



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

## NOTICE OF PUBLIC MEETING

**Thursday, April 21, 2022 ~ 4:30pm**

**Location: Board Office ~ 6170 Mae Anne Avenue, Suite 1, Reno, Nevada 89523**

*Supporting materials relating to this meeting will be physically available but in an effort to reduce costs and preserve resources, attendees are encouraged to access electronic copies on the Board's website at <https://www.nvspeechhearing.org/about/Minutes.asp>*

### Teleconference Access

#### ZOOM VIDEO & AUDIO:

<https://us02web.zoom.us/j/85938659794?pwd=dGJ5WGZibFdyNUdabHNGMFVtQWhPZz09>

**AUDIO ONLY BY TELEPHONE:** (253) 215-8782

**Meeting ID:** 859 3865 9794

**Passcode:** 969742

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: (a) address agenda items out of sequence (b) combine agenda items or (c) pull or remove items from the agenda at any time. The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person. (NRS 241.020, NRS 241.030).  
Action by the Board on any item may be to approve, deny, amend, or table.

### 1. Call to Order, Confirmation of Quorum

### 2. Public Comment

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

### 3. Approval of the Minutes: Board Meeting and Public Workshop LCB File No. R064-21 of January 19, 2022 *(for possible action)*

### 4. Disciplinary Matters

a. **Recommendation for Approval of Consent Decree: Case No. H21-05 Alice Lilly, HAS License #HAS-2703**  
*(for possible action)*

b. **License Reinstatement Application: Kirsten Razzino, SLP License # SP-2082 (Expired January 19, 2022)**  
*(for possible action)*

**5. Public Hearing: Proposed Regulations LCB File No. R064-21***(informational only)*

The purpose of the hearing is to solicit comments from interested persons regarding the adoption of regulations that pertain to LCB File No. R064-21. The proposed regulations do the following:

*(1) Reduces, from 15 hours to 10 hours, the total number of hours of continuing education required for the renewal of a license; and (2) Requires at least 1 of these hours to relate to ethics, cultural competence, cultural humility, culturally responsive practices or diversity, equity and inclusion. If a licensee is a dispensing audiologist, existing regulations require at least 5 hours of continuing education to relate directly to the practice of fitting and dispensing hearing aids. (NAC 637B.400) This regulation reduces the requirement from 5 hours to 3 hours.*

**6. Public Comment: Proposed Regulations LCB File No. R064-21**

*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)*

**7. Consideration of Adoption of Proposed Regulations LCB File No. R064-21 (Revised January 31, 2022)***(for possible action)***8. Work Session on Future Legislative Efforts (Standing Agenda Item):****a. Consideration to Revise NRS 637B to Add Licensing of Speech-Language Pathology Assistants***(for possible action)***b. Consideration to Revise NRS 637B to Add Licensing of Audiology Assistants***(for possible action)***c. Consideration to Revise NRS 637B to Address Telehealth and Telesupervision***(for possible action)***d. Consideration to Revise NRS 637B to Remove NBC-HIS Certification Requirement for HAS License***(for possible action)***9. Work Session to Consider New/Potential Future Legislative Efforts:****a. NRS/NAC Requirements for an SLP to Hold ASHA Certificate of Clinical Competence (CCC) at Both Initial Licensure and Renewal***(for possible action)***b. Licensing Reciprocity Options: Current NRS Authority for License by Endorsement and Reciprocity by Interstate Compact or Alternatives***(for possible action)***10. Executive Director's Report****a. Licensure Statistics***(for possible action)***b. FY22 Q3 Financial Report***(for possible action)***c. Legislative Update***(for possible action)***d. Board Member Appointments/Reappointments***(for possible action)***e. Update on FDA Rulemaking for Over-the-Counter Hearing Aids***(for possible action)***f. Update on Implementation of Optional Licensee Jurisprudence Exam***(for possible action)***g. Complaints***(for possible action)***h. Review of FY23 DRAFT Budget***(for possible action)*

**11. Report from Legal Counsel***(informational only)***12. Reports from Board Chair and Members****a. Recognition of Board Service: Bonnie Lamping, SLP***(for possible action)***b. Report from Board Chair and Board Members***(for possible action)***c. 2022 Proposed Meeting Schedule:** Next Meeting: Wednesday, July 20, 2022 at 4:30pm. Teleconference hosted in-person at the Board Office and virtually via ZOOM.*(for possible action)***d. Future Agenda Items**

## 1) Work Session on Future Legislative Efforts (Standing Agenda Item):

## (a) Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants

*(for possible action)*

## (b) Future Legislative Efforts to Consider Licensing Audiology Assistants

*(for possible action)*

## (c) Future Legislative Efforts to Address Telehealth and Telesupervision

*(for possible action)*

## (d) Revision to NRS 637B to Remove NBC-HIS Certification Requirement for HAS License

*(for possible action)*

## (e) Other Items Added During this Meeting

*(for possible action)*

## 2) Work Session on Jurisprudence Exam Requirements

*(for possible action)***13. 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)*

**14. Adjournment***(for possible action)*

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*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.*

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**THIS MEETING HAS BEEN PROPERLY NOTICED AND POSTED IN THE FOLLOWING LOCATIONS:****Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board****Board Office:** 6170 Mae Anne Avenue, Suite 1, Reno, Nevada 89523**Website:** [www.nvspeechhearing.org](http://www.nvspeechhearing.org)**State of Nevada Public Notices Website**[www.notice.nv.gov](http://www.notice.nv.gov)

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

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



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### **AGENDA ITEM 3**

## Approval of the Minutes: Board Meeting and Public Workshop of January 19, 2022

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The minutes of the meeting and public workshop of January 19, 2022 are presented for approval.

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

**ATTACHMENT(S):**

1. *2022 1 19 Minutes Not Yet Approved*



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

**January 19, 2022**

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**Members Present:** Andrea Menicucci, Michael Hodes, Bonnie Lamping, Timothy Hunsaker, Minnie Foxx, Lynee Anderson

**Members Absent:** Tami Brancamp

**Staff Present:** Jennifer Pierce, Executive Director  
 Stacey Whittaker, Licensing Coordinator  
 Henna Rasul, Sr. Deputy Attorney General, Board Counsel

**Public Present:** Heather Castellano; Laura Fink; Mindy Johnson; Karen Klopfer (CCSD/ASHA); Nancy Kuhles (NSHA/NV Coalition); Glenn Martin; Brant Neider; Kim Reddig (NSHA); Jennifer Young

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**Call to Order, Confirmation of Quorum**

Tami Brancamp was unable to attend with prior notice and Vice Chair Andrea Menicucci agreed to chair the meeting in her absence. Ms. Menicucci called the meeting to order at 4:31pm. A roll call confirmed a quorum was present.

**Public Comment**

There was no public comment.

**Approval of the Minutes: Board Meeting of October 20, 2021**

Ms. Menicucci asked if there were any corrections or revisions to the minutes of the meeting of October 20, 2021 and none were noted. Ms. Menicucci asked for a motion. Bonnie Lamping made a motion to approve the minutes of October 20, 2021 as written and Timothy Hunsaker seconded the motion. The motion passed.

**Public Workshop: Proposed Regulations LCB File No. R064-21**

Ms. Menicucci opened the Public Workshop on proposed regulations LCB File No. R064-21. Ms. Menicucci asked Ms. Pierce to summarize. Ms. Pierce reviewed the proposed regulations, which revises the required number of annual Continuing Education (CE) hours for all licensees to ten (lowered from the current 15) and adds a requirement that one (1) CE hour relate to ethics. Ms. Pierce also reported that the regulation has been placed on the January 20, 2022 agenda of the Joint Interim Standing Committee on Health and Human Services. This item was informational only and no action was taken.

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

**Public Comment: Proposed Regulations LCB File No. R064-21**

Ms. Menicucci opened the meeting for public comment. Ms. Pierce reported that three written comments were received via email and read each into the record:

- **Email from Stephanie Rich; Received January 3, 2022:**

*Dear Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board, My name is Stephanie Rich. I am a speech pathologist in Las Vegas. On January 19, I have a conflict at 4:00, and will unlikely be able to make the meeting. I wanted to write to say that I support making the change to 10 credits of continuing education classes from 15. With the decrease of the number of credits, this would allow me more flexibility to spend money on choice courses which don't always provide many credits, but are highly relevant to what I would like to study more in depth. Thank you for proposing this change. Sincerely, Stephanie*

- **Email from Amy Stoel; Received January 3, 2022:**

*Yay! I'm all for this and it's more in line with our national standards! Yay!*

- **Email from Angel L. Ball, Ph.D. CCC/SLP, Professor and Program Director of Speech Pathology, Nevada State College; Received January 4, 2022:**

*Hello:*

*I sincerely appreciate the effort to amend this continuing education to align with ASHA requirements. Most particularly, I am in support of reducing the annual continuing education from the current 15 hours to the 10 hours (which is the ASHA requirement). Reasons for support: 1. Aligns with national accreditation requirements. 2. Helps the NV Speech-Language Pathologists and Audiologists reduce costs. However, as of Jan 1, 2020, ASHA requires 1 hour out of the 30 hours (in 3 year period) to be in the area of ethics, and as of Jan 1, 2023, ASHA is making a change to continuing education and will be requiring 2 of the 30 hours (in 3 year period) to be in areas of "cultural competency, cultural humility, culturally responsive practice, or diversity, equity, and inclusion (DEI)" (<https://www.asha.org/certification/maintain-ccc/>)*

*How could Nevada continue to remain closer to ASHA changes, and support training for quality of service the SLPs provide? We seem to be behind the national goals. The upcoming ASHA change reflects improving cultural competency and responsiveness, which is critical to our service delivery. So if we are going to make a change, why not address these areas as well?*

*May I suggest that instead of the proposed:*

*Section 1. NAC 637B.400 is hereby amended to read as follows: 637B.400 1. Except as otherwise provided in subsection 2 of NAC 637B.403 and NAC 637B.430, as a prerequisite for each renewal of a standard license or provisional license, a licensee must complete, during the annual period immediately preceding the renewal, at least [15] 10 hours of continuing education approved by the Board that directly pertains to the profession in which he or she holds a license issued by the Board [.] , including at least 1 hour of continuing education relating to ethics. That we consider the following proposal: Section 1. NAC 637B.400 is hereby amended to read as follows: 637B.400 1. Except as otherwise provided in subsection 2 of NAC 637B.403 and NAC 637B.430, as a prerequisite for each renewal of a standard license or provisional license, a licensee must complete, during the annual period immediately preceding the renewal, at least [15] 10 hours of continuing education approved by the Board that directly pertains to the profession in which he or she holds a license issued by the Board [.] , including at least 1 hour of continuing education relating to ethics OR in areas of cultural competency, cultural humility, culturally responsive*

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*practice, or diversity, equity, and inclusion (DEI). In addition, 1 hour of ethics must be obtained every 3 years. The dark green italicized is my suggested change. Thank you for allowing my input to the conversation.*

*Sincerely, Angel L. Ball, Ph.D. CCC/SLP, Professor and Program Director of Speech Pathology*

There was no verbal public comment from anyone in attendance. This item was informational only and no action was taken. Ms. Menicucci closed the Workshop.

### **Consideration of Proposed Regulations LCB File No. R064-21 Based on Comments Received at Public Workshop**

Ms. Menicucci opened the discussion for any additions, amendments, and/or repeal of regulations taking into consideration the comments from the public.

Bonnie Lamping stated that she agreed with Dr. Ball's suggestion for revisions. Andrea Menicucci and Michael Hodes indicated agreement, suggesting that the language require that at least one of the ten hours required annually be in ethics "or" cultural competency. Ms. Pierce confirmed that the Board was comfortable with not including Dr. Ball's suggestion for at least one hour of ethics every three years through the use of "or", such that a licensee may not ever take an ethics course. There was discussion about how these hours would be tracked and audited and Ms. Pierce reported that the current audit process could remain the same, with the addition of asking licensees to also submit proof of the ethics and/or cultural competency course(s).

Andrea Menicucci called for a motion. Bonnie Lamping made a motion to revise the drafted language to require *"at least 10 hours of continuing education approved by the Board that directly pertains to the profession in which he or she holds a license issued by the Board, including at least 1 hour of continuing education relating to ethics OR in areas of cultural competency, cultural humility, culturally responsive practice, or diversity, equity, and inclusion (DEI)."* Minnie Foxx seconded the motion. The motion passed.

Ms. Pierce reported that she would send the change back to LCB for revision and schedule a Public Hearing during the Board's next meeting in April 2022.

### **Report Out and Recommendations for Action from Advisory Committee on Fitting and Dispensing Hearing Aids Meetings of August 11, 2021 and January 12, 2022**

Ms. Pierce recalled that the Committee met on August 11, 2021 and made several recommendations for the Board's consideration which were included on the Board's October 2021 agenda but tabled to this meeting. Since then, the Committee met again on January 12, 2022. The following items have been recommended to the Board for action:

**a. Recommendation that the Board add the following as a future legislative priority: revisions to NRS and/or NAC to address cerumen management, including required training, performed by Hearing Aid Specialists.**

Ms. Pierce explained that neither this Board's NRS or NAC specifically allow or prohibit cerumen management by Hearing Aid Specialists, nor is it included in the NRS definitions of a Hearing Aid Specialist. This issue has been raised somewhat frequently as the Board office receives requests for guidance and reviews related complaints. It is known that many Hearing Aid Specialists engage in the practice, while others decline to do so. Recent, similar legislation proposed in Tennessee would allow a Hearing Aid Specialist to engage in cerumen management in the course of fitting hearing aids provided they complete an approved cerumen management course.

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Michael Hodes suggested that it would be appropriate to consider a revision as it would give clear authority and guidance in the NRS for Hearing Aid Specialists to engage in this practice. Lynee Anderson countered with concerns around formally sanctioning this practice, given the risks involved in the procedure. The discussion resulted in agreement that the matter needed further consideration.

Andrea Menicucci called for a motion. Michael Hodes made a motion to send the matter back to the Advisory Committee on Fitting and Dispensing Hearing Aids for additional deliberation. Lynee Anderson seconded the motion. The motion passed.

**b. Recommendation that the Board issue a position statement on Over the Counter Hearing Aids with a reference to the *Joint Statement on Consumer-Administered Hearing Tests and Direct-to-Consumer Hearing Aid Sales* issued by ADA, AAA, AAOHNS, and ASHA**

Ms. Pierce explained that the FDA Reauthorization Act of 2017 directed the FDA to develop regulations that would make Over the Counter (OTC) hearing aids available to the public by 2020. The Advisory Committee originally recommended the Board adopt the joint position statement and the matter was tabled at the Board's October 2021 meeting. On October 20, 2021, the FDA released *Proposed rules for Over the Counter Hearing Aids* and Draft Guidance "*Regulatory Requirements for Hearing Aid Devices and Personal Sound Amplification Products*", with public comments due on each by January 18, 2022, 11:59pm ET. While the timing would not allow Board approval of public comments for submission, the matter was brought back before the Committee for an update at its January 12, 2022 meeting. Michael Hodes summarized the Committee's decision to affirm the earlier recommendation for the Board to adopt the joint statement.

Andrea Menicucci called for a motion. Michael Hodes made a motion to adopt the *Joint Statement on Consumer-Administered Hearing Tests and Direct-to-Consumer Hearing Aid Sales* issued by ADA, AAA, AAOHNS, and ASHA as presented. Minnie Foxx seconded the motion. The motion passed.

**c. Recommendation that the Board add the following as a future legislative priority: Revisions to NRS 637B Related to NBC-HIS Certification for HAS License**

Ms. Pierce explained that this matter was heard by the Advisory Committee in both August 2021 and January 2022. Ms. Pierce cited NRS 637B.193(2), which states, "*An applicant for a license to engage in the practice of fitting and dispensing hearing aids must: 2. Except as otherwise provided in NRS 637B.201, be certified by the National Board for Certification in Hearing Instrument Sciences.*" This certification is a requirement in Nevada for both HAS Standard and Temporary licenses. This matter was brought to the Advisory Committee's attention as there have been a handful of recent HAS Apprentices whose licenses have expired and as a result, were unable to continue pursuit of a Standard HAS License per NRS 637B.238, which limits the apprenticeship to three years. NBC-HIS certification candidates must hold a current state license in addition to other requirements to be eligible to sit for the certification exam. Once the Apprentice license expires, the candidate is no longer eligible to sit for the exam, even if they have completed the apprenticeship and passed the written ILE exam. Board staff have also received feedback from out-of-state HAS applicants that the requirement is not common in other states.

Board staff sent an inquiry to NBC-HIS and confirmed via email from Mary Stone, NBC-HIS Certification Coordinator (September 9, 2021) that we are only one of two states with this requirement: "*Utah is the only state that requires Board Certification in Hearing Instrument Sciences*

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*(BC-HIS) for initial licensure, outside of the nuanced Nevada law. IHS does not support using Board Certification as the entry level examination/ credential, as it is meant to be an optional pursuit for the advanced hearing aid dispensing professional. IHS would be happy to engage with the Nevada board about modifying their standard to bring it in line with national standards for licensure."*

The Committee voted unanimously to ask the Board to consider a revision to this requirement. Bonnie Lamping commented that the requirement sounds like a potential barrier to licensure. Timothy Hunsaker agreed and pointed out that Audiologist applicants are not required to hold the ASHA CCC, so why require an HAS applicant to hold NBC-HIS certification. Lynee Anderson added that there are many similarities between the written ILE and NBC-HIS certification examinations, which seems redundant.

Andrea Menicucci called for a motion. Michael Hodes made a motion to adopt revisions to NRS 637B related to NBC-HIS Certification for HAS License as a future legislative priority. Bonnie Lamping seconded the motion. The motion passed.

### **Disciplinary Matters: Cases Recommended for Dismissal**

Ms. Pierce reviewed three complaint cases presented to the Board with recommendations for dismissal:

- a. **Case No. S21-02:** The Complaint alleged violation of federal and state law and/or regulations relating to supervision and unprofessional conduct.
- b. **Case No. S21-03:** The Complaint alleged violation of federal and state law and/or regulations relating to scope of practice and unprofessional conduct.
- c. **Case No. S21-04:** The complaint alleged unprofessional conduct.

After investigation and review of all documentation received on these complaints, it has been determined that there is insufficient evidence to file formal complaints for hearings before the Board and the facts set forth in the accusations are insufficient to establish violations of Chapter 637B of the Nevada Revised Statutes or the Nevada Administrative Code. All three cases are recommended for dismissal.

Ms. Menicucci called for a motion. Michael Hodes made a motion to dismiss all three cases as recommended. Bonnie Lamping seconded the motion. The motion passed.

### **Executive Director's Report**

Ms. Pierce directed the Board to the written Executive Director's Report and summarized as follows:

#### **a. Licensure Statistics**

Ms. Pierce reported that FY22 Q2 resulted in a net increase of just 2 licenses, a less-than-1% increase from the prior quarter. This is a decrease from the 2% increase we saw in this same quarter last year (FY21 Q2), when we notably had roughly the same number of new licenses issued (42 vs 47), but many more licenses expired (40 vs 18). As over half of our licenses expire on 12/31, this is our largest renewal quarter, though only 35 December licenses remained eligible for late renewal as of 1/3/2022.

#### **b. FY22 Q2 Financial Report**

Ms. Pierce directed the Board to the FY22 Q2 Financial Summary, reporting that income and expenses are both slightly lower than projected in the budget. It is hoped that expenses will



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continue to stay low, and income will increase if trends continue toward an influx in new applications at the end of the academic year.

There were no major deviations from the budget in expenses, though legal fees are lower than normal due to anticipation of an overdue invoice from the Attorney General's office due to a billing system change, but the total should fall within expected range. It should be noted that we have paid the annual license fee for the database and the expense will be spread over the course of the year. Reserves (equity) now total \$92,403.18 which is an increase of almost \$23,000 since this quarter last year.

Ms. Pierce also directed the Board to the FY21 Balance Sheet packet submitted to the Legislative Counsel Bureau on November 18, 2021, pursuant to NRS 218G.400. This law requires that Boards be audited annually or biennially by a certified public accountant or public accountant, unless the revenue of the board from all sources is less than \$200,000 for any fiscal year, in which case a balance sheet must be prepared and submitted in lieu of an audit.

**c. Update on Implementation of Optional Licensee Jurisprudence Exam**

Ms. Pierce reported that the optional jurisprudence exams have been finalized in Google forms, which will capture exam attempts and allow us to analyze results over the next year. This is a free method, and she suggested that the Board may want to consider purchasing integration through the database/website once the exams become required. A new informational page has been added to the Board website which explains and provides a link to each licensee-specific exam. Language has also been added to the new application and renewal webpages directing practitioners to test their knowledge.

**d. Complaints**

Ms. Pierce reported that following the October 2021 meeting, there were four complaint cases open for investigation. Two new complaints have since been received, totaling six. Three cases were presented and approved for dismissal earlier in this meeting, leaving three open cases. Ms. Pierce noted this is a verbal correction to the ED Report which incorrectly listed two cases presented for dismissal.

Ms. Pierce further explained that a recent review of the complaint process and guidance from Board Counsel identified a need to clearly differentiate between a complaint, which can only be made against a Board licensee, and a report of unlicensed practice, which can be made against any person allegedly engaging in practice without a license. The NRS and NAC rules for handling each are different, as the Board only has jurisdiction to take disciplinary action against a licensee. Board response to unlicensed practice is considered administrative action, as the Board's jurisdiction is over the subject matter/practice.

Ms. Pierce reported that as a result, revised language has been drafted for the website with a new webpage specific to unlicensed practice, so that the public/consumers may better understand these processes and report appropriately. To support this, Ms. Pierce has also revised the complaint form and created a new form to report unlicensed practice and is presenting both today for the Board's review and approval. These forms, along with the new website language have been reviewed and approved by Board Counsel.



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Andrea Menicucci asked whether the Board may accept complaints anonymously. Ms. Rasul and Ms. Pierce confirmed that the Board's NRS does allow this but also states that the Board may refuse to consider the complaint if anonymity makes processing the complaint impossible or unfair to the person who is the subject of the complaint.

Bonnie Lamping made a motion to approve the new complaint and unlicensed practice report forms as drafted. Timothy Hunsaker seconded the motion. The motion passed.

#### **Review of FY22 Budget to Consider and Approve Board Staff COLA/Merit Raises**

Ms. Menicucci asked Ms. Pierce to summarize, who recalled a suggestion in the October 2021 meeting to consider COLA/merit raises for Board staff following Ms. Pierce's performance evaluation. Ms. Pierce explained that after analyzing the Board's current FY22 budget and positive financial position at the end of FY22 Q2, she is respectfully requesting a 6% COLA increase for both the Executive Director and Licensing Coordinator, as well as a one-time merit bonus to the Executive Director in the amount of \$3,000, both to take effect immediately. The merit bonus reflects two years of service, at a rate of 2.5% salary per year, with excellent performance reviews and no increases since her hire in 2019. The bonus is proposed as a one-time event to allow future bonuses to be considered in the context of the Board's current financial position at that time. The COLA increase is based on recent, significant increases in inflation and aligns with a federal COLA increase of 5.9% taking effect in 2022.

Several members indicated their agreement with the proposal, and Andrea Menicucci asked for a motion. Minnie Foxx made a motion to approve the COLA increases and merit bonus as proposed. Michael Hodes seconded the motion. The motion passed.

#### **Work Session on Future Legislative Efforts (*Standing Agenda Item*):**

##### **a. Consideration to Revise NRS 637B to Add Licensing of Speech-Language Pathology Assistants**

At 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 (NDE) to "sunset" Bachelor's level SLP providers in school settings. Kim Reddig, NSHA President was present in this meeting and provided an update, sharing that work continues between NSHA and NDE. Ms. Reddig reported that NSHA has received several inquiries about SLPA licensing in Nevada and encouraged the Board to pursue a licensing path, with an offer for support and collaboration from NSHA. Bonnie Lamping suggested conducting updated research and drafting potential NRS language. The Board asked the Executive Director to compile information and drafted language for the next meeting.

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

At the Board's April 21, 2021 meeting it was decided that this matter would be included as a standing agenda item in future meetings but tabled for the foreseeable future, with potential legislative efforts on this issue aligned with consideration for licensing SLP Assistants. Given the prior discussion regarding SLPA Assistants, there was agreement to task the Executive Director with drafting NRS language and pursue this as a possible licensing path concurrently with SLP Assistants.

##### **c. Consideration to Revise NRS 637B to Address Telehealth and Telesupervision**

At the Board's July 21, 2021 meeting it was decided that this matter would be included as a standing agenda item in future meetings. Kim Reddig, NSHA President deferred to Karen Klopfer,

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ASHA co-SEAL, who provided an update on telepractice and telesupervision challenges in Clark County School District . Ms. Klopfer asked that the Board consider revision of regulations that will give clear allowance to SLP telesupervision in Nevada. There was discussion amongst the Board resulting in agreement to task the Executive Director to conduct further research and information-gathering on the matter and trends in other states for the next meeting.

### **Report from Legal Counsel**

Henna Rasul, Board Counsel had no new information to report on legal matters and stated that she continues to work closely with the Executive Director on complaints and reports of unlicensed practice.

### **Reports from Board Chair and Board Members**

#### **a. Report from Board Chair and Board Members**

There were no reports from the Chair or Members.

#### **b. 2021 Proposed Meeting Schedule**

The next regular Board Meeting was confirmed for Thursday, April 21, 2022, at 4:30pm, changed from the proposed date to accommodate Bonnie Lamping for whom this will be the last meeting before her terms ends in early July 2022. It was also noted that Timothy Hunsaker's first term will end in July 2022, but he is eligible to apply for reappointment to a second term. The meeting will be hosted at the Board Office and offered virtually through ZOOM.

#### **c. Future Agenda Items**

Ms. Menicucci summarized the items already identified for the next Board meeting and asked for suggestions on additional matters, suggesting the addition of an item to discuss NRS/NAC requirements for an SLP to hold the ASHA Certificate of Clinical Competence (CCC) at initial licensure but not at the time of renewal. The following matters were identified for the April 2022 agenda:

1. Public Hearing on proposed Regulation Change to *NAC 637B.400 Licensee Continuing Education Requirements*;
2. Work Session on Future Legislative Efforts (Standing Agenda Item):
  - a. Continued work on Future Legislative Efforts to Consider Licensing Speech-Language Pathology Assistants;
  - b. Continued work on Future Legislative Efforts to Consider Licensing Audiology Assistants;
  - c. Consideration to Revise NRS 637B to Address Telehealth and Telesupervision;
  - d. Consideration to Revise NRS 637B Related to NBC-HIS Certification for HAS License;
3. Consideration of NRS/NAC requirements for an SLP to hold the ASHA Certificate of Clinical Competence (CCC) at initial licensure but not at the time of renewal.

### **Public Comment**

Laura Fink introduced herself as a Vocational Rehabilitation Counselor for the Deaf/Hard of Hearing from the Nevada Department of Employment, Training and Rehabilitation, and member of the Commission for Persons Who Are Deaf and Hard of Hearing. Ms. Fink stated that she would like to share weblinks to those organizations with the members in the chat and answer questions that may arise. Ms. Pierce advised her that the chat feature was disabled in the ZOOM meeting to adhere to Open Meeting Law requirements but asked her to email the Board with her information and we would be happy to share it.

### **Adjournment**

Ms. Menicucci adjourned the meeting at 6:17pm.



## AGENDA ITEM 4

### Disciplinary Matters

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**a. Recommendation for Approval of Consent Decree: Case No. H21-05 Alice Lilly, HAS License #HAS-2703**

The complaint alleged unprofessional conduct and making or providing false statements or omitting relevant information in connection with an application for a license or the renewal of a license.

After investigation and review of all documentation received in regard to the above referenced complaint, it was determined that there was sufficient evidence to file a formal complaint for hearing before the Board and the facts set forth in the accusations were sufficient to establish a violation of Chapter 637B of the Nevada Revised Statutes or the Nevada Administrative Code. The practitioner opted to settle the matter by entering into a Consent Decree which is presented to the Board for review and approval.

The matter must remain confidential until it is heard by the Board and the Consent Decree is approved/accepted, at which time it becomes a public record and will be reported to the State as required.

The attachment listed below will be sent to Board members under separate cover and should not be opened until this item is addressed during the Board meeting.

---

**ACTION:** It is recommended that the Board accept and approve the Consent Decree.

**ATTACHMENT(S):**

1. *Consent Decree: Case H21-05 – SEE ATTACHMENT UNDER SEPARATE COVER*



State of Nevada

**Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board**
**b. License Reinstatement Application: Kirsten Razzone, SLP License # SP-2082 (Expired January 19, 2022)**

On March 25, 2022 the Board office received a call from Ms. Razzone indicating that she was notified by her employer the day before that her SLP license was expired, and immediately ceased practice once she realized the error. That same day Ms. Razzone submitted a License Reinstatement Application which indicated that she has been employed and practicing without a license in Nevada through her employment with Rehab Directives in Las Vegas, Nevada between January 19, 2022 and March 25, 2022 (approximately 2 months). The license was originally issued on January 20, 2017.

Ms. Razzone was sent an automated reminder notice from the licensing database on November 20, 2021 and was included in license expiration reminder emails sent by the Board's Executive Director on December 20, 2021 and January 20, 2022.

**ACTION:**

1. Take one of the following actions regarding the application: 1) Approve; 2) Deny.
2. The Board may also consider a civil penalty (fine) not to exceed \$5,000 per NRS 637B.280. Our 2020 adopted revision to NAC 637B allows for the following:
  - If unauthorized practice occurred over a period of 30 days or less, not less than \$50 or more than \$200.
  - If the unauthorized practice occurred over a period of 30 days or more, not less than \$200 or more than \$5,000.

For reference, the Board heard 5 similar cases in 2020 and imposed the following:

DURATION	ACTION	ADMINISTRATIVE FINE
< 30 DAYS	Reinstated without conditions	\$50
30 DAYS	Reinstated without conditions	\$200
2 MONTHS	Reinstated without conditions	\$200
4 MONTHS	Reinstated without conditions	\$200
6 MONTHS	Reinstated without conditions	\$300

**ATTACHMENT(S):**

1. *License Reinstatement Application - Razzone*







**Licensing History Update**

License Type	State	License #	Expiration
SLP	NV	SP-2082	Jan 19, 2022

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

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

I do NOT have a Nevada business license number.

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

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

**Legal Information (YES answer requires explanation)**

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

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

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

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

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

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



**Continuing Education Information – Minimum 15 hours for all license types**

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

Date	Course	CE Hours
6/9/21	Foundations of Clinical Education Module 1	.25
6/30/21	The Importance of Clinical Education	.25
3/24/22	Current topics in Supervision	.1
3/24/22	R-What you need to know right now	.5
3/24/22	Screen use in children and impact on development	.1
3/24/22	A continuum for sorting out processing disorders	.1
3/24/22	Becoming a medical SLP: from NICU to SNF	.1
3/24/22	Spaced Retrieval Technique-a how to for SLPs	.1
3/24/22	Pediatric augmentative and alternative communication service delivery	.1
3/24/22	Management of behaviors during feeding and swallowing intervention	.15
3/24/22	speech sound disorders in preschoolers: activities that promote executive function	.1
3/24/22	Breastfeeding 101: What the SLP should know part 1	.1
3/24/22	Breastfeeding 101: What the SLP should know part 2	.1
3/24/22	Post concussive syndrome	.1

**Acknowledgement and Declaration of Applicant**

**Notice of Mandatory Reporting**

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

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

  
Signature of Applicant

3/24/22

Date

**BOARD USE ONLY**

Date Received: 3/25/22 Date Issued: \_\_\_\_\_

Fees Paid By:  Credit Card  Check/MO# \_\_\_\_\_ Amount Paid: \$ 200.00

Certification Verification  License Verification  Continuing Education



**CEU-cont**

Date	Course	CE units
3/24/22	Communicative function and AAC: Quick Tips to Move Beyond Requests.	.5
3/24/22.	Dynamics of School Based Speech and Lang Therapy Variables	.1
3/24/22.	Language outcomes of children with trauma history: understanding the impact.	.1
3/25/22.	Speech sound disorders in preschoolers: best practice for evaluations.	.1



Kirsten Razzone



March 25, 2022

RE: license reinstatement

Dear Members of the Board,

I am writing a letter of explanation to reinstate my license. I have been practicing for 17 years and have never had a lapse. This year however, I had an unforeseen move in December and in the chaos of it all and being so busy with work I simply forgot-until my billing department at work emailed me yesterday. I apologize for this lapse in licensure and assure you that I am not currently treating. I am looking forward to getting back to my kiddos as soon as possible-I don't want my mistake to impact their progress. If there is anything that I can do to help expedite this process, please let me know. I have attached the required documentation with the reinstatement application along with the \$200.00 fee paid online to the licensing board. I thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Kirsten Razzone", with a long horizontal line extending to the right.

Kirsten Razzone



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

## AGENDA ITEM 5

### Public Hearing: Proposed Regulations LCB File No. R064-21

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The purpose of the hearing is to solicit comments from interested persons on the adoption of the proposed regulation LCB File No. R064-21.

The proposed regulations do the following:

*(1) Reduces, from 15 hours to 10 hours, the total number of hours of continuing education required for the renewal of a license; and (2) Requires at least 1 of these hours to relate to ethics, cultural competence, cultural humility, culturally responsive practices or diversity, equity and inclusion. If a licensee is a dispensing audiologist, existing regulations require at least 5 hours of continuing education to relate directly to the practice of fitting and dispensing hearing aids. (NAC 637B.400) This regulation reduces the requirement from 5 hours to 3 hours.*

This proposed regulation is also scheduled for the April 21, 2022 agenda of the Joint Interim Standing Committee on Health and Human Services. The Executive Director will be present to answer any questions posed by the Committee and will provide a verbal report on the meeting at the Board's meeting later that afternoon.

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**ACTION:** None – INFORMATIONAL ONLY

**ATTACHMENT(S):**

1. LCB File R064-21RP1



**REVISED PROPOSED REGULATION OF THE  
SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY AND  
HEARING AID DISPENSING BOARD**

**LCB File No. R064-21**

January 31, 2022

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

AUTHORITY: § 1, NRS 637B.132 and 637B.191.

A REGULATION relating to professional licensing; revising continuing education requirements for the renewal of a license to practice speech-language pathology, audiology or the fitting and dispensing of hearing aids; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

Existing law requires the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board to adopt regulations prescribing requirements for the renewal of a license or endorsement issued by the Board. (NRS 637B.191) With certain exceptions, existing regulations require a licensee to complete 15 hours of continuing education as a prerequisite for the renewal of a standard license or provisional license. (NAC 637B.400) This regulation: (1) reduces, from 15 hours to 10 hours, the total number of hours of continuing education required for the renewal of a license; and (2) requires at least 1 of these hours to relate to ethics, cultural competence, cultural humility, culturally responsive practices or diversity, equity and inclusion. If a licensee is a dispensing audiologist, existing regulations require at least 5 hours of continuing education to relate directly to the practice of fitting and dispensing hearing aids. (NAC 637B.400) This regulation reduces the requirement from 5 hours to 3 hours.

**Section 1.** NAC 637B.400 is hereby amended to read as follows:

637B.400 1. Except as otherwise provided in subsection 2 of NAC 637B.403 and NAC 637B.430, as a prerequisite for each renewal of a standard license or provisional license, a licensee must complete, during the annual period immediately preceding the renewal, at least ~~15~~ **10** hours of continuing education approved by the Board that directly pertains to the

profession in which he or she holds a license issued by the Board ~~[1]~~, *including at least 1 hour of continuing education relating to ethics, cultural competence, cultural humility, culturally responsive practices or diversity, equity and inclusion.* If the licensee is a dispensing audiologist, at least ~~[5]~~ 3 of the ~~[15]~~ 10 hours of continuing education must directly relate to the practice of fitting and dispensing hearing aids.

2. Legible copies of all receipts, records of attendance, certificates and any other evidence of a licensee's completion of a course of continuing education must be retained by the licensee and made available to the Board for inspection for not less than 3 years after the completion of the course.

3. The Board will conduct random audits of licensees to ensure compliance with the requirements of this section.

4. If a licensee completes more than the required number of hours of continuing education during one licensing period, the licensee is not allowed to credit the excess hours toward the required education for a subsequent period.

5. For the purposes of subsection 1, a course approved by the International Institute for Hearing Instruments Studies of the International Hearing Society, American Academy of Audiology, American Speech-Language-Hearing Association, Academy of Doctors of Audiology or Educational Audiology Association is deemed to be approved by the Board.



## AGENDA ITEM 6

### Public Comment: Proposed Regulations LCB File No. R064-21

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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):**

1. *Written Public Comments Received on R064-21 as of April 14, 2022:*
  - *ASHA\_2022 2 15*
  - *Ganz\_2022 3 21*
  - *Romeo\_2022 3 18*

February 15, 2022

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

RE: Proposed Continuing Education Regulations

Dear Ms. Pierce:

On behalf of the American Speech-Language-Hearing Association, I write to support the proposed continuing education regulations with amendments.

The American Speech-Language-Hearing Association (ASHA) is the national professional, scientific, and credentialing association for 218,000 members and affiliates who are audiologists; speech-language pathologists; speech, language, and hearing scientists; audiology and speech-language pathology support personnel; and students. Audiologists specialize in preventing and assessing hearing and balance disorders as well as providing audiologic treatment, including hearing aids. Speech-language pathologists (SLPs) identify, assess, and treat speech, language, and swallowing disorders. Over 900 ASHA members reside in Nevada.<sup>1</sup>

ASHA supports the language in Section 1. NAC 637B.400 with the following amendments in red:

Except as otherwise provided in subsection 2 of NAC 637B.403 and NAC 637B.430, as a prerequisite for each renewal of a standard license or provisional license, a licensee must complete, during the annual period immediately preceding the renewal, at least 10 hours of continuing education approved by the Board that directly pertains to the profession in which he or she holds a license issued by the Board, including at least **1 hour** of continuing education relating to ethics, **and at least 2 hours relating to** cultural competence, cultural humility, culturally responsive practices or diversity, equity and inclusion. If the licensee is a dispensing audiologist, at least 3 of the 10 hours of continuing education must directly relate to the practice of fitting and dispensing hearing aids.

Beginning with ASHA certificate holders in the January 1, 2020 – December 31, 2022 maintenance interval, practitioners will be required to complete the following: Out of 30 required professional development hours for certification maintenance, at least 1 hour must be in the area of ethics.


Beginning with certificate holders in the January 1, 2023 – December 31, 2025 maintenance interval, practitioners will be required to complete the following: Out of 30 required professional development hours for certification maintenance, at least 2 hours must be in cultural competency, cultural humility, culturally responsive practice, or diversity, equity, and inclusion.

Making these changes will further align Nevada's standards with ASHA's standards.

ASHA Comments  
Page 2

Thank you for your consideration of ASHA's position to support the proposed regulations with amendments. If you or your staff have any questions, please contact Eileen Crowe, ASHA's director of state association relations, at [ecrowe@asha.org](mailto:ecrowe@asha.org).

Sincerely,

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

Judy Rich, EdD, CCC-SLP, BCS-CL  
2022 ASHA President

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<sup>1</sup> American Speech-Language-Hearing Association. (2021). *Nevada* [Quick Facts].  
<https://www.asha.org/siteassets/uploadedfiles/nevada-state-flyer.pdf>.

**Jennifer Pierce**

---

**From:** Linda Ganz <Linda@VEGASVOICEINSTITUTE.COM>  
**Sent:** Monday, March 21, 2022 4:40 PM  
**To:** Jennifer Pierce  
**Subject:** RE: Thurs April 21 speech board meeting

Jennifer,

So sorry that I see I made a typo and just reread this. Pls accept the following and disregard the previous email.

03.21.2022

Dear State of Nevada Speech-Language Pathology Board,

I am NOT in support requiring that 1 of these hours to be on ethics, cultural competence, cultural humility etc... This will force each licensee to find a course of a small nature on for only 1 hour each year. This really does improve the reduction of hours bc then we will have to **always** find a course that relates to this topic. I don't agree at all. Most of us take courses where ethics and cultural are addressed but may not be listed in the title. I think this will limit us when renewing our license and force us to take courses only in this topic area which I think limits each one of us in our CEUS interest. Has the board looked into if 1 hr courses are even AVAILABLE? If that is the case then I don't agree with the reduction of hours and would then like to remain at the 1.5 CEUs required each year.

Sincerely,

Linda Ganz

Linda L. Ganz M.S. CCC-SLP

Speech-Language Pathologist & Owner

Vegas Voice Institute

1340 E. Pebble Rd. #115

Las Vegas NV 89123

Phone: #(702) 558-9900

Fax: (702) 558-9920

Website: [www.vegasvoiceinstitute.com](http://www.vegasvoiceinstitute.com)

Email: [Linda@vegasvoiceinstitute.com](mailto:Linda@vegasvoiceinstitute.com)

Front office email: [vegasvoice3@LVcoxmail.com](mailto:vegasvoice3@LVcoxmail.com)

New Patient Appointments & Referrals: [vegasvoice7@lvcoxmail.com](mailto:vegasvoice7@lvcoxmail.com)

Follow us on Facebook: [Vegasvoiceinstitute](https://www.facebook.com/Vegasvoiceinstitute)

Twitter: [@Ganzvoice](https://twitter.com/Ganzvoice)

Instagram: [Vegasvoiceinstitute](https://www.instagram.com/Vegasvoiceinstitute)

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---

**From:** Jennifer Pierce <execdirector@nvspeechhearing.org>

**Sent:** Monday, March 21, 2022 2:15 PM



**Jennifer Pierce**

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**From:** Steve Romeo <stevevegas123@gmail.com>  
**Sent:** Friday, March 18, 2022 10:16 AM  
**To:** Jennifer Pierce  
**Subject:** Re: Notice of Intent to Act Upon a Regulation: R064-21

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

No disrespect intended, but how, exactly, does REDUCING the continuing education requirement ADVANCE patient care and well-being? I strongly oppose any reduction because the field is constantly changing and I have no problem setting aside time and money for about 20 hours of CEU.

On Thu, Mar 17, 2022 at 9:39 AM Jennifer Pierce <[execdirector@nvspeechhearing.org](mailto:execdirector@nvspeechhearing.org)> wrote:

Good morning,

Please find attached the **Notice of Intent to Act Upon a Regulation and Proposed Regulation R064-21** for the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board. The Public Hearing will be held during the Board's next scheduled meeting on Thursday, April 21, 2022 at 4:30pm.

Thank you!

**Jennifer R. Pierce, Executive Director**

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

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

[execdirector@nvspeechhearing.org](mailto:execdirector@nvspeechhearing.org) | 775.787.3421



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

## **AGENDA ITEM 7**

### **Consideration of Adoption of Proposed Regulations LCB File No. R064-21 Based on Comments Received at Public Workshop**

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The Board will consider additions, amendments, and/or repeal of regulations taking into consideration comments from the public.

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

**ATTACHMENT(S):** Same as prior agenda item.



## AGENDA ITEM 8

### Work Session on Future Legislative Efforts (*Standing Agenda Item*):

Items are separated as subsections below for discussion and possible action with relevant recommendations and attachments listed. Considerations for any **Potential Fiscal Impact** is delineated in orange font in each subsection.

#### a. SLP ASSISTANTS

This matter was adopted as a standing agenda item in January 2021 but subsequently tabled in order to align with Nevada Department of Education (NDE) sunseting of bachelor’s level practitioners. A January 2022 update from NSHA regarding its work with NDE restarted this conversation.

- **National Use of SLPAs**

Per the [ASHA State Support Personnel](#) matrix, national trends in SLPA regulation are listed below. cursory research into specific state rules indicates that regulations vary widely from state to state, and several states listed below may include exceptions.

<b>Licensed 13</b>	Arizona; Idaho; Illinois; Kentucky; Louisiana; Maryland; Massachusetts; Minnesota; New Mexico; Ohio; Oklahoma; South Carolina; Texas
<b>Registered 21</b>	Alabama; Alaska; Arkansas; California; Georgia; Indiana; Kansas; Maine; Massachusetts; Mississippi; Missouri; Montana; Nebraska; North Carolina; Pennsylvania; Rhode Island; Tennessee*; Utah; West Virginia; Wyoming
<b>Certified 4</b>	Florida; New Hampshire; Oregon*; Washington*
<b>None 13</b>	Colorado; Connecticut; Delaware**; District of Columbia; Hawaii; Iowa; Kentucky; Michigan; Nevada; New Jersey; New York; Wisconsin; Virginia

\*SLPA Only

\*\*AuDA Only

- **Potential Need in Nevada**

More work may be needed to identify whether a need for SLP Assistants in Nevada exists to justify revisions to NRS 637B to add a new license type.

In the Board’s 2020 Licensee Survey, 427 SLP responses were received, representing 42% of 1,019 licensed SLPs as of 6/30/2020. Of these, 46% (197) reported working in private/healthcare settings, 40% (172) in educational settings, and 14% (58) as unemployed or other.

The current conversation continues to be driven by the presence of bachelor’s level professionals providing SLP services in public educational settings through the NDE endorsement. NSHA reports that it is working with NDE on a proposal to move forward in September 2025 to sunset bachelor’s level practitioners and begin requiring a master’s degree in communication/speech pathology. The Board has not been contacted by NDE around this issue and it is unknown whether there will be a “grandfathering” clause to allow current employees to remain in place once this goes into effect which may lessen demand for an SLPA license path.

NDE employees are outside the Board’s scope and authority. The Board should consider whether this is a narrow issue limited to educational settings that would not support Board licensing if other



State of Nevada

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

occupational pathways are limited. Information and discussion with private/healthcare providers around their potential need for/use of this role may be helpful in guiding these conversations.

- **Licensee Support**

The Board's 2020 licensing survey indicated that less than half of respondents felt there was a need to add SLPA licensing (*Yes: 49.16%, No: 17.98%, Unsure/Not Enough Information: 32.87%*).

Over 30% indicated concerns regarding adding this license type, with the most common concerns cited as 1) supervision/oversight, 2) encroachment on the SLP role, and 3) lack of training options.

- **Higher Education Capacity**

Nevada State College (NSC) in Henderson is the only program in Nevada that offers the supplemental coursework required for the NDE endorsement, and both NSC and UNR offer bachelor and master's degrees in Speech-Language Pathology.

A recent email exchange between NSC, UNR, NSHA, and the Board's Executive Director indicates that there are many questions to still be addressed on this issue, and these programs would need time to shift undergraduate curricula to support SLPA training and/or increase capacity for master's level students. Collaboration with these programs would be useful to inform the Board further.

- **Reimbursement** (per [ASHA SLPA FAQ's](#)):

- Medicare: No recognition/reimbursement.
- Medicaid: Reimbursement varies from state to state and is limited.
- Private Insurers: Coverage and rates vary by company.

- **ASHA SLPA Certification & Model Bill**

- [ASHA SLP Assistants Certification Program](#): This program is now active and provides several eligibility pathways to obtain certification.
- [ASHA Model Bill](#): Last updated in 2014 and includes language around definitions, eligibility, supervision, and unlicensed practice which could be used to draft initial NRS language.
- [Scope of Practice](#): This includes both allowed and prohibited SLPA activities.
- [Education](#): ASHA offers three educational options for its Certification program:
  - (1) Completion of an SLPA program from a regionally accredited institution (associate degree, technical training program, certificate program); OR
  - (2) Receipt of a bachelor's degree in communication sciences and disorders from a regionally accredited institution AND completion of [ASHA education modules](#); OR
  - (3) Receipt of a bachelor's degree in a field other than communication sciences and disorders AND completion of [ASHA education modules](#) AND successful completion of coursework from a regionally or nationally accredited institution in all of the following areas: introductory or overview course in communication disorders, phonetics, speech sound disorders, language development, language disorders, and anatomy and physiology of speech and hearing mechanisms.
- [Supervision](#): In addition to meeting supervisor requirements, ASHA recommends an SLP not supervise more than three full-time equivalent SLPAs in any setting.



State of Nevada

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

• **NRS & NAC Revisions**

At a minimum, to add SLPA licensing to NRS 637B, the Board would need to consider and define the following (may not be inclusive of all sections):

- |   |   |
|---|---|
| ○ Definition  | ○ Fees  |
| ○ Oversight Type: License, Certification, or Registration | ○ Continuing Education  |
| ○ Qualifications of Applicants                            | ○ Supervision of/Responsibility for Work                                  |
| ○ Educational Requirements                                | ○ Ethics/Professional Responsibility                                      |
| ○ Certifications  | ○ Identification; Use of Title in Advertisements or Promotional Materials |
| ○ Scope of Practice                                       | ○ Unlicensed Practice   |

Following any additions to NRS, the Board would need to pursue related NAC revisions in the next interim to align with NRS.

**Potential Fiscal Impact**

◆ **Revenue:**

- May increase revenue through fees from new licensing type; total dependent on fees charged and number of applicants.

◆ **Expenses:**

- Cost for changes to the Board website and revisions to online application/renewal forms.
- Legislative action requires the support of legislative (lobbyist) services, for which the Board has historically budgeted \$24,000 - \$30,000. This will also require time to undergo a competitive bidding/selection and contracting process.
- Increase in legal costs should increase in licensees heighten incidence of NRS/NAC violations.
- Increase in staff costs for administrative/oversight activities due to increased licensee census.

**RECOMMENDATION**

1. It is recommended that the Board not immediately pursue SLP Assistant licensing in the 2023 legislative session but continue efforts to ascertain whether this is a needed licensing path in Nevada. This matter was adopted by the Board in 2020 but tabled for the past two years during which much has changed. It would benefit the Board to gather more information and engage in collaboration with stakeholders and licensees on this initiative, which is likely to require more time than is available before the next session begins.
2. The Board may also consider other proposed NRS revisions to strategically consolidate all into one BDR attempt in an effort to minimize the cost, time, and complexity involved in the process.

**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

**b. AUDIOLOGY ASSISTANTS**

This matter was initially undertaken with SLPA licensing discussions, then separated as a discrete matter in January 2021. In April 2021 the topic was adopted as a standing agenda item and subsequently tabled to again align with consideration for licensing SLP Assistants. As the SLP Assistant conversation has been reinitiated, the following is presented for the Board’s consideration:

• **National Use**

Per the [ASHA State Support Personnel](#) matrix, national trends in AuDA regulation are listed below. cursory research into specific state rules indicates that regulations vary widely from state to state, and several states listed below may include exceptions.

<b>Licensed 13</b>	Arizona; Idaho; Illinois; Kentucky; Louisiana; Maryland; Massachusetts; Minnesota; New Mexico Ohio; Oklahoma; South Carolina; Texas
<b>Registered 20</b>	Alabama; Alaska; Arkansas; California; Delaware**; Georgia; Indiana; Kansas; Maine; Massachusetts; Mississippi; Missouri; Montana; Nebraska; North Carolina; Pennsylvania; Rhode Island; Utah; West Virginia; Wyoming
<b>Certified 2</b>	Florida; New Hampshire
<b>None 15</b>	Colorado; Connecticut; District of Columbia; Hawaii; Iowa; Kentucky; Michigan; Nevada; New Jersey; New York; Oregon*; Tennessee*; Washington*; Wisconsin; Virginia

\*SLPA Only      \*\*AuDA Only

• **Potential Need in Nevada**

More work may be needed to identify whether a need for Audiology Assistants in Nevada exists to justify revisions to NRS 637B to add a new license type. An alternative to formal oversight through legislation for the foreseeable future may be a revision to [NAC 637B.0442](#) which provides rules for duties that an AuD-D or HAS may delegate to an unlicensed office assistant, aide, or technician.

ASHA’s definition of an [Audiology Assistant](#) only allows for supervision by “a certified and/or licensed audiologist.” As of March 31, 2022, Nevada licenses less than 200 Audiologists statewide (AuD = 65, AuD-D= 98). These numbers may not support the cost involved in legislation to create a new license type for this role.

In the Board’s 2020 Licensee Survey, over 51% of AuD and HAS respondents indicated that they already delegate duties to an unlicensed office assistant, aide, or technician as allowed in NAC 637B.0442

• **Licensee Support**

- In the Board’s 2020 Licensee Survey, 48% of AuD and HAS respondents indicated “yes” to a need for licensing AuD Assistants: 19% = “no”; 32% = “unsure/need more information”.
- The three highest benefits cited were: 1) increased productivity by reduced wait times and enhanced patient satisfaction; 2) increased access to services, and 3) allows AuDs to spend time on tasks/services that are more profitable.
- Conversely, approximately 15% of respondents cited concerns around AuDA licensing (44% = “no concerns”; 41% = “unsure/need more information”).
- The three highest concerns cited were 1) supervision/oversight, 2) encroachment on current AuD role, and 3) “other”.



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- **Higher Education Capacity**

This does not appear to be an area of concern with these practitioners. As of 2020, ASHA was aware of only one formal audiology assistant training program in the country, at Nova Southeastern University in Florida, and historically AuD assistants have gained most of their training on-the-job. As described below, ASHA recommends several educational paths by which an assistant may demonstrate eligibility.

Notably, states' minimum education requirements vary significantly, with consensus lacking even between states providing the same level of oversight:

- Of the 6 states that license: 4 require a high school diploma or equivalent, 1 requires an associate degree, and 1 is pending legislation and not determined.
- Of the 7 states that register: 2 require a bachelor's degree, 3 require an associate degree or equivalent, and 3 require a high school diploma or equivalent.

- **ASHA AuDA Certification & Model Bill**

- The [ASHA Audiologist Assistants Certification Program](#) is active and provides several eligibility pathways to obtain certification.
- [ASHA Model Bill](#): Last updated in 2014 and includes language around definitions, eligibility, supervision, and unlicensed practice which could be used to draft initial NRS language.
- Scope of Practice: Unavailable/out for peer review until April 2022 with possible revisions.
- [Education](#): ASHA offers three educational options for its Certification program:
  - (1) Bachelor's degree in communication sciences and disorders from an accredited institution; Field work: 500 hours providing patient services within the scope of practice for an audiology assistant under the supervision of an ASHA-certified audiologist; Completion of three 1-hour [prerequisite courses](#); OR
  - (2) College degree (non CSD), high school diploma, or GED from an accredited institution; completion of ASHA's [online audiology education modules](#) or equivalent (i.e. associate's degree or certificate program in becoming an audiology assistant); Field work: 1,000 hours providing patient services within the scope of practice for an audiology assistant under the supervision of an ASHA-certified audiologist; and completion of three 1-hour [prerequisite courses](#); OR
  - (3) Military: Active Duty or Military: Veteran with related training documentation.
- Supervision: Supervising audiologists must hold a valid state license and ASHA CCC in Audiology (not common for most Audiologists); may not supervise more than two full-time assistants.

- **Reimbursement** (per [ASHA AuDA FAQ's](#)):

- Medicare: No recognition/reimbursement.
- Medicaid: Reimbursement varies from state to state and is limited.
- Private Insurers: Coverage and rates vary by company.

- **NRS & NAC Revisions**

At a minimum, to add AuDA licensing to NRS 637B, the Board would need to consider and define the following (may not be inclusive of all sections):

- |   |   |
|---|---|
| ○ Definition  | ○ Fees  |
| ○ Oversight Type: License, Certification, or Registration | ○ Continuing Education  |
| ○ Qualifications of Applicants                            | ○ Supervision of/Responsibility for Work                                  |
| ○ Educational Requirements                                | ○ Ethics/Professional Responsibility                                      |
| ○ Certifications  | ○ Identification; Use of Title in Advertisements or Promotional Materials |
| ○ Scope of Practice                                       | ○ Unlicensed Practice   |



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Following any additions to NRS, the Board would need to pursue related NAC revisions in the next interim to align with NRS.

**Potential Fiscal Impact**◆ **Revenue:**

- May increase revenue through fees from new licensing type; total dependent on fees charged and number of applicants.

◆ **Expenses:**

- Cost for changes to the Board website and revisions to online application/renewal forms.
- Legislative action requires the support of legislative (lobbyist) services, for which the Board has historically budgeted \$24,000 - \$30,000. This will also require time to undergo a competitive bidding/selection and contracting process.
- Increase in legal costs should increase in licensees heighten risk of NRS/NAC violations.
- Increase in staff costs for administrative/oversight work due to increased licensee census.

**RECOMMENDATION**

1. It is recommended that the Board not immediately pursue Audiology Assistant licensing in the 2023 legislative session but continue efforts to ascertain whether this is a needed licensing path in Nevada. This matter was adopted by the Board in 2020 but tabled for the past two years. It would benefit the Board to gather more information and engage in collaboration with stakeholders and licensees on this initiative, which is likely to require more time than is available before the next session begins.

The Board may also consider other proposed NRS revisions to strategically consolidate all into one BDR attempt in an effort to minimize the cost, time, and complexity involved in the process.

2. In the interim or as an alternative to AuD Assistant licensing, the Board may consider pursuing revisions to [NAC 637B.0442](#) which delineates allowable and prohibited duties that a Dispensing AuD or HAS may delegate to an unlicensed office assistant, aide, or technician.
3. Given the topic, it is recommended that the matter be referred to the Advisory Committee on Fitting and Dispensing Hearing Aids for recommendation to the Board on further action/revisions.

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

**ATTACHMENT(S):** None.





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**c. TELEHEALTH AND TELESUPERVISION**

This matter was adopted as a standing agenda item in July 2021 with a new request in January 2022 for the Board to pursue changes to NRS 637B to address telesupervision, specifically in the context of the work performed by SLPs in the Clark County School District.

**As previously reported, this Board's laws and regulations do not apply to an SLP employed by a public educational institution and working within the scope of that credential, therefore, this request is not within this Board's authority.**

These requests would be more appropriately directed to the Nevada Department of Education to consider revisions to NRS 391 as it relates to school-based SLPs.

Additionally:

- The Board's laws and regulations do not provide authority for the supervision of Clinical Fellows and student interns, and it is not the Board's responsibility to oversee these learning experiences.
- This Board's practice law/regulations do not regulate billing, claims, or reimbursement, which aligns with the NRS/NAC of other Nevada Boards whose licensees may bill Medicaid.
- Most states do not have regulations allowing telesupervision, and in fact, some specifically prohibit the practice, per the table below from [ASHA Telesupervision Maps](#):

# OF STATES BY TELESUPERVISION REGS	ALLOWED	PROHIBITED	NONE/NOT SPECIFIED
<b>SUPPORT PERSONNEL</b>	14	4	32
<b>CLINICAL FELLOWS</b>	10	2	38
<b>STUDENT INTERNS</b>	5	3	42

**Potential Fiscal Impact**

- ◆ **Revenue:** None identified at this time.
- ◆ **Expenses:** None identified at this time.

**RECOMMENDATIONS**

1. It is recommended that the Board take no action at this time and encourage those who continue to make these requests to contact the Nevada Department of Education instead.
2. Should the Board consider licensing of SLP Assistants in the future, it may consider telesupervision of non-school-based SLP Assistants at that time.

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

**ATTACHMENT(S):** None.



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**d. NBC-HIS CERTIFICATION FOR HAS LICENSE**

This matter was recommended to the Board to adopt as a legislative priority by the Advisory Committee on Fitting and Dispensing Hearing Aids on January 12, 2022, and subsequently approved by the Board on January 19, 2022.

The consideration is to remove the requirement for NBC-HIS certification currently required in [NRS 637B.193\(2\)](#) to obtain a HAS Standard or Temporary License, and in [NRS 637B.201](#) to obtain a HAS Provisional license.

- Board staff have confirmed with NBC-HIS that only Nevada and Utah require certification for licensure. NBC-HIS reports that this certification is “*meant to be an optional pursuit for the advanced hearing aid dispensing professional*” and has offered to assist the Board in modifying this requirement to bring it in line with national standards.
- This requirement has presented a barrier for Hearing Aid Specialists already licensed in another state where certification is not required (most), and some HAS Apprentices seeking to convert at the end of the 3-year apprenticeship if their Apprentice license expires prior to passing the certification exam.
- If the requirement is removed, the Board would no longer offer a Provisional HAS license as described in [NRS 637B.201](#), which is currently intended to allow an applicant to begin practicing while pursuing certification.

**NRS & NAC Revisions**

Drafted revisions to the two sections of NRS 637B referencing NBC-HIS certification are presented below for the Board’s review.

Following any additions to NRS, the Board would also need to pursue related NAC revisions to align with NRS.

**NRS 637B.193 Hearing aid specialists: Qualifications of applicants.** *An applicant for a license to engage in the practice of fitting and dispensing hearing aids must:*

*1. Successfully complete a program of education or training approved by the Board which requires, without limitation, that the applicant:*

*(a) Hold an associate’s degree or bachelor’s degree in hearing instrument sciences; or*

*(b) Hold a high school diploma or its equivalent or an associate’s degree or bachelor’s degree in any field other than hearing instrument sciences, and successfully complete a training program in hearing instrument sciences as prescribed by regulation of the Board.*

~~*2. Except as otherwise provided in NRS 637B.201, be certified by the National Board for Certification in Hearing Instrument Sciences.*~~

~~*3.*~~ *2. Pass the examination prescribed pursuant to NRS 637B.194.*

~~*4.*~~ *3. Comply with the regulations adopted pursuant to NRS 637B.194.*

~~*5.*~~ *4. Include in his or her application the complete street address of each location from which the applicant intends to engage in the practice of fitting and dispensing hearing aids.*



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**NRS 637B.201 Provisional license to practice speech-language pathology ~~or fitting and dispensing hearing aids.~~**

1. Upon application and payment of the application fee required pursuant to NRS 637B.175, the Board may issue a provisional license to engage in the practice of:

~~(a) Speech-language pathology to a person who is completing the clinical fellowship requirements for obtaining a certificate of clinical competence issued by the American Speech-Language-Hearing Association.~~

~~(b) Fitting and dispensing hearing aids to a person who:~~

~~(1) Holds a license to engage in the practice of fitting and dispensing hearing aids in another state; and~~

~~(2) Is completing the training required for certification by the National Board for Certification in Hearing Instrument Sciences.~~

2. A provisional license issued pursuant to this section may be:

(a) Renewed not more than twice; and

(b) Converted to an active license upon payment of the fee required pursuant to NRS 637B.175 for converting the license and the

award of: ~~(1) a~~ **A** certificate of clinical competence by the American Speech-Language-Hearing Association. ~~or~~

~~(2) Certification by the National Board for Certification in Hearing Instrument Sciences.~~

deletion • addition • cross-reference • moved from other section

**Potential Fiscal Impact**

- ◆ **Revenue:** No significant impact as no fees are associated with this certification.
- ◆ **Expenses:**
  - Cost for revisions to Board’s website and revision of online application forms.
  - Legislative action will require the support of legislative (lobbyist) services, for which the Board has historically budgeted \$24,000 - \$30,000. This will also require time to undergo a competitive bidding/selection and contracting process.

**RECOMMENDATIONS**

1. It is recommended that the Board pursue a change to NRS to remove the NBC-HIS certification requirement, with consideration of other proposed NRS revisions to strategically consolidate all into one BDR attempt in an effort to minimize the cost, time, and complexity involved in the process.
2. The Board may consider soliciting Licensee and stakeholder feedback through collaboration, survey, or other means prior to initiating legislative action.
3. Drafted NRS changes should be referred to the Advisory Committee on Fitting and Dispensing Hearing Aids for review and recommendation to the Board.
4. There are four (4) sections of NAC 637B that reference NBC-HIS certification. Should the Board pursue revision to NRS, it would then need to initiate the Administrative Rulemaking process in the legislative interim following the passage of the bill to align NAC with the new NRS language: [NAC 637B.0355](#): Certification required for initial application; [NAC 637B.036](#): Certification required for provisional license renewal; [NAC 637B.0363](#): Certification required at provisional license renewal [NAC 637B.0365](#): Certification required for license reinstatement.

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

**ATTACHMENT(S):** None.



## AGENDA ITEM 9

### Work Session to Consider New/Potential Future Legislative Efforts

Items are separated as subsections below for discussion and possible action with relevant recommendations and attachments listed. Considerations for any **Potential Fiscal Impact** is delineated in orange font in each subsection.

a. **ASHA CERTIFICATE OF CLINICAL COMPETENCE (CCC) AT BOTH INITIAL LICENSURE AND RENEWAL**

This matter was raised at the January 19, 2022 Board Meeting for discussion and possible action to consider revisions to NRS/NAC that would require a SLP to maintain the CCC for license renewal. The CCC is currently only required at initial application.

- [NRS 637B.196](#) prescribes educational requirements for SLP and AUD license applicants. [NRS 637B.197](#) supplements this section to require “a current certificate of clinical competence issued by the American Speech-Language-Hearing Association or its successor organization approved by the Board.”
- [NAC 637B.036](#) addresses renewal of a standard license but does not contain language related to the CCC or list it as requirement for renewal. Thus, our renewal application does not require an attestation or proof of the CCC.
- We believe many of our licensees maintain the CCC following initial licensure, per our 2020 licensee survey, wherein 35% of licensed SLPs responded, and 96% of those reported holding a current CCC. ASHA could not provide details on which states require the CCC at renewal but surmised most do.
- Those who may have let their CCC lapse may apply for reinstatement per [ASHA’s CCC Reinstatement Policy](#), which requires 1) 30 CE hours within 3 years of application, 2) a passing Praxis exam score within 5 years of application, and 3) payment of a reinstatement fee. ASHA’s CCC standards were updated in 2020 but only apply to initial applications.
- As the Board is also considering licensing of SLP Assistants, it should be noted that [ASHA Model Bill language](#) requires the CCC for an SLP supervising SLPAs.

**Potential Fiscal Impact**

- ◆ **Revenue:** None at this time.
- ◆ **Expenses:**
  - Cost for revisions to Board’s website and revision of online renewal forms.

#### RECOMMENDATIONS

1. Renewal language related to continuing CCC certification is included in NAC 637B (not NRS) which does NOT require a legislative change. Therefore, if approved, the Board may pursue a revision to NAC 637B through the Administrative Rulemaking process. There are two options currently:
  - **Pursue Immediately:** NAC changes may only be made during a legislative interim, and there is still enough time to consider revisions before the end of the year. Draft language would need to be received by LCB prior to July 1, 2022 (after which they will be much busier with temporary regulations). The Board would then have time to hold a Public Workshop in July 2022 and Public Hearing in October 2022.



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As long as no substantial changes are made and a second Public Hearing is not required, any adopted changes could go before the Legislative Commission at its last interim meeting in December 2022.

- Pursue in the 2024 Interim: The Board may opt to hold off and initiate this revision, along with any other identified NAC changes in the next interim.
2. Should the Board pursue this revision, consideration may be made for those whose CCC has lapsed to either:
    - Establish an effective date of the change with a “cushion” of time for those needing to apply for reinstatement from ASHA;
    - or
    - Allow a “grandfathering” allowance for current licensees and only apply the requirement to renewal of new licenses issued after the NAC revision date.
  3. Should the Board pursue this revision, it is recommended that the change be incorporated into the renewal process through an attestation by the SLP at the time of renewal, as the expenditure of staff time to physically review each renewal submission for a CCC upload would be cost-prohibitive. The system can be set to flag any “no” response to this question, as it currently does for other required attestations. Licensees could have the optional to upload the current CCC, but it would not be required. As part of the Board’s annual CE audit, those SLPs selected would also be required to submit proof of the current CCC.
- 

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

**ATTACHMENT(S):** None.



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**Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board****b. LICENSING RECIPROCITY OPTIONS**

This is a new matter raised for the Board's consideration to streamline reciprocity practices for out-of-state and military-affiliated practitioners already licensed in another state, as reciprocity continues to be at the forefront of occupational licensing conversations nationally and in the Nevada Legislature. The Board may consider its current NRS authority to issue a License by Endorsement, or other alternatives such as participation in an interstate compact or some form of universal license recognition.

- Effective reciprocal licensing policies can reduce barriers to licensure such as cost, time to issue license, lost wages while waiting to be licensed, and duplicate processes. These policies may also positively impact access to care, lessen workforce shortages, and streamline licensing for military spouses and other mobile/interstate practitioners.
- Our Board's licensing trends show a consistent rise in out-of-state licensees since FY18, with **22% of all licensees residing outside Nevada** at the end of FY22 Q3 (6% increase since FY18). Additionally, of the 61 licenses issued to military-affiliated applicants since FY18, **31% provided an out-of-state address**. FY18-FY22 out-of-state averages by license type: AuD: 3% | AuD-D: 2% | SLP: 16% | HAS: 1% HAS-A: 0%.

This issue was not historically a significant priority for our Board, as we are typically able to issue a license within 3-5 business days of receiving a complete application. However, this requires that an applicant submit the standard application with related documents/examinations, which may present barriers such as those in the following examples:

**EXAMPLE 1: SLP Standard Applicant**

Licensed in good standing in another state; holds ASHA CCC-SLP; 19 years of practice experience.

**Potential Barrier:** Required to submit a full application, which includes an official transcript from their master's program.

**Considerations:**

- Transcripts may have been conferred many years prior, require a fee to order, and take time to deliver, delaying issuance of the license.
- ASHA's 2020 CCC standards require a SLP to hold a master's, doctoral, or other recognized graduate degree, and most states require the CCC/equivalent for licensure.

**EXAMPLE 2: Dispensing Audiologist Applicant**

Licensed in good standing in another state; no Board actions; 12 years of AuD Dispensing experience.

**Potential Barrier:** Required to submit a full application or apply for a Temporary Dispensing license which may be held up to one year to allow time to complete exams listed below. Must pass the written ILE exam, then travel to Nevada with 1) a second adult to sit as their test subject and 2) a portable audiometer to take the practical dispensing exam.

**Considerations:**

- Nevada is 1 of only 13 states that requires a separate license/endorsement for an Audiologist to dispense hearing aids. Of those 13 states, 10 require the ILE written exam, and only 4 require the IHS practical exam.



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- Hearing aid fitting and dispensing content varies within AuD programs and the Praxis exam does not include a practical component, so it cannot be assumed that any applicant has received comprehensive training in this area as part of the AuD degree.
- The Board's current *Policy 03 – Dispensing Exams*, waives the written and practical exam requirements for a Dispensing AuD or HAS applying for Nevada license reinstatement if they 1) passed the examinations within the past five (5) years, or 2) did not pass the examinations within the past five (5) years but are currently licensed and actively practicing in another state. Consideration may be made to revise this policy for candidates applying for reciprocity.
- Some states allow dispensing with an AuD license upon submission of additional documentation, such as passage of a practical exam in another state or proof of relevant training. For example, Louisiana will accept documentation of 350 supervised clinical practicum hours obtained during graduate training, with at least 80 hours covering specific topics. Consideration may be made to require similar documentation of training/experience for candidates applying for reciprocity to issue a Dispensing Endorsement.
- Nevada may be the only state scheduling individual practical exams with a Board-appointed proctor at the convenience of the candidate, as many administer group exams on a quarterly or similar basis. At least two states (Georgia & Utah) appear to utilize a third-party exam administrator, which if available nationally, may be a viable alternative to requiring travel to Nevada.

Our Board has several current and potential options to consider that could improve reciprocity for already-licensed and military-affiliated practitioners seeking licensure in Nevada:

- **License by Endorsement**

[NRS 637B.203](#) already gives our Board authority to issue an expedited license by endorsement for an AUD or SLP applicant who is currently licensed in another state. [NRS 637B.204](#) expands this for a licensed, military-affiliated out-of-state applicant. Our Board has never issued a license by endorsement as we are able to issue licenses very quickly, however this authority would allow us to create a new, simple application that would streamline and expedite the process considerably for these applicants.

Our license by endorsement authority requires the following from the applicant:

- a. *Holds a corresponding valid and unrestricted license to engage in the practice of audiology or speech-language pathology, as applicable, in the District of Columbia or any state or territory of the United States;*
- b. *Is an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran, or the surviving spouse of a veteran (if applicable);*
- c. *Proof satisfactory to the Board that the applicant:*
  - *Satisfies the requirements of "a"; and (if applicable) "b", above;*
  - *Has not been disciplined or investigated by the corresponding regulatory authority of the District of Columbia or any state or territory in which the applicant currently holds or has held a license to engage in the practice of audiology or speech-language pathology, as applicable; and*
  - *Has not been held civilly or criminally liable for malpractice in the District of Columbia or any state or territory of the United States;*
- d. *An affidavit stating that the information contained in the application and any accompanying material is true and correct; and*
- e. *Any other information required by the Board.*





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- **ASLP-Interstate Compact (ASLP-IC)**

The Board previously heard a presentation from the ASLP-IC, an interstate compact intended to provide a single-point entry for AuD and SLP licensure through a home state with expedited “privilege to practice” in participating compact states. The ASLP-IC Commission held its initial meeting in January 2022 to begin establishing rules and bylaws and may begin issuing privileges to practice in member states by 2022/2023. As of March 2022, legislation has passed in 15 states, is pending in 11, and was proposed but failed in 3.

It is still unclear how participation in the Compact may impact the Board’s revenue and expenses. A potential fiscal disadvantage and barrier for applicants is the Compact requirement for criminal background checks. This Board does not currently have the authority to do these, which would need to be added to NRS and could potentially delay applications and increase Board costs.

- **Universal License Recognition (ULR)**

ULR is a form of occupational licensing in which a state establishes a uniform process to grant recognition to professional licenses issued by another state, often specifying that a license may be granted for “substantially equivalent” or “substantially similar” experience and/or scopes of practice. While this provides some level of reciprocity, the “substantially equivalent” language has been noted as a potential barrier, given the need to interpret and compare standards.

### Potential Fiscal Impact

- ◆ **Revenue:** No additional revenue anticipated.
- ◆ **Expenses:**
  - Cost for changes to the Board website and revisions to online application forms.
  - No reduction in fees collected as the Board already exercises authority granted in [NRS 637B.175\(2\)](#) to provide a 50% discount on initial licensing fees for military-affiliated applicants.

### RECOMMENDATIONS

1. **It is recommended that the Board exercise the authority already granted in [NRS 637B.203](#) and [NRS 637B.204](#) to issue licenses by endorsement to AUD or SLP applicants who are currently licensed in another state and those who are military-affiliated and currently licensed in another state.** The Board may delegate authority to the Executive Director to develop a License by Endorsement application and process for license issuance which may include a form for the Board Chair to sign and approve license applications in between meetings of the Board, as allowed in NRS 637B.203(4) and NRS 637B 204(4).
2. Given the Dispensing Exam example, the Board may consider whether it will accept an out-of-state AuD Dispensing license as substantially equivalent. **It is recommended that the Board refer this matter to the Advisory Committee on Fitting and Dispensing Hearing Aids** to consider current requirements and potential alternatives. License by endorsement does not include HAS applicants, but the discussion may be relevant to them, as Nevada is one of 44 states requiring the Written ILE exam, and one of 16 states requiring the IHS Practical Exam for a HAS license.

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

**ATTACHMENT(S):** None.



## AGENDA ITEM 10

### 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 2022*
2. *FY22 Q3 Financials*
3. *FY23 Draft Budget*



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

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## EXECUTIVE DIRECTOR'S REPORT

April 21, 2022

### a. Licensure Statistics

The following chart provides licensing statistics for the period January 1, 2022 through March 31, 2022 with a net increase of 9 licenses, a 1% increase from the prior quarter. As over half of our licenses expire on 12/31, **this a notable change, as it is the first Q3 since FY16 where we saw an increase in licenses from Q2 to Q3**, rather than a decrease.

Description	Total Licensees	Speech Pathologists	Audiologists	Dispensing Audiologists	Hearing Aid Specialists	Apprentices
<b>Dec 31, 2021</b>	<b>1423</b>	<b>1166</b>	<b>63</b>	<b>97</b>	<b>79</b>	<b>18</b>
Issued	55	35	5	7	5	3
Expired	46	35	3	6	1	1
<b>Mar 31, 2021</b>	<b>1432</b>	<b>1166</b>	<b>65</b>	<b>98</b>	<b>83</b>	<b>20</b>
Net Change	+9	0	+2	1	4	+2
	1%	0%	3%	1%	5%	11%

### b. FY22 Q3 Financial Report

The FY22 Q3 Financial Summary is attached for the Board's review, with income is slightly lower and expenses slightly higher than budget projections. This is not unexpected, as a large legal bill was paid in Q3, and historically revenue is lowest in Q2 and Q3. Q4 typically adds the most licenses for our Board as the academic year concludes and new graduates apply, which increases revenue significantly. **Reserves (equity) now total \$94,173.11 which is an increase of over \$30,000 since this quarter last year.**

#### Profit and Loss Through Q3

- Total Revenue: \$138,896.33      Percent of Budget: 72.23%
- Deferred Revenue: \$84,620.21
- Total Expenses: \$115,859.90      Percent of Budget: 76.33%
- **Net Income: \$23,036.43**

#### FY22 Q3 Balance Sheet

- Total Cash Assets: \$188,735.36
- Total Liabilities: \$100,959.83
- **Total Equity: \$94,173.11**      Increase of \$1,769.93 from FY22 Q2/\$30,142.74 from FY21 Q3

#### FY22 Q3 Deviations from Budget

There were no major deviations from the budget during this quarter.

### c. Legislative Update

- **Joint Interim Standing Committee on Commerce and Labor**

This committee oversees issues related to commerce and labor, including banks, businesses, occupations, insurance matters, and trade practices and regulations. This committee plans to review

and request information from occupational licensing boards during the interim. The committee last met on April 5, 2022 and no occupational licensing boards were reviewed. Its next meeting is scheduled for May 3, 2022.

- **Sunset Subcommittee of the Legislative Commission**

This subcommittee reviews and makes recommendations on Nevada boards, commissions, and similar entities. Historically this subcommittee focused heavily on occupational licensing, however that has moved to the Joint Interim Standing Committee on Commerce and Labor this interim.

- **Joint Interim Standing Committee on Health and Human Services**

This Committee succeeds the former Legislative Committee on Health Care and is responsible for reviewing health care regulations, health occupation issues, and child welfare matters. Our current Proposed Regulation R064-21 was heard before this committee on January 20, 2022 with no significant comments or recommendations noted. The regulations are again on the committee's April 21, 2022 agenda and the Executive Director will attend to answer questions, and subsequently provide a verbal update to the Board's that afternoon.

- **Governor's Bipartisan Task Force on Occupational Licensing**

During the State of the State address on February 23, 2022, Governor Sisolak announced plans to assemble a bipartisan task force to *"further reduce red tape when it comes to occupational licensing to help spur business and economic development, along with the first ever Nevada Small Business Accelerator Program -- to help new startups get off the ground and expand."* No updates/contacts have been received by the Board office to date.

**d. Update on FDA Rulemaking for Over-the-Counter Hearing Aids**

Public comments on the FDA's [Proposed Rules for Over the Counter Hearing Aids](#) were due by January 18, 2022. No update has been received and it is expected that comments are currently under review.

**e. Update on Implementation of Optional Licensee Jurisprudence Exam**

The optional jurisprudence exams are published in Google forms and links are posted on our license renewal page and included in renewal reminder emails. To date, we have recorded 13 exam attempts across all license types: AuD: 1; AuD-D: 0; HAS: 1; HAS-A: 1; SLP: 10.

The intent was for the exam to be optional in 2022 and required as of 2023. The Jurisprudence Exam has been listed as a future agenda item for July 2022 for a Board work session on exam requirements. Additionally, the 2023 Draft Budget includes the cost of integrating the exam with the licensing database to streamline applications and renewals.

**f. Board Member Appointments/Reappointments**

Name	Credential/ Role	Location	Term	Term Expires	Eligible for Reappointment
Tami Brancamp	SLP/Board Chair	Reno	1	7/1/2023	No
Andrea Menicucci	SLP/Board Vice Chair	Reno	2	7/1/2024	Yes
Lynee Anderson	BC-HIS/Board Member	Reno	2	7/1/2024	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



The next appointments to expire are Timothy Hunsaker (eligible for reappointment) and Bonnie Lamping (termining out/not eligible for reappointment) in July 2022. We have been advised by the Governor's Office that their vacancy list is update monthly but won't show a vacancy until the month the member terms out (July). However, they will accept SLP or AUD applications prior to the seat vacating, so any interested applicant may visit the website at [https://gov.nv.gov/Board/Home\\_Board/](https://gov.nv.gov/Board/Home_Board/) and start at the application (Step 2).

**g. Complaints**

There were **6** open complaint cases at the January 19, 2022 meeting during which **3** cases were dismissed, leaving **3** remaining. **One** new complaint was received in March 2022, totaling **4** cases. One case is presented in this meeting for Consent Decree approval, and if accepted, will leave **3** open cases.

**h. Review of FY23 DRAFT Budget**

A draft FY23 budget is presented for the Board's consideration and possible approval. Given the Board's current work on potential legislative issues, and the uncertainty of whether any will result in a BDR in the 2023 session, the budget is presented with several options below for the Board to consider.

Multiple, complex legislative and regulatory projects, an increase in complaints, and need for more intensive administrative oversight have increased demands on the Executive Director's time. The ED was hired in 2019 as a part-time employee working an average of 25 hours per week.

These priorities may also result in a BDR during the 2023 or 2025 legislative sessions. The Executive Director will need additional time to prepare for this and acquire the services of a lobbyist, which have historically run between \$24,000 to \$30,000 annually. Should the Board firmly decide to pursue a BDR in 2023, efforts should commence to undergo a competitive bidding, selection, and contracting process for in adherence with State contract management rules, which will take some time and require approval by the Board. It is proposed that these services are only contracted from January – June and very specific to the BDR and lobbying activities during the session. An increase in the Executive Director's time supports this proposal as she is able to complete many preparatory activities in lieu of a lobbyist.

**OPTION 1: Executive Director to Full Time/Full Year**

Convert ED hours to full-time with commensurate salary increase for FY23 and remainder of FY22. Additional cost to the remaining FY22 budget totals approximately \$5,500. Consider lobbyist services for 2025 or later session.

**OPTION 2: Executive Director to Full Time/Lobbyist Split Year**

Convert ED hours to full-time with commensurate salary increase for remainder of FY22 and first half of FY23. Additional cost to the remaining FY22 budget totals approximately \$5,500. Pursue lobbyist services for the second half of FY23/2023 legislative session to split costs with ED time.

**Profit Loss Budget vs. Actual**  
**July 2021 through March 2022**

	<b>Annual Budget</b>	<b>Actuals July 21 - Mar 22</b>	<b>Remaining Balance</b>	<b>% of Budget Spent</b>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Fees</b>	31,028.00	21,750.00	9,278.00	70.10%
<b>License Fees</b>	152,496.00	111,483.01	41,012.99	73.11%
<b>Exams, List and Interest</b>	8,771.00	5,663.32	3,107.68	64.57%
<b>Total Income</b>	<b>192,295.00</b>	<b>138,896.33</b>	<b>53,398.67</b>	<b>72.23%</b>
<b>Expense</b>				
<b>Personnel Cost</b>	114,000.00	90,416.15	23,583.85	79.31%
<b>Attorney General / Legal Fees</b>	8,000.00	4,093.50	3,906.50	51.17%
<b>Audit Fees</b>	0.00	0.00	0.00	0.00%
<b>Bank Service Charges</b>	4,000.00	3,521.11	478.89	88.03%
<b>Board Compensation</b>	2,700.00	1,200.00	1,500.00	44.44%
<b>Dues</b>	700.00	550.00	150.00	78.57%
<b>Equipment Purchase</b>	200.00	0.00	200.00	0.00%
<b>Examinations</b>	3,630.00	2,316.68	1,313.32	63.82%
<b>Insurance</b>	1,250.00	1,325.90	-75.90	106.07%
<b>Licensing Program Subscription</b>	7,650.00	6,021.66	1,628.34	78.72%
<b>Meeting Expenses</b>	100.00	0.00	100.00	0.00%
<b>Office Lease</b>	3,360.00	2,520.18	839.82	75.01%
<b>Office Supplies</b>	1,300.00	1,110.29	189.71	85.41%
<b>Postage</b>	400.00	221.76	178.24	55.44%
<b>Printing</b>	200.00	56.73	143.27	28.37%
<b>Professional Fees</b>				
<b>Legislative Services</b>	0.00	0.00	0.00	0.00%
<b>Accounting</b>	3,000.00	2,250.00	750.00	75.00%
<b>IT / Technical Support</b>	500.00	0.00	500.00	0.00%
<b>Total Professional Fees</b>	<b>3,500.00</b>	<b>2,250.00</b>	<b>1,250.00</b>	<b>64.29%</b>
<b>Telephone</b>	600.00	255.94	344.06	42.66%
<b>Travel</b>				
<b>In-state Travel</b>	200.00	0.00	200.00	0.00%
<b>Out of State Travel</b>	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>151,790.00</b>	<b>115,859.90</b>	<b>35,930.10</b>	<b>76.33%</b>
<b>Net Ordinary Income</b>	<b>40,505.00</b>	<b>23,036.43</b>	<b>17,468.57</b>	<b>56.87%</b>
<b>Net Income</b>	<b>40,505.00</b>	<b>23,036.43</b>	<b>17,468.57</b>	<b>56.87%</b>

**Balance Sheet**  
As of March 31, 2022

Mar 31, 2022

**ASSETS****Current Assets****Checking/Savings**

Wells Fargo Bank - Checking 85,875.20

Wells Fargo Bank - Savings 102,860.16

**Total Checking/Savings** 188,735.36

**Total Current Assets**

**Other Current Assets** 5,061.59

Prepaid Expenses 5,061.59

**Total Other Current Assets** 193,796.95

**Fixed Assets**

**Capital Assets** 1,335.99

**Total Fixed Assets** 1,335.99

**TOTAL ASSETS** 195,132.94

**LIABILITIES & EQUITY****Liabilities****Current Liabilities****Accounts Payable**

Accounts Payable 0.00

**Total Accounts Payable** 0.00

**Other Current Liabilities**

Deferred Revenue 84,620.21

Paid Time Off 14,288.04

Payroll Liabilities 1,906.68

Payroll Tax Liability 144.90

**Total Other Current Liabilities** 100,959.83

**Total Current Liabilities** 100,959.83

**Total Liabilities** 100,959.83

**Equity**

Invested in Capital Assets 1,335.99

Retained Earnings 69,800.69

Net Income 23,036.43

**Total Equity** 94,173.11

**TOTAL LIABILITIES & EQUITY** 195,132.94

## Transaction Detail by Account

January through March 2022

Type	Date	Num	Name	Memo	Amount
<b>Wells Fargo Bank - Checking</b>					
Deposit	01/01/2022			Deposit	950.00
Deposit	01/02/2022			Deposit	100.00
Deposit	01/03/2022			Deposit	1,300.00
Deposit	01/04/2022			Deposit	925.00
Liability Check	01/05/2022		QuickBooks Payroll Service	Payroll expense	-2,969.23
Deposit	01/05/2022			Deposit	100.00
Paycheck	01/06/2022	DD1189	Wayne Springmeyer Emp	Direct Deposit	0.00
Paycheck	01/06/2022	DD1187	Jennifer Pierce	Direct Deposit	0.00
Paycheck	01/06/2022	DD1188	Stacey Whittaker	Direct Deposit	0.00
Check	01/06/2022		Voya	Payroll expense	-366.12
Deposit	01/06/2022			Deposit	100.00
Check	01/06/2022	1708	Board of Occupational Therapy	Postage	-30.06
Check	01/06/2022	1709	Numbers, Inc.	Bookkeeping services	-750.00
Check	01/06/2022	1710	Carrie Long	License fee	-250.00
Deposit	01/07/2022			Deposit	550.00
Deposit	01/08/2022			Deposit	250.00
Deposit	01/09/2022			Deposit	100.00
Deposit	01/10/2022			Deposit	450.00
Deposit	01/11/2022			Deposit	225.00
Deposit	01/12/2022			Deposit	625.00
Check	01/12/2022			Merchant fees	-811.28
Deposit	01/13/2022			Deposit	100.00
Check	01/13/2022	1706	State of NV Information Technolo	Telephone expense	-6.72
Deposit	01/14/2022			Deposit	575.00
Check	01/14/2022		AT&T	Telephone expense	-24.04
Deposit	01/17/2022			Deposit	450.00
Deposit	01/18/2022			Deposit	825.00
Liability Check	01/19/2022		QuickBooks Payroll Service	Created by Payroll Service on 01/18	-2,958.61
Deposit	01/19/2022			Deposit	325.00
Paycheck	01/20/2022	DD1190	Jennifer Pierce	Direct Deposit	0.00
Paycheck	01/20/2022	DD1191	Stacey Whittaker	Direct Deposit	0.00
Liability Check	01/20/2022	E-pay	US Treasury	88-0309622 QB Tracking # 163038	-1,739.66
Deposit	01/20/2022			Deposit	200.00
Check	01/20/2022		Voya	Payroll expense	-261.54
Check	01/20/2022	1711	Attorney General	Legal fees	-521.60
Check	01/20/2022	1714	Michael Hodes	Board compensation	-150.00
Check	01/20/2022	1713	Anderson, Lynee	Board compensation	-150.00
Check	01/20/2022	1717	Andrea Menicucci	Board compensation	-75.00
Check	01/20/2022	1715	Bonnie Lamping	Board compensation	-75.00
Check	01/20/2022	1716	Minnie Foxx	Board compensation	-75.00
Check	01/20/2022	1712	Sallie Rae Bailey	License fee	-125.00
Deposit	01/21/2022			Deposit	250.00
Deposit	01/22/2022			Deposit	200.00



## Transaction Detail by Account

### January through March 2022

Deposit	01/23/2022		Deposit	150.00
Deposit	01/24/2022		Deposit	300.00
Deposit	01/25/2022		Deposit	650.00
Deposit	01/26/2022		Deposit	50.00
Deposit	01/27/2022		Deposit	700.00
Check	01/27/2022 1719	Legislative Counsel Bureau	Regulation review fee	-100.00
Check	01/27/2022 1718	Melissa Maestas	Exam proctor	-100.00
Check	01/27/2022	Wells Fargo	Postage	-64.72
Deposit	01/28/2022		Deposit	75.00
Deposit	01/29/2022		Deposit	100.00
Deposit	01/30/2022		Deposit	300.00
Deposit	01/31/2022		Deposit	100.00
Check	01/31/2022 1707	Tim Hunsaker	Exam proctor	-100.00
Deposit	01/31/2022		Interest	0.85
Deposit	02/01/2022		Deposit	100.00
Deposit	02/01/2022		Deposit	100.00
Liability Check	02/02/2022	QuickBooks Payroll Service	Payroll expense	-5,177.70
Paycheck	02/03/2022 DD1192	Jennifer Pierce	Direct Deposit	0.00
Paycheck	02/03/2022 DD1193	Stacey Whittaker	Direct Deposit	0.00
Deposit	02/03/2022		Deposit	575.00
Check	02/03/2022	Voya	Payroll expense	-545.74
Check	02/03/2022 1721	Vital Records (was Puliz)	Records storage	-95.00
Check	02/03/2022 1720	Rachel Walters-Stout	Refund overpayment	-50.00
Deposit	02/06/2022		Deposit	175.00
Deposit	02/07/2022		Deposit	850.00
Deposit	02/08/2022		Deposit	325.00
Deposit	02/09/2022		Deposit	600.00
Deposit	02/10/2022		Deposit	650.00
Check	02/10/2022 1722	Vital Records (was Puliz)	Records storage	-95.00
Check	02/10/2022 1724	Nanci Campbell	Exam proctor	-100.00
Check	02/10/2022 1723	Kelli Warner	Refund overpayment	-50.00
Check	02/10/2022	Wells Fargo	Postage	-7.38
Check	02/10/2022		Merchant fees	-316.20
Deposit	02/11/2022		Deposit	725.00
Check	02/11/2022	AT&T	Telephone expense	-24.51
Check	02/11/2022	Nevada Retail Network	Insurance	-600.00
Deposit	02/14/2022		Deposit	125.00
Liability Check	02/15/2022 E-pay	US Treasury	VOID: 88-0309622 QB Tracking # 1	0.00
Deposit	02/15/2022		Deposit	100.00
Liability Check	02/16/2022	QuickBooks Payroll Service	Created by Payroll Service on 02/15/2022	-3,117.98
Deposit	02/16/2022		Deposit	100.00
Paycheck	02/17/2022 DD1194	Jennifer Pierce	Direct Deposit	0.00
Paycheck	02/17/2022 DD1195	Stacey Whittaker	Direct Deposit	0.00
Liability Check	02/17/2022 E-pay	US Treasury	88-0309622 QB Tracking # 1647711	-3,106.04
Deposit	02/17/2022		Deposit	425.00

## Transaction Detail by Account

### January through March 2022

Check	02/17/2022	Voya	Payroll expense	-274.24
Check	02/17/2022 1725	State of Nevada IT	Telephone expense	-1.72
Deposit	02/18/2022		Deposit	725.00
Deposit	02/19/2022		Deposit	100.00
Deposit	02/20/2022		Deposit	250.00
Deposit	02/21/2022		Deposit	100.00
Deposit	02/22/2022		Deposit	100.00
Deposit	02/23/2022		Deposit	100.00
Deposit	02/24/2022		Deposit	300.00
Check	02/24/2022 1726	Attorney General	Legal fees	-1,923.40
Check	02/24/2022 1727	Mooney, Kurt	Refund overpayment	-200.00
Deposit	02/25/2022		Deposit	375.00
Deposit	02/26/2022		Deposit	500.00
Deposit	02/28/2022		Deposit	275.00
Deposit	02/28/2022		Deposit	25.00
Deposit	02/28/2022		Interest	0.73
Deposit	03/01/2022		Deposit	100.00
Liability Check	03/02/2022	QuickBooks Payroll Service	Payroll expense	-3,117.97
Deposit	03/02/2022		Deposit	100.00
Check	03/02/2022	Voya	Payroll expense	-274.24
Paycheck	03/03/2022 DD1196	Jennifer Pierce	Direct Deposit	0.00
Paycheck	03/03/2022 DD1197	Stacey Whittaker	Direct Deposit	0.00
Deposit	03/05/2022		Deposit	200.00
Deposit	03/07/2022		Deposit	300.00
Deposit	03/08/2022		Deposit	600.00
Deposit	03/09/2022		Deposit	650.00
Deposit	03/10/2022		Deposit	1,075.00
Check	03/10/2022		Merchant fees	-185.24
Deposit	03/14/2022		Deposit	200.00
Deposit	03/15/2022		Deposit	400.00
Liability Check	03/16/2022	QuickBooks Payroll Service	Created by Payroll Service on 03/16	-3,207.00
Paycheck	03/17/2022 DD1198	Jennifer Pierce	Direct Deposit	0.00
Paycheck	03/17/2022 DD1199	Stacey Whittaker	Direct Deposit	0.00
Paycheck	03/17/2022 DD1200	Wayne Springmeyer Emp	Direct Deposit	0.00
Deposit	03/17/2022		Deposit	650.00
Check	03/17/2022	Voya	Payroll expense	-274.24
Check	03/17/2022 1729	Vital Records (was Puliz)	Records storage	-95.00
Check	03/17/2022 1728	Melissa Maestas	Exam proctor	-200.00
Deposit	03/18/2022		Deposit	325.00
Deposit	03/19/2022		Deposit	200.00
Deposit	03/21/2022		Deposit	500.00
Deposit	03/22/2022		Deposit	900.00
Deposit	03/23/2022		Deposit	100.00
Deposit	03/24/2022		Deposit	400.00
Check	03/24/2022	AT&T	Telephone expense	-24.51

**Transaction Detail by Account**  
**January through March 2022**

Check	03/24/2022	1730	Nanci Campbell	Exam proctor	-100.00
Deposit	03/25/2022			Deposit	350.00
Deposit	03/27/2022			Deposit	100.00
Liability Check	03/28/2022	3	US Treasury	Payroll expense	-2,894.98
Deposit	03/28/2022			Deposit	425.00
Deposit	03/29/2022			Deposit	425.00
Liability Check	03/30/2022		QuickBooks Payroll Service	Payroll expense	-3,163.34
Deposit	03/30/2022			Deposit	350.00
Paycheck	03/31/2022	DD1203	Wayne Springmeyer Emp	Direct Deposit	0.00
Paycheck	03/31/2022	DD1201	Jennifer Pierce	Direct Deposit	0.00
Paycheck	03/31/2022	DD1202	Stacey Whittaker	Direct Deposit	0.00
Deposit	03/31/2022			Deposit	275.00
Deposit	03/31/2022			Deposit	25.00
Check	03/31/2022		Voya	Payroll expense	-274.24
Check	03/31/2022	1731	Melissa Maestas	Exam proctor	-100.00
Check	03/31/2022	1732	Jaime Parks	License fee refund	-50.00
Check	03/31/2022		Wells Fargo	Postage	-7.38
Deposit	03/31/2022			Deposit	0.76
Total Wells Fargo Bank - Checking					-13,979.29
<b>TOTAL</b>					<b>-13,979.29</b>

**State of Nevada**  
**Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board**  
**PROPOSED FISCAL YEAR 2023 BUDGET**

REVENUE			
<b>Fees</b>	New apps; late renewals	\$ 29,000.00	Aligned with FY21 & FY22 Actuals
<b>License Fees</b>	New; renewals; reinstate; conversions	\$ 148,650.00	
<b>Exams, List, Interest</b>	Exams; lists; verifications; interest	\$ 7,550.00	
<b>Total Revenue</b>		<b>\$ 185,200.00</b>	

EXPENSES			Expense Narrative	ED Full Time Full Year	ED F/T + Lobbyist Split Year
<b>Personnel/Payroll</b>		\$ 114,724.00		\$ 144,780.00	\$ 129,685.00
	Executive Director	\$ 64,421.00		\$ 90,190.00	\$ 77,305.50
	Licensing Coordinator	\$ 34,725.00			
	Investigator	\$ 2,000.00	Hourly at \$30/hour not to exceed \$2,000.		
	Payroll Taxes	\$ 7,615.00		\$ 9,585.00	\$ 8,600.00
	Deferred Comp	\$ 5,830.00		\$ 8,280.00	\$ 7,055.00
	Direct Deposit Fees	\$ 133.00	\$1.75 per DD (JP/SW @ 52 = \$91; WS @ 24 = \$42)		
<b>Legal Fees</b>	Attorney General	\$ 8,000.00	\$154.36/hr: 6 Mtgs @ 2 hrs ea= \$1,852 + \$4k complaints	\$ 8,000.00	\$ 8,000.00
<b>Bank Fees</b>	Merchant Svcs/Checking	\$ 4,500.00		\$ 4,500.00	\$ 4,500.00
<b>Board Compensation</b>	Salary	\$ 2,700.00	6 ZOOM meetings/hearings @ max \$75 x 6 members	\$ 2,700.00	\$ 2,700.00
<b>Dues</b>	NCSB; RAN	\$ 700.00	NCSB \$450; RAN \$100	\$ 700.00	\$ 700.00
<b>Equipment</b>		\$ 200.00	No equipment anticipated.	\$ 200.00	\$ 200.00
<b>Examinations</b>		\$ 3,630.00		\$ 3,630.00	\$ 3,630.00
	Exam Proctors	\$ 2,400.00	24 exams @ \$100/proctor		
	Exam Materials	\$ 1,230.00	24 booklets @ \$50 each + \$28.90 shipping		
<b>Insurance</b>	Tort & Liab/Wkr's Comp	\$ 1,350.00	Tort Liability \$750; Worker's Comp \$600	\$ 1,350.00	\$ 1,350.00
<b>Database/Website</b>	Albertson Consulting	\$ 13,650.00	Annual \$7,200; JP Exam 6k; Support Overage \$405 (3 hrs @ \$135/hr)	\$ 13,650.00	\$ 13,650.00
<b>Meeting Expense</b>	Rooms/lunches	\$ 100.00	Recommend no in-person meetings.	\$ 100.00	\$ 100.00
<b>Ofc Lease/Cost Share</b>	OT Board	\$ 3,360.00	Shared office, supplies, equipment, & internet.	\$ 3,360.00	\$ 3,360.00
<b>Office Supplies</b>	ZOOM, Ofc 365, Staples	\$ 850.00	ZOOM: \$150; Office365: \$400; Misc: \$300	\$ 850.00	\$ 850.00
<b>Postage</b>	USPS	\$ 400.00		\$ 400.00	\$ 400.00
<b>Printing</b>	State Printer	\$ 200.00	Envelopes, misc.	\$ 200.00	\$ 200.00
<b>Professional Fees</b>		\$ 3,500.00		\$ 3,500.00	\$ 18,500.00
	Accounting	\$ 3,000.00	\$750/quarter.		
	Leg Services	\$ -			\$ 15,000.00
	IT/Tech Support	\$ 500.00	None used in FY21/FY22		
<b>Telephone/Tech</b>	AT&T; State of NV	\$ 600.00	Local \$300 (\$25/mo). LD \$25 (\$2/month). Telecon \$200.	\$ 600.00	\$ 600.00
<b>Travel</b>		\$ 200.00		\$ 200.00	\$ 200.00
	Travel - In State	\$ 200.00	Local mileage. Reduce & hold all meetings via ZOOM.		
	Travel - Out of State	\$ -	Conference travel. Recommend no NCSB travel this year.		
<b>Total Operating Expenses</b>		<b>\$ 158,664.00</b>		<b>\$ 188,720.00</b>	<b>\$ 188,625.00</b>

<b>Revenue in Excess of Operating Expense</b>		<b>\$ 26,536.00</b>	<b>\$ (3,520.00)</b>	<b>\$ (3,425.00)</b>
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No JP Exam	\$ (6,000.00)	\$ 32,536.00
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State of Nevada  
Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## **AGENDA ITEM 11**

### **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.



## AGENDA ITEM 12

### Reports from Board Chair and Board Members

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- a. **Recognition of Board Service: Bonnie Lamping, SLP**  
Please join us in thanking Bonnie Lamping for her 6.5 years of service as an original member of this Board. Bonnie was originally appointed on October 1, 2015 following the Board's inception as a result of the merger of the former *Board of Examiners for Hearing Aid Specialists* and the *Board of Examiners for Audiology and Speech Pathology*.
- b. **Report from Board Chair and Board Members**
- c. **2022 Proposed Meeting Schedule: Next Meeting: Wednesday, July 20, 2022 at 4:30pm. Teleconference hosted in-person at the Board Office and virtually via ZOOM.**
- d. **Future Agenda Items**
  - 1) Work Session: Continued work on Future Legislative Efforts (Standing Agenda Item):
    - (a) Licensing Speech-Language Pathology Assistants
    - (b) Licensing Audiology Assistants
    - (c) Telehealth and Telesupervision
    - (d) NBC-HIS Certification for HAS License
    - (e) Other Items Added During this Meeting
  - 2) Work Session on Jurisprudence Exam Requirements

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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 13

### 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.



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## **AGENDA ITEM 14**

### **Adjournment**

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**ACTION:** Meeting adjourned.

**ATTACHMENT(S):** None.