.49                     | 59.53%                       |
| Office Supplies                | 700.00               | 899.76                              | -199.76                      | 128.54%                      |
| Postage                        | 300.00               | 263.74                              | 36.26                        | 87.91%                       |
| Printing                       | 100.00               | 183.36                              | -83.36                       | 183.36%                      |
| <b>Professional Fees</b>       |                      |                                     |                              |                              |
| Legislative Services           | 29,000.00            | 11,250.00                           | 17,750.00                    | 38.79%                       |
| Accounting                     | 3,000.00             | 2,250.00                            | 750.00                       | 75.00%                       |
| IT / Technical Support         | 1,000.00             | 0.00                                | 1,000.00                     | 0.00%                        |
| <b>Total Professional Fees</b> | <b>33,000.00</b>     | <b>13,500.00</b>                    | <b>19,500.00</b>             | <b>40.91%</b>                |
| Telephone                      | 1,200.00             | 469.89                              | 730.11                       | 39.16%                       |
| <b>Travel</b>                  |                      |                                     |                              |                              |
| In-state Travel                | 200.00               | 0.00                                | 200.00                       | 0.00%                        |
| Out of State Travel            | 0.00                 | 0.00                                | 0.00                         | 0.00%                        |
| <b>Total Travel</b>            | <b>200.00</b>        | <b>0.00</b>                         | <b>200.00</b>                | <b>0.00%</b>                 |
| <b>Total Expense</b>           | <b>184,222.57</b>    | <b>131,830.67</b>                   | <b>52,391.90</b>             | <b>71.56%</b>                |
| <b>Net Ordinary Income</b>     | <b>-28,222.57</b>    | <b>2,089.82</b>                     | <b>-30,312.39</b>            | <b>-7.41%</b>                |
| <b>Net Income</b>              | <b>-28,222.57</b>    | <b>2,089.82</b>                     | <b>-30,312.39</b>            | <b>-7.41%</b>                |

**BEASP**  
**Transaction Detail by Account**  
January through March 2021

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| Type                               | Date       | Num    | Name                              | Memo                  | Amount    |
|------------------------------------|------------|--------|-----------------------------------|-----------------------|-----------|
| <b>Wells Fargo Bank - Checking</b> |            |        |                                   |                       |           |
| Deposit                            | 01/01/2021 |        |                                   | Deposit               | 1,350.00  |
| Deposit                            | 01/02/2021 |        |                                   | Deposit               | 100.00    |
| Deposit                            | 01/04/2021 |        |                                   | Deposit               | 675.00    |
| Deposit                            | 01/05/2021 |        |                                   | Deposit               | 275.00    |
| Liability Check                    | 01/06/2021 |        | QuickBooks Payroll Service        | Payroll expense       | -2,868.21 |
| Deposit                            | 01/06/2021 |        |                                   | Deposit               | 125.00    |
| Paycheck                           | 01/07/2021 | DD1123 | Jennifer Pierce                   | Direct Deposit        | 0.00      |
| Paycheck                           | 01/07/2021 | DD1124 | Stacey Whittaker                  | Direct Deposit        | 0.00      |
| Deposit                            | 01/07/2021 |        |                                   | Deposit               | 525.00    |
| Check                              | 01/07/2021 |        | Voya                              | Payroll expense       | -366.12   |
| Check                              | 01/07/2021 | 1595   | Numbers, Inc.                     | Bookkeeping services  | -750.00   |
| Check                              | 01/07/2021 | 1597   | Board of Occupational Therapy     | Postage reimbursement | -32.40    |
| Check                              | 01/07/2021 | 1596   | Deborah Rea                       | License fee refund    | -50.00    |
| Deposit                            | 01/08/2021 |        |                                   | Deposit               | 100.00    |
| Deposit                            | 01/09/2021 |        |                                   | Deposit               | 250.00    |
| Deposit                            | 01/10/2021 |        |                                   | Deposit               | 100.00    |
| Deposit                            | 01/11/2021 |        |                                   | Deposit               | 900.00    |
| Deposit                            | 01/12/2021 |        |                                   | Deposit               | 200.00    |
| Check                              | 01/12/2021 |        | AT&T                              | Telephone expense     | -24.79    |
| Deposit                            | 01/13/2021 |        |                                   | Deposit               | 300.00    |
| Check                              | 01/13/2021 |        |                                   | Merchant fees         | -826.93   |
| Deposit                            | 01/14/2021 |        |                                   | Deposit               | 25.00     |
| Deposit                            | 01/16/2021 |        |                                   | Deposit               | 100.00    |
| Deposit                            | 01/18/2021 |        |                                   | Deposit               | 250.00    |
| Deposit                            | 01/19/2021 |        |                                   | Deposit               | 975.00    |
| Liability Check                    | 01/20/2021 |        | QuickBooks Payroll Service        | Payroll expense       | -2,868.21 |
| Deposit                            | 01/20/2021 |        |                                   | Deposit               | 250.00    |
| Paycheck                           | 01/21/2021 | DD1125 | Jennifer Pierce                   | Direct Deposit        | 0.00      |
| Paycheck                           | 01/21/2021 | DD1126 | Stacey Whittaker                  | Direct Deposit        | 0.00      |
| Deposit                            | 01/21/2021 |        |                                   | Deposit               | 125.00    |
| Check                              | 01/21/2021 |        | Voya                              | Payroll expense       | -366.12   |
| Check                              | 01/21/2021 | 1598   | Attorney General                  | Legal fees            | -154.31   |
| Check                              | 01/21/2021 | 1600   | Puliz Records Management          | Records storage       | -50.00    |
| Check                              | 01/21/2021 | 1599   | silver State Government Relations | Legislative services  | -750.00   |
| Check                              | 01/21/2021 | 1601   | Tami Brancamp                     | Board compensation    | -75.00    |
| Check                              | 01/21/2021 | 1605   | Andrea Menicucci                  | Board compensation    | -75.00    |
| Check                              | 01/21/2021 | 1603   | Tom Rainford                      | Board compensation    | -75.00    |
| Check                              | 01/21/2021 | 1602   | Bonnie Lamping                    | Board compensation    | -150.00   |
| Check                              | 01/21/2021 | 1604   | Michael Hodes                     | Board compensation    | -75.00    |
| Check                              | 01/21/2021 | 1606   | Tim Hunsaker                      | Board compensation    | -75.00    |
| Check                              | 01/21/2021 |        |                                   | Stop payment fee      | -31.00    |
| Deposit                            | 01/22/2021 |        |                                   | Deposit               | 100.00    |
| Deposit                            | 01/25/2021 |        |                                   | Deposit               | 50.00     |

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**Transaction Detail by Account**  
January through March 2021

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| Type            | Date       | Num    | Name                              | Memo                         | Amount    |
|-----------------|------------|--------|-----------------------------------|------------------------------|-----------|
| Check           | 01/25/2021 |        | Wells Fargo                       | Zoom annual renewal, postage | -171.90   |
| Liability Check | 01/26/2021 | E-pay  | US Treasury                       | Payroll expense              | -1,706.84 |
| Deposit         | 01/26/2021 |        |                                   | Deposit                      | 450.00    |
| Deposit         | 01/27/2021 |        |                                   | Deposit                      | 375.00    |
| Deposit         | 01/28/2021 |        |                                   | Deposit                      | 200.00    |
| Deposit         | 01/29/2021 |        |                                   | Deposit                      | 275.00    |
| Deposit         | 01/29/2021 |        |                                   | Deposit                      | 0.53      |
| Deposit         | 01/30/2021 |        |                                   | Deposit                      | 250.00    |
| Deposit         | 02/01/2021 |        |                                   | Deposit                      | 125.00    |
| Deposit         | 02/02/2021 |        |                                   | Deposit                      | 150.00    |
| Liability Check | 02/03/2021 |        | QuickBooks Payroll Service        | Payroll expense              | -2,868.21 |
| Paycheck        | 02/04/2021 | DD1127 | Jennifer Pierce                   | Direct Deposit               | 0.00      |
| Paycheck        | 02/04/2021 | DD1128 | Stacey Whittaker                  | Direct Deposit               | 0.00      |
| Deposit         | 02/04/2021 |        |                                   | Deposit                      | 300.00    |
| Check           | 02/04/2021 |        | Voya                              | Payroll expense              | -366.12   |
| Check           | 02/04/2021 | 1607   | State of Nevada IT                | Telephone expense            | -9.58     |
| Deposit         | 02/05/2021 |        |                                   | Deposit                      | 800.00    |
| Deposit         | 02/06/2021 |        |                                   | Deposit                      | 125.00    |
| Deposit         | 02/08/2021 |        |                                   | Deposit                      | 200.00    |
| Check           | 02/08/2021 |        | AT&T                              | Telephone expense            | -25.02    |
| Deposit         | 02/09/2021 |        |                                   | Deposit                      | 50.00     |
| Deposit         | 02/10/2021 |        |                                   | Deposit                      | 300.00    |
| Check           | 02/10/2021 |        |                                   | Merchant fees                | -249.45   |
| Check           | 02/11/2021 |        | Pro-Group Management              | Worker's comp insurance      | -500.00   |
| Deposit         | 02/12/2021 |        |                                   | Deposit                      | 300.00    |
| Deposit         | 02/15/2021 |        |                                   | Deposit                      | 900.00    |
| Liability Check | 02/16/2021 | E-pay  | US Treasury                       | Payroll expense              | -1,721.30 |
| Deposit         | 02/16/2021 |        |                                   | Deposit                      | 200.00    |
| Liability Check | 02/17/2021 |        | QuickBooks Payroll Service        | Payroll expense              | -2,957.23 |
| Deposit         | 02/17/2021 |        |                                   | Deposit                      | 150.00    |
| Check           | 02/17/2021 | 1609   | silver State Government Relations | Legislative services         | -3,000.00 |
| Check           | 02/17/2021 | 1608   | State of Nevada IT                | Telephone expense            | -3.05     |
| Check           | 02/17/2021 |        | Wells Fargo                       | Postage                      | -7.00     |
| Paycheck        | 02/18/2021 | DD1131 | Wayne Springmeyer Emp             | Direct Deposit               | 0.00      |
| Paycheck        | 02/18/2021 | DD1129 | Jennifer Pierce                   | Direct Deposit               | 0.00      |
| Paycheck        | 02/18/2021 | DD1130 | Stacey Whittaker                  | Direct Deposit               | 0.00      |
| Deposit         | 02/18/2021 |        |                                   | Deposit                      | 275.00    |
| Check           | 02/18/2021 |        | Voya                              | Payroll expense              | -366.12   |
| Deposit         | 02/19/2021 |        |                                   | Deposit                      | 225.00    |
| Deposit         | 02/20/2021 |        |                                   | Deposit                      | 200.00    |
| Deposit         | 02/21/2021 |        |                                   | Deposit                      | 100.00    |
| Deposit         | 02/22/2021 |        |                                   | Deposit                      | 200.00    |
| Deposit         | 02/23/2021 |        |                                   | Deposit                      | 325.00    |
| Check           | 02/23/2021 | 1610   | Attorney General                  | Legal fees                   | -540.26   |

## Transaction Detail by Account

January through March 2021

| Type            | Date       | Num    | Name                              | Memo                 | Amount    |
|-----------------|------------|--------|-----------------------------------|----------------------|-----------|
| Deposit         | 02/24/2021 |        |                                   | Deposit              | 250.00    |
| Deposit         | 02/25/2021 |        |                                   | Deposit              | 100.00    |
| Check           | 02/25/2021 | 1611   | Puliz Records Management          | Records storage      | -50.00    |
| Check           | 02/25/2021 | 1614   | Tami Brancamp                     | Board compensation   | -75.00    |
| Check           | 02/25/2021 | 1613   | Tom Rainford                      | Board compensation   | -75.00    |
| Check           | 02/25/2021 | 1615   | Andrea Menicucci                  | Board compensation   | -75.00    |
| Check           | 02/25/2021 | 1612   | Bonnie Lamping                    | Board compensation   | -75.00    |
| Deposit         | 02/26/2021 |        |                                   | Deposit              | 750.00    |
| Deposit         | 02/26/2021 |        |                                   | Deposit              | 100.00    |
| Deposit         | 02/26/2021 |        |                                   | interest             | 0.43      |
| Deposit         | 03/01/2021 |        |                                   | Deposit              | 350.00    |
| Deposit         | 03/02/2021 |        |                                   | Deposit              | 400.00    |
| Liability Check | 03/03/2021 |        | QuickBooks Payroll Service        | Payroll expense      | -2,957.23 |
| Deposit         | 03/03/2021 |        |                                   | Deposit              | 175.00    |
| Paycheck        | 03/04/2021 | DD1132 | Jennifer Pierce                   | Direct Deposit       | 0.00      |
| Paycheck        | 03/04/2021 | DD1133 | Stacey Whittaker                  | Direct Deposit       | 0.00      |
| Paycheck        | 03/04/2021 | DD1134 | Wayne Springmeyer Emp             | Direct Deposit       | 0.00      |
| Check           | 03/04/2021 |        | Voya                              | Payroll expense      | -366.12   |
| Deposit         | 03/04/2021 |        |                                   | Deposit              | 200.00    |
| Check           | 03/04/2021 | 1616   | Tim Hunsaker                      | Exam fees            | -100.00   |
| Deposit         | 03/05/2021 |        |                                   | Deposit              | 625.00    |
| Deposit         | 03/07/2021 |        |                                   | Deposit              | 250.00    |
| Deposit         | 03/08/2021 |        |                                   | Deposit              | 125.00    |
| Check           | 03/08/2021 |        | AT&T                              | Telephone expense    | -25.02    |
| Deposit         | 03/09/2021 |        |                                   | Deposit              | 250.00    |
| Check           | 03/10/2021 |        |                                   | Merchant fees        | -148.59   |
| Deposit         | 03/11/2021 |        |                                   | Deposit              | 300.00    |
| Check           | 03/11/2021 | 1617   | Puliz Records Management          | Records storage      | -45.00    |
| Check           | 03/11/2021 | 1618   | silver State Government Relations | Legislative services | -3,000.00 |
| Deposit         | 03/12/2021 |        |                                   | Deposit              | 400.00    |
| Deposit         | 03/13/2021 |        |                                   | Deposit              | 175.00    |
| Deposit         | 03/14/2021 |        |                                   | Deposit              | 275.00    |
| Deposit         | 03/15/2021 |        |                                   | Deposit              | 425.00    |
| Liability Check | 03/16/2021 | E-pay  | US Treasury                       | Payroll expense      | -1,738.14 |
| Deposit         | 03/16/2021 |        |                                   | Deposit              | 150.00    |
| Liability Check | 03/17/2021 |        | QuickBooks Payroll Service        | Payroll expense      | -2,971.79 |
| Deposit         | 03/17/2021 |        |                                   | Deposit              | 600.00    |
| Paycheck        | 03/18/2021 | DD1137 | Wayne Springmeyer Emp             | Direct Deposit       | 0.00      |
| Paycheck        | 03/18/2021 | DD1135 | Jennifer Pierce                   | Direct Deposit       | 0.00      |
| Paycheck        | 03/18/2021 | DD1136 | Stacey Whittaker                  | Direct Deposit       | 0.00      |
| Deposit         | 03/18/2021 |        |                                   | Deposit              | 350.00    |
| Check           | 03/18/2021 |        | Voya                              | Payroll expense      | -366.12   |
| Deposit         | 03/19/2021 |        |                                   | Deposit              | 75.00     |
| Deposit         | 03/20/2021 |        |                                   | Deposit              | 100.00    |

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**Transaction Detail by Account**  
January through March 2021

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| Type                              | Date       | Num  | Name                       | Memo               | Amount            |
|-----------------------------------|------------|------|----------------------------|--------------------|-------------------|
| Deposit                           | 03/21/2021 |      |                            | Deposit            | 100.00            |
| Deposit                           | 03/22/2021 |      |                            | Deposit            | 425.00            |
| Check                             | 03/22/2021 | 1621 | Attorney General           | Legal fees         | -540.26           |
| Check                             | 03/22/2021 | 1622 | State of Nevada IT         | Telephone expense  | -1.82             |
| Check                             | 03/22/2021 | 1619 | Michael Hodes              | Examination fees   | -100.00           |
| Check                             | 03/22/2021 | 1620 | Melissa Maestas            | Examination fees   | -200.00           |
| Check                             | 03/22/2021 | 1624 | Nanci Campbell             | Examination fees   | -100.00           |
| Check                             | 03/22/2021 | 1623 | Sophia Dillon Taylor       | Refund overpayment | -50.00            |
| Check                             | 03/22/2021 | 1625 | Gregory Girten             | Refund exam fee    | -100.00           |
| Deposit                           | 03/23/2021 |      |                            | Deposit            | 325.00            |
| Deposit                           | 03/24/2021 |      |                            | Deposit            | 275.00            |
| Deposit                           | 03/25/2021 |      |                            | Deposit            | 275.00            |
| Check                             | 03/25/2021 |      | Wells Fargo                | Merchant fees      | -36.00            |
| Deposit                           | 03/26/2021 |      |                            | Deposit            | 200.00            |
| Deposit                           | 03/28/2021 |      |                            | Deposit            | 100.00            |
| Deposit                           | 03/29/2021 |      |                            | Deposit            | 1,150.00          |
| Deposit                           | 03/30/2021 |      |                            | Deposit            | 325.00            |
| Liability Check                   | 03/31/2021 |      | QuickBooks Payroll Service | Payroll expense    | -2,949.95         |
| Deposit                           | 03/31/2021 |      |                            | Deposit            | 475.00            |
| Deposit                           | 03/31/2021 |      |                            | interest           | 0.41              |
| Total Wells Fargo Bank - Checking |            |      |                            |                    | -16,974.84        |
| <b>TOTAL</b>                      |            |      |                            |                    | <b>-16,974.84</b> |

State of Nevada  
Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board  
**DRAFT FISCAL YEAR 2022 BUDGET**

| REVENUE                  |  | No Leg Impact | SB 335 only   | SB 326 only   | Both          | Revenue Narrative                   |
|--------------------------|--|---------------|---------------|---------------|---------------|-------------------------------------|
| Fees                     | New applications & late renewals                   | \$ 28,300.00  | \$ 28,300.00  | \$ 28,300.00  | \$ 28,300.00  | ~ 5% increase from FY20 (\$27,038)  |
| License Fees             | New, renewals, reinstatements, & conversions       | \$ 135,000.00 | \$ 135,000.00 | \$ 110,000.00 | \$ 111,000.00 | ~ 5% increase from FY20 (\$129,907) |
| Exams, List and Interest | Exams, mailing lists, verifications, bank interest | \$ 6,300.00   | \$ 6,300.00   | \$ 6,300.00   | \$ 6,300.00   | ~ 5% increase from FY20 (\$7,686)   |
| Total Revenue            |  | \$ 169,600.00 | \$ 169,600.00 | \$ 144,600.00 | \$ 145,600.00 |                                     |

| EXPENSES                  |                            |              |               |               |               |               | Expense Narrative   |
|---------------------------|----------------------------|--------------|---------------|---------------|---------------|---------------|---|
| Administrative Oversight  |                            |              | -             | \$ 8,480.00   | -             | \$ 8,480.00   | 5% of projected \$169,600 FY22 Fee Revenue                |
| Personnel/Payroll         |                            |              | \$ 108,476.00 | \$ 108,476.00 | \$ 108,476.00 | \$ 108,476.00 |   |
|                           | Executive Director         | \$ 60,775.00 |               |               |               |               | Annual \$60,775. No FY22 increase.                        |
|                           | Licensing Coordinator      | \$ 32,760.00 |               |               |               |               | Annual \$32,760. No FY22 increase. 25% increase 7/2019.   |
|                           | Investigator               | \$ 2,000.00  |               |               |               |               | Hourly at \$30/hour not to exceed \$2,000.                |
|                           | Payroll Taxes              | \$ 7,308.00  |               |               |               |               | FICA @ \$5,923; Medi @ \$1,385                            |
|                           | Deferred Compensation      | \$ 5,500.00  |               |               |               |               | Executive Director @ 9.05%                                |
|                           | Direct Deposit Fees        | \$ 133.00    |               |               |               |               | \$1.75 per DD (JP/SW @ 52 = \$91; WS @ 24 = \$42)         |
| Legal Fees                | Attorney General           |              | \$ 6,000.00   | \$ 6,000.00   | \$ 6,000.00   | \$ 6,000.00   | \$154.36/hr: 6 Mtgs @ 2 hrs ea= \$1,852 + \$4k complaints |
| Bank Fees                 | Merchant Services/Checking |              | \$ 4,000.00   | \$ 4,000.00   | \$ 4,000.00   | \$ 4,000.00   | \$1000 increased from FY21 - FY21 Q3 is almost \$3200     |
| Board Compensation        | Salary                     |              | \$ 2,700.00   | \$ 2,700.00   | \$ 2,700.00   | \$ 2,700.00   | 6 ZOOM meetings/hearings @ max \$75 x 6 members           |
| Dues                      | NCSB; RAN                  |              | \$ 550.00     | \$ 550.00     | \$ 550.00     | \$ 550.00     | NCSB \$450; RAN \$100                                     |
| Equipment                 |                            |              | \$ 200.00     | \$ 200.00     | \$ 200.00     | \$ 200.00     | No equipment anticipated.                                 |
| Examinations              |                            |              | \$ 3,630.00   | \$ 3,630.00   | \$ 3,630.00   | \$ 3,630.00   |   |
| Exam Proctors             | Various                    | \$ 2,400.00  |               |               |               |               | 24 exams @ \$100/proctor                                  |
| Exam Materials            | IHS                        | \$ 1,230.00  |               |               |               |               | 24 booklets @ \$50 each + \$28.90 shipping                |
| Insurance                 | Tort & Liab/Worker's Comp  |              | \$ 1,250.00   | \$ 1,250.00   | \$ 1,250.00   | \$ 1,250.00   | Tort Liability \$750; Worker's Comp \$500                 |
| Lic Database/Website      | Albertson Consulting       |              | \$ 7,605.00   | \$ 7,605.00   | \$ 7,605.00   | \$ 7,605.00   | Annual \$7,200; Support Overage \$405 (3 hrs @ \$135/hr)  |
| Meeting Expense           | Rooms/lunches              |              | \$ 100.00     | \$ 100.00     | \$ 100.00     | \$ 100.00     | Recommend no in-person meetings.                          |
| Office Lease & Cost Share | OT Board                   |              | \$ 3,385.00   | \$ 3,385.00   | \$ 3,385.00   | \$ 3,385.00   | Shared office, supplies, equipment, & internet.           |
| Office Supplies/Storage   | Puliz, Staples, Various    |              | \$ 640.00     | \$ 640.00     | \$ 640.00     | \$ 640.00     | Records Storage: \$540 (\$45/mo); Misc. supplies \$200    |
| Postage                   | USPS                       |              | \$ 300.00     | \$ 300.00     | \$ 300.00     | \$ 300.00     | Three year average less \$300 for closure of PO Box.      |
| Printing                  | State Printer              |              | \$ 100.00     | \$ 100.00     | \$ 100.00     | \$ 100.00     | Envelopes, misc.  |
| Professional Fees         |                            |              | \$ 3,500.00   | \$ 3,500.00   | \$ 3,500.00   | \$ 3,500.00   |   |
| Accounting                | Numbers Inc.               | \$ 3,000.00  |               |               |               |               | \$750/quarter.  |
| Legislative Services      | None                       | \$ -         |               |               |               |               | No lobbying services.                                     |
| IT Technical Support      | IT NV                      | \$ 500.00    |               |               |               |               | None used through FY 21 Q3.                               |
| Telephone/Technology      |                            |              | \$ 1,075.00   | \$ 1,075.00   | \$ 1,075.00   | \$ 1,075.00   |   |

|  |                       |           |               |               |               |               |  |
|--|-----------------------|-----------|---------------|---------------|---------------|---------------|--|
| Local/Long/Telecon                     | AT&T                  | \$ 525.00 |               |               |               |               | Local \$300 (\$25/mo). LD \$25 (\$2/month). Telecon \$200. |
| Web Meeting                            | ZOOM                  | \$ 150.00 |               |               |               |               | Annual subscription @ \$149.90.                            |
| Office 365                             | Go Daddy              | \$ 400.00 |               |               |               |               | Annual subscription for two (2) accounts @ \$191.88 each.  |
| Travel                                 |                       |           | \$ 100.00     | \$ 100.00     | \$ 100.00     | \$ 100.00     |  |
|  | Travel - In State     | \$ 100.00 |               |               |               |               | Local mileage. Reduce & hold all meetings via ZOOM.        |
|  | Travel - Out of State | \$ -      |               |               |               |               | Conference travel. Recommend no NCSB travel this year.     |
| Total Operating Expenses               |                       |           | \$ 143,611.00 | \$ 152,091.00 | \$ 143,611.00 | \$ 152,091.00 |  |
|  |                       |           |               |               |               |               |  |
| Revenue in Excess of Operating Expense |                       |           | \$ 25,989.00  | \$ 17,509.00  | \$ 989.00     | \$ (6,491.00) | Revenue in Excess of Operating Expense                     |
|  |                       |           | No Leg Impact | SB 335 only   | SB 326 only   | Both          |  |

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

## AGENDA ITEM 12

### Report from Legal Counsel

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Henna Rasul, Board Counsel will provide the Board with a general update on legal activities.

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**ACTION:** None – INFORMATIONAL ONLY.

**ATTACHMENT(S):** None.



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

## AGENDA ITEM 13

### Reports from Board Chair and Board Members

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- a. Recognition of Board Service: Thomas Rainford, BC-HIS
  - b. Report from Board Chair and Board Members
  - c. 2021 Proposed Meeting Schedule
    - Next Meeting: Wednesday, April 21, 2021 at 4:30pm ~ Teleconference
  - d. Future Agenda Items:
    - 1. Continued work on Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants
    - 2. Continued work on Future Legislative Efforts to Consider Licensing Audiology Assistants
    - 3. Continued work on Jurisprudence Exam
    - 4. Work Session to Consider Current and Potential Revisions to Licensee Continuing Education Requirements
    - 5. ASLP-IC Compact Update & Presentation
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**ACTION:** Take action, table the matter, or take no action.

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 14

### Public Comment

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*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)*

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**ACTION:** None – INFORMATIONAL ONLY.

**ATTACHMENT(S):** None.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 15

### Adjournment

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**ACTION:** Meeting adjourned.

**ATTACHMENT(S):** None.