



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

## NOTICE OF PUBLIC MEETING

**Wednesday, January 24, 2024 ~ 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/83394473891?pwd=YjRyZEN5Tct0cTF0dXpqUGZRUEZTQT09>

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

**Meeting ID:** 833 9447 3891    **Passcode:** 252389

If you are outside the United States or need **toll-free telephone access**, please contact the Board office at [board@nvspeechhearing.org](mailto:board@nvspeechhearing.org) or (775) 787-3421 to request a toll-free number no later than 3:00pm Pacific on the day of the meeting.

### Public Comment

Any person wishing to make public comment may attend the meeting and provide comment as follows:  
1) In person at the physical location(s) listed above, 2) Virtually through the Zoom teleconference video link listed above, or 3) Telephonically through the Zoom telephone number listed above.  
Please see additional public comment instructions at the end of this agenda.

## 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. Welcome & Introduction of New Board Members** *(informational only)*

**4. Approval of the Minutes: Board Meeting of October 18, 2023** *(for possible action)*

**5. Disciplinary Matters** *(for possible action)*

- a. Consent Decree Recommended for Approval: Case #A23-02, Carrie Page, AuD-D, License #A-3513 Dispensing \*Formerly License #A-188 *(for possible action)*
- b. Recommendation for Dismissal: Case # S23-03 *(for possible action)*

**6. Public Workshop on Proposed Regulations LCB File R108-23P *(informational only)***

- a. Introduction to Proposed Regulations LCB File R108-23P *(informational only)*
- b. Public Comment on Proposed Regulations LCB File R108-23P

*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 Proposed Regulations LCB File R108-23P Based on Comments Received at Public Workshop *(for possible action)***

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

**8. Work Session on Identified/Proposed Revisions to NRS 637B, Including Consideration of the Following: Recommendations from Advisory Committee on Fitting and Dispensing Hearing Aids, Approval to Establish Speech-Language Pathology Workgroup, and Board Position on NSHA-Planned ASLP Interstate Compact Legislation *(for possible action)***

- a. **NRS Revisions: Draft Language Previously Approved by Board *(all items 1-8 below for possible action)***
  - 1) [NRS 637B.050](#) "Practice of Audiology" Definition
  - 2) [NRS 637B.193](#) Hearing aid specialists: Qualifications of applicants.
  - 3) [NRS 637B.200](#) Temporary Licenses
  - 4) [NRS 637B.201](#) Provisional license to practice speech-language pathology or fitting and dispensing hearing aids.
  - 5) [NRS 637B.203](#) Expedited license by endorsement to practice audiology or speech-language pathology: Requirements; procedure for issuance.
  - 6) [NRS 637B.204](#) Expedited license by endorsement to practice audiology or speech-language pathology for active member of Armed Forces, member's spouse, veteran or veteran's surviving spouse: Requirements; procedure for issuance; provisional license pending action on application.
  - 7) [NRS 637B.242](#) Sale of hearing aids by catalog, mail or Internet: Conditions; records; regulations.
  - 8) [NRS 637B.250](#) Grounds for Initiating Disciplinary Action
- b. **NRS Revisions Approved: Draft Language Presented for Approval *(all items 1-3 below for possible action)***
  - 1) [NRS 637B.175](#). Fees.
  - 2) [NRS 637B.055](#) "Practice of fitting and dispensing hearing aids" defined.
  - 3) [Definitions](#) (related to #2 above: Cerumen Management and Tinnitus Management)
- c. **NRS Revisions Approved: Draft Language Not Complete - Work Sessions Recommended *(all items 1-2 below for possible action)***
  - 1) [NRS New](#) SLP Assistants
  - 2) [NRS New](#) Telesupervision
- d. **NRS Revisions Not Yet Approved: Sections Under Discussion, Reintroduced, or Newly Identified for Revision *(all items 1-4 below for possible action)***
  - 1) [NRS 637B.060](#) "Practice of speech-language pathology" defined.
  - 2) [NRS 637B.193](#) & [NRS 637B.201](#) Education and Training Requirements for HAS and HAS Apprentices
  - 3) [NRS 637B.205](#) & [NRS 637B.200](#) Required Dispensing Examinations and Endorsement for Fitting and Dispensing Hearing Aids for Dispensing Audiologists
  - 4) [NRS New](#) ASLP Interstate Compact

**9. Executive Director's Report**

- a. Licensure Statistics *(for possible action)*
- b. FY24 Q2 Financial Report & FY23 Audited Financial Statements *(for possible action)*
- c. Board Member Appointments/Reappointments *(for possible action)*
- d. Complaints *(for possible action)*

## 10. Consideration for Review and Approval of Draft FY25 Budget and Solicitations and Contracts for Legislative Services and Licensing Database *(for possible action)*

- a. Review and Approval of Draft FY25 Budget *(for possible action)*
- b. Consideration to Delegate Drafting/Approval of New Sole Source Contract with Albertson Consulting for Ongoing Licensing Database/Website Support *(for possible action)*
- c. Consideration of Responses to Solicitation for Legislative Services to assist the Board in Legislative and Regulatory Matters, Contract Award, and Approval to Delegate Drafting/Approval of Contract *(for possible action)*

## 11. Report from Legal Counsel *(informational only)*

## 12. Reports from Board Chair and Members

- a. Report from Board Chair and Board Members *(for possible action)*
- b. 2024 Proposed Meeting Schedule: Next meeting proposed: Wednesday, April 24, 2024 at 4:30pm. Teleconference hosted via Zoom and in-person at the Reno Board Office *(for possible action)*
- c. Future Agenda Items *(for possible action)+*
  - 1) Public Hearing on Proposed Revisions to NAC 637B LCB File R108-23P *(for possible action)*
  - 2) Work Session on Future Legislative Efforts to Revise NRS 637B *(for possible action)*
  - 3) Other Items As Proposed *(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)*

### PUBLIC COMMENT

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 Board Chair, 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 their 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).

### ACCOMMODATIONS

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.

### AGENDA POSTING & DISSEMINATION

This meeting has been properly noticed and posted in the following locations:

- Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board [Website](#) and Office, 6170 Mae Anne Avenue, Suite 1, Reno, Nevada 89523
- 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.

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**SUPPORTING MATERIALS**

Supporting material relating to public meetings of the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board is available at the Board's administrative office 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 at [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 or [board@nvspeechhearing.org](mailto:board@nvspeechhearing.org).

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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



## 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).*

**CHAIR/VICE CHAIR: PLEASE READ PRIOR TO CALLING FOR PUBLIC COMMENT:**

I will now review the instructions for providing public comment during this meeting:

Any person wishing to make public comment may attend this meeting and provide public comment in one of the following ways:

1. Attend the meeting and provide public comment in-person at the physical location; OR
2. Attend the meeting and provide public comment virtually through the Zoom teleconference video link listed on the agenda; OR
3. Attend the meeting and provide public comment telephonically through the Zoom telephone number listed at the end of the meeting agenda with additional public comment instructions.

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 Board Chair, 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 their sole discretion.
- 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.

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**Action:** None – Informational Only



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 3

### Welcome & Introduction of New Board Members

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In October 2023 and December 2023 the Board received notice from the Governor's Office of the following new appointments:

- Shawn Binn, SLP
- Jennifer Joy-Cornejo, AuD-D
- Branden Murphy, Public Member

Welcome Shawn, Jennifer, & Branden!

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**Action:** None – Informational Only



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 4

### Approval of the Minutes: Board Meeting of October 18, 2023

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The minutes of the Board Meeting of October 18, 2023 are presented for approval.

**Attachment on next page:** *Minutes Not Yet Approved 10 18 2023*

**Action:** Approve, Table, or Take No Action on the Matter

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

**MINUTES OF PUBLIC MEETING**

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

**October 18, 2023**

<b>Members Present:</b>	Andrea Menicucci, Minnie Foxx, Timothy Hunsaker, Adrienne Williams
<b>Members Absent:</b>	Lynee Anderson, Shawn Binn, Jennifer Joy-Cornejo
<b>Staff Present:</b>	Jennifer Pierce, Executive Director Stacey Whittaker, Licensing Coordinator Henna Rasul, Sr. Deputy Attorney General, Board Counsel Thomas Sharkey, Board Investigator
<b>Public Present:</b>	Kimara Chapman, Sierra Clemetson, Laura Fink, Jess Garrett, Terry Johnson, Esq., Karen Klopfer, Nancy Kuhles, Edward Lemons, Esq., Andre Lindsay, Rich Panelli, AuD, Adrienne Pearson; Kim Reddig, Shawna Ross, Beth Vasquez.

**Call to Order, Confirmation of Quorum**

Andrea Menicucci called the meeting to order at 4:34pm. A roll call confirmed a quorum was present.

**Public Comment**

Andrea Menicucci introduced this agenda item and read the following statement pursuant to AB219 (2023):  
*"I will now review the instructions for providing public comment during this meeting: Any person wishing to make public comment may attend this meeting and provide public comment in one of the following ways: 1. Attend the meeting and provide public comment in-person at the physical location; OR 2. Attend the meeting and provide public comment virtually through the Zoom teleconference video link listed on the agenda; OR 3. Attend the meeting and provide public comment telephonically through the Zoom telephone number listed above. Please see additional public comment instructions at the end of this agenda. 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 Board Chair, 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 their sole discretion. 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."*

Ms. Menicucci then called for public comment.

Rich Panelli, Dispensing Audiologist, shared the following: *"My name is Rich Panelli. I'm an Audiologist at Nevada, Ear Nose and Throat in Reno, Nevada. I've been an audiologist for 20 years in an Ear Nose Throat setting. I should note, I was the board chair for the State of Nevada Board for Hearing Aid Specialists for six years. I wanted to speak at this meeting because I wanted to provide further explanation on an agenda item I had requested. In our office, we do hearing aids and we use every hearing aid manufacturer. I would say in the last 20 years in fitting hearing aids, I've done well with hearing aids. We handle 98% of cases with hearing*

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*aids with success, especially now that hearing aids are at such a point in technology we're able to help a lot of people and I'd say 98% of people that we fit are very happy. But there's always a couple people, a handful of people who no matter what you fit them with, whether it's premium or not. They might try premium technology every year, every two years, but just do not get them to the point where they're satisfied and happy. We started doing a product called EarLens in January. We fit 30 patients with EarLens, and I wanted to provide some explanation on what that is exactly. EarLens picks offices in the United States.*

*The office must have ENT physician and audiology cooperation. So it's very unorthodox, it's very unique. The process is that we would make an ear impression of the ear drum. The physician is who makes this impression. That impression is sent off to EarLens and a lens is made specific to that patient's ear. That lens is then fit by the physician and essentially by having a direct drive on the eardrum itself we're able to give the patient more frequency bandwidth. So we can give a patient 125 hertz out to 12,000 hertz where typical hearing aid we might be doing 500 to 4,000 hertz. So all that to say that I'm really in favor of and it's helped close the gap for that handful of patients who I could not help with hearing aids no matter what we did. So I think it's an important product to have. I wanted to clarify on the agenda item, there was two questions basically. One was that what an audiologist being able to help and assist with impressions. I feel like maybe it's not time for that. I feel like that is invasive. I feel like that is not really what I want to emphasize but what I would like to come back to and emphasize was the second part of the question which would be that the lens itself being manipulated. Basically when a lens is fit there are five times a year where the audiologist has the patient come in and we run a calibration and that calibration tells us if the lens has moved out of place, if it's moved away from the eardrum. By doing a calibration we can tell this pretty easily. What happens if it's out of place is then we would refer back to the physician who would then go in and simply manipulate it by nudging it back into place. The procedure takes literally seconds to minutes. I've had training on that procedure that is very easy and within my comfort level. I find it very similar to a Lyric which I know a lot of us do in this office. In fact I feel like the lyric is a little more invasive and roughs up the ear a little more. But my reason for bringing this up is that there is currently a major shortage, as you know, of ENT physicians in this area. There's about eight to serve all of Northern Nevada. And when a patient needs something as small as just having that lens nudged into place, and I have to refer to the physician, sometimes it can be months, at least weeks before that can happen. The nearest ear lens office that would be able to provide that treatment, which is just nudging a lens in place is in San Francisco. And so for the care of my patients, I would love if I was able to have in my scope of practice the ability to do minor manipulations of that lens simply nudging it back into place. And I would emphasize that this would be under ENT physician supervision. There would always be an Ear Nose Throat physician present in the office. I feel like this would save patients from having a drive to Menlo Park in San Francisco or to have to wait in between two weeks and a month to have this service done. So I wanted to at least clarify that and have that proposed not the ear impression, but just simply the manipulation of the lens, which I feel we kind of do anyways by doing Lyric. But I would have that considered by the Board."*

*Nancy Kuhles, SLP, shared the following: "Dear Board Chair, Vice Chair, members of the Nevada Speech Language Pathology, Audiology Hearing Aid Board and Executive Director Pierce. For the record my name is Nancy Kuhles and I'm a Speech Language Pathologist and I co-chair the NSHA Coalition to address personnel shortages. I would like first like to take this opportunity to thank each of you for your commitment to our professions and commitment to the citizens of Nevada as you serve on our state of Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board. I'm speaking to agenda item 8b, numbers 1, 2, 3, and 4. I am in support of new NRS regulations for SLP Assistants, Audiology Assistants, telehealth and telesupervision, and an Audiology/SLP interstate compact. These future NRS regulations will help increase access to care for Nevada citizens in need of speech-language pathology and audiology services. ASHA's annual workforce data from 2022 revealed Nevada is 50th in the number of audiologists for 100,000 citizens and it's 51st in the number of SLPs for 100,000 citizens. It is of great importance to our Nevada citizens that*

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*the state of Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board pursue new Nevada Revised Statute and Regulatory Language for SLP assistants, Audiology assistants, telehealth and telesupervision, and a Nevada audiology and speech language pathology interstate compact. Thank you for your time and consideration and at a later date I'm happy to provide any additional more in-depth information. Thank you for all your time."*

### **Welcome & Introduction of New Board Members**

Ms. Pierce reported that the Board office received confirmation of new appointments to the Board via email late on Monday, October 16, 2023. Jennifer Joy-Cornejo, Dispensing Audiologist and Shawn Binn, SLP were appointed to the vacant seats. Given short notice, neither was able to attend this meeting and they will be introduced at the next meeting.

### **Approval of the Minutes: Board Meeting of July 19, 2023**

Andrea Menicucci asked if there were any corrections or revisions to the minutes of the meeting of July 19, 2023 and none were noted. Ms. Menicucci asked for a motion. Timothy Hunsaker made a motion to approve the minutes of July 19, 2023 as written. Minnie Foxx seconded the motion. The motion passed unanimously.

### **Disciplinary Matters**

#### **a. License Reinstatement Application: Kimara Chapman, SLP License #SP-3304, Expired May 26, 2023**

Ms. Pierce summarized the reinstatement application before the Board as a result of Ms. Chapman's practice without a license between May 2023 and July 2023. Ms. Chapman's application indicated that she had been employed by Rehab Directives in Las Vegas, Nevada since December 2022. Ms. Chapman was sent license reminders directly from Board staff to her current email address on 4/3/2023, 5/1/2023, and 6/1/2023. A system-generated email reminder was also sent from the licensing database on 3/27/2023. A Cease & Desist letter and notice of this hearing was sent to Ms. Chapman via email and Certified US Mail on July 24, 2023.

Ms. Pierce directed the Board to four letters of reference received on Ms. Chapman's behalf via email, which were disseminated to the Board and posted on the Board website as a supplemental meeting packet yesterday, October 17, 2023. Ms. Pierce also explained that a fifth letter was received via email and read that into the meeting record as follows: *"Greetings, I am writing this character statement letter on behalf of Kimara Chapman, whom I have known for 2+ years. I have had the privilege of getting to know her in various personal and professional capacities, and I am pleased to provide this reference. In my time knowing Miss Kimara, I have observed many qualities that make her a remarkable individual and speech therapist. These qualities include but are not limited to: Integrity: Kimara consistently adheres to her principles and values, even when it might be more convenient to compromise. She is also open and candid in her communication, sharing information openly and honestly with others while maintaining HIPPA and other ethical considerations. Reliability: In a professional context, Kimara delivers high-quality work. The goals she generates for patients are SMART. The results are readily demonstrated in patient progress. She is committed to the betterment of all that fall under her care. Work Ethic: When presented with a task, Kimara completes it. She is willing to take time and consideration on how to best meet a challenge. If a patient or a friend require creative solutions to common problems, she finds a way. Kimara is willing to consult with other disciplines to address issues in the most effective way possible. At times, patient caseload may require extra time and effort to be successful. Kimara willingly puts in the necessary hours and dedication to complete tasks and meet deadlines. Kindness and Compassion: Kimara embodies this quality. She is always present to help. Examples include taking extra time to listen to patient stories (even if it's the same story) to help them feel seen and heard. Additionally, she shares her knowledge and skills with*

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*others, whether it's caring for a child or mentoring a colleague. Her goal is always the same, help others grow and succeed. Adaptability: Kimara moved from the other side of the country to pursue a career in speech therapy. When contemplating staying in Las Vegas or returning home, she was able to effectively manage the transition and found ways to thrive in the new environment. She has created a village of support for herself and has become an important pillar in the lives of others. With the present circumstances, she especially demonstrated adaptability, resilience, and perseverance. Kimara found a meaningful way to continue working to support herself, her dreams, and goals in spite of the situation. She reached out to colleagues to aid in covering her facility during her absence and put in the necessary work to secure a temporary job. I am confident that Kimara possesses the personal qualities necessary to excel in any endeavor they pursue. She is not only a person of high moral character but is also dedicated, hardworking, and a true asset to any community or organization. I am more than willing to discuss further examples or provide additional information to support Kimara's character and qualifications. Please feel free to contact me at the contact information listed above if you have any questions or need further clarification. Thank you for considering my input in your evaluation of Kimara. I wholeheartedly recommend her and believe she is a valuable addition to any team or community. In the healthcare field, we often ask one another if we would refer a loved one to a care provider. I would, without a doubt, refer any of my loved ones to Kimara Chapman were the need to ever arise, Sincerely, Sierra Clemetson."*

Ms. Chapman was present during this meeting and Ms. Menicucci invited her to speak to the Board. Ms. Chapman thanked the Board for the opportunity to appear. The Board asked Ms. Chapman several questions and she verified that she has not practiced since receiving the cease & desist letter. There was discussion about the appropriate amount to impose as an administrative fine, and Ms. Menicucci called for a motion. Timothy Hunsaker made a motion to impose an administrative fine of \$200.00 and approve reinstatement of the license with no conditions. Adrienne Williams seconded the motion. The motion passed unanimously.

**b. Consent Decree Recommended for Approval: Case #A23-01, Madison Gurries, AuD-D, License #A-2545 Dispensing**

Ms. Pierce summarized that the complaint alleged unprofessional conduct and conduct that is harmful to public health and safety. An investigation determined that there was sufficient evidence to file a formal complaint for hearing before the Board and the practitioner opted to settle the matter by entering into a Consent Decree which was presented to the Board in this meeting for review and approval. Board Counsel Henna Rasul directed Ms. Pierce to send the proposed Consent Decree to the Board members under separate cover and asked the members to review it and ask questions as needed. Dr. Gurries was not present but her attorney, Edward Lemons, Esq., was present and did not elect to make a statement. There were no questions from the Board and Ms. Menicucci called for a motion. Timothy Hunsaker made a motion to accept the Consent Decree as proposed, and Minnie Foxx seconded the motion. The motion passed unanimously.

**c. Consent Decree Recommended for Approval: Case #A23-03, Heather Dean, AuD-D, License #A-133 Dispensing**

Ms. Pierce summarized that the complaint alleged unprofessional conduct and conduct that is harmful to public health and safety. An investigation determined that there was sufficient evidence to file a formal complaint for hearing before the Board and the practitioner opted to settle the matter by entering into a Consent Decree which was presented to the Board in this meeting for review and approval. Board Counsel Henna Rasul directed Ms. Pierce to send the proposed Consent Decree to the Board members under separate cover and asked the members to review it and ask questions as needed. Dr. Dean was not present but her attorney, Edward Lemons, Esq., was present and did not elect to make a statement.

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Timothy Hunsaker asked a question to clarify the allegation in relation to the prior case and Ms. Pierce confirmed that they were related in that Dr. Dean admitted to also training the unlicensed person. Ms. Menicucci called for a motion. Adrienne Williams made a motion to accept the Consent Decree as proposed, and Minnie Foxx seconded the motion. The motion passed unanimously.

**d. Consent Decree Recommended for Approval: Case #A23-02, Carrie Page, AuD-D, License #A-3513 Dispensing (Formerly License # A-188)**

The complaint alleged unprofessional conduct and fitting and dispensing of hearing aids without having obtained a dispensing endorsement. 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 recommended for approval. Board Counsel Henna Rasul directed Ms. Pierce to send the proposed Consent Decree to the Board members under separate cover and asked the members to review it and ask questions as needed. There were several questions from the Board regarding the circumstances around the length of time the practitioner engaged in fitting and dispensing hearing aids without having obtained a dispensing endorsement and how the unlicensed practice occurred. The Board reached consensus that it was not comfortable accepting the Consent Decree terms as proposed and would prefer tabling the matter until the next meeting when Dr. Page and her attorney could be present. Ms. Menicucci called for a motion. Minnie Foxx made a motion to table the matter and request that Dr. Page attend the next meeting to answer questions from the Board. Adrienne Williams seconded the motion. The motion passed unanimously.

**e. Consent Decree Recommended for Approval: Case #S22-01, Megan Santoro, License #SP-2966 (Expired)**

Ms. Pierce summarized that the complaint alleged unprofessional conduct and conduct that is harmful to public health and safety. An investigation determined that there was sufficient evidence to file a formal complaint for hearing before the Board and the practitioner opted to settle the matter by entering into a Consent Decree which was presented to the Board in this meeting for review and approval. Board Counsel Henna Rasul directed Ms. Pierce to send the proposed Consent Decree to the Board members under separate cover and asked the members to review it and ask questions as needed. Ms. Santoro was not present but her attorney, Terry Johnson, Esq., was present and did not elect to make a statement. There were no questions from the Board and Ms. Menicucci called for a motion. Adrienne Williams made a motion to accept the Consent Decree as proposed, and Minnie Foxx seconded the motion. The motion passed unanimously.

**Report Out and Consideration of Recommendations for Action from Advisory Committee on Fitting and Dispensing Hearing Aids Meeting of September 21, 2023**

Ms. Pierce explained that the Committee met on September 21, 2023 and elected Timothy Hunsaker as Committee Chair to replace Michael Hodes. Ms. Pierce summarized each of the following agenda items that were discussed, noting where recommendations were made for the Board's consideration in this meeting:

**a. Education and Training Requirements for HAS and HAS Apprentices: NRS 637B.201, NAC 637B.0391, NAC 637B.0392, and/or NAC 637B.0394**

In 2022, the Board approved future legislation efforts to remove NBC-HIS certification as a requirement for a Standard HAS License, which highlighted the requirement in NAC 637B.0391 for a



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HAS Apprentice with no formal education in hearing instrument sciences to complete a 2 year in-service training program. This mirrors the NBC-HIS clinical training requirement to sit for the certification exam, and the 2 year requirement was reviewed and reaffirmed as appropriate by the Advisory Committee in June 2022. It has been noted that once the NBC-HIS requirement is removed, an applicant for a HAS License who is not a current Nevada HAS Apprentice would only be required to pass the dispensing exams, as there is no other reference to minimum training required. As any proposed changes cannot occur until an NRS change is made regarding NBC-HIS, the Committee agreed to continue discussing the matter and took no action on a recommendation to the Board. No action was taken by the Board.

- b. **Required Dispensing Examinations and Endorsement for Fitting and Dispensing Hearing Aids: NRS 637B.203, NRS 637B.204, NRS 637B.205, NAC 637B.0373, & NAC 637B.0374:** This matter was previously before the Committee and a request was made to revisit the item, specific to the requirement for an Audiologist to hold the required endorsement and/or pass both the written ILE and practical dispensing exams. The Committee discussed the matter and opted to continue the conversation in its next meeting and make no recommendation at this time. No action was taken by the Board.
- c. **Practical Examination Fee Increase: NAC 673B.030:** As previously reported to the Board, IHS is revising its Dispensing Practical exam and raising the per-exam cost. Our Board has benefited from a negotiated rate of \$50 per exam booklet and the new rate may top out as high as \$200 per booklet. Any rate increase poses a negative fiscal impact for the Board, as the current \$200 fee covers \$50 for the exam booklet, \$100 paid to the exam proctor, and nets the Board \$50 to cover staff & scheduling costs. The Board's NRS 637B.175 sets a fee cap of \$300 for the examination. The actual fee charged is \$200 as established in NAC 673B.030. Notably, this is the only fee that is not already at the maximum cap limit.

IHS has offered a graduated fee increase, and a draft contract that will be presented later in this meeting would increase the cost to the Board to \$100 per booklet beginning 1/1/2024, increasing to \$150 in 2025, and \$200 in 2026. The 2024 increase will result in the current \$200 rate covering only the cost of the booklet and the reimbursement paid to the exam proctor. An assessment of fees charged by similar Boards in Nevada, and practical examination fees in other states indicates that the \$200 currently charged by this Board is lower than both averages. The Committee voted unanimously to recommend that the Board pursue a revision to NAC 637B.030 to increase the practical exam fee to \$250.

There was brief discussion and consensus was that an increase is reasonable and necessary as a result of the increased cost to the Board. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to pursue a revision to NAC 673B.030 to increase the examination fee to \$250 as recommended by the committee. Adrienne Williams seconded the motion. The motion passed unanimously.

- d. **Tinnitus Care by Hearing Aid Specialists: NRS 637B.055:** Ms. Pierce explained that the Board recently received an inquiry regarding whether Hearing Aid Specialists are allowed to treat tinnitus as part of their scope of practice, as there is no current reference in NRS or NAC. It is understood that hearing aids are used for tinnitus masking and treatment, but this is not the same as fitting for hearing loss, as tinnitus treatment requires training and counseling beyond the initial hearing aid fitting. Ms. Pierce explained that IHS offers a Tinnitus Care Provider and advises practitioners to check with licensing agencies for rules, regulations and scope of practice regarding providing tinnitus care. The Committee voted unanimously to recommend that the Board pursue a revision to NRS 637B.055 to allow tinnitus care when a Hearing Aid Specialist has received the appropriate training to do so. Andrea Menicucci

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called for a motion. Timothy Hunsaker made a motion to pursue a revision to NRS 637B.055 to allow tinnitus care when a Hearing Aid Specialist has received the appropriate training to do so. Minnie Foxx seconded the motion. The motion passed unanimously.

- e. **Medical Evaluation/Waiver for Sale of Hearing Aids by Catalog, Mail or Internet: NRS 637B.242, NAC 637B.0444, and/or NAC 637B.045:** Ms. Pierce explained that the Committee revisited these sections as a result of recommendations for states to consider removing medical clearance requirements for prescription hearing aids to clear up confusion and remove restrictions in alignment with the FDA Final Rule on Over the Counter Hearing Aids. The Committee voted unanimously to recommend that the Board pursue revisions to the identified NRS and NAC sections to align with the Final Rule. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to pursue revisions NRS 637B.242, NAC 637B.0444, and NAC 637B.045 using the drafted language provided, to remove medical clearance requirements for prescription hearing aids in alignment with the FDA Final Rule on Over the Counter Hearing Aids. Adrienne Williams seconded the motion. The motion passed unanimously.
- f. **Review and Recommendation on Guidance for Scope of Practice Related to Earmold Impressions Pursuant to NRS 637B.055(1):** Ms. Pierce explained that the Board recently received a request for guidance on the scope of practice for fitting and dispensing hearing aids, specific to making earmold impressions per NRS 637B.055(1): the *“Practice of fitting and dispensing hearing aids” means measuring human hearing and selecting, adapting, distributing or selling hearing aids and includes, without limitation: Making impressions for earmolds”*.

The guidance request was specific to the use of the Earlens® Contact Hearing Solution, a non-surgical hearing device that uses resonant inductive coupling to transmit and receive sound information from a Processor and Ear Tip to a Tympanic Lens (Lens). The lens requires an ear canal impression and placement on the skin around the Tympanic Membrane, both of which must be done by a trained physician. This request came from a Dispensing Audiologist working within an ENT practice that is using this system, who wanted guidance/permission from the Board to conduct the ear canal impression and lens placement with permission from Earlens. The Committee members quickly and unanimously responded that this activity is not part of “making an impression” for an earmold and adamantly stated that that this is a very risky procedure that should not be allowed within this scope of practice. The Committee voted unanimously to recommend the Board issue a response to the guidance request that this activity is not allowable within the scope of practice for fitting and dispensing hearing aids pursuant to NRS 637B.055.

There was additional discussion based on the information initially provided and the public comment received at the beginning of this meeting. Consensus was to concur with the Committee’s recommendation that an EarLens ear canal impression is not within this scope of practice, but follow-up care and adjustments could be appropriate. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to provide formal guidance and interpretation of the scope of practice in NRS 637B.055(1) as follows: the ear canal/tympanic membrane impression required for the EarLens does not fall within the scope of practice for fitting and dispensing hearing aids, but follow up care and adjustment of the device is allowable under the NRS, and should only be performed under the supervision of an Ear, Nose, and Throat (ENT) physician. Minnie Foxx seconded the motion. The motion passed unanimously.

#### **Work Session on Identified/Proposed NAC Revisions**

Ms. Pierce reported that the Governor’s Executive Order 2023-008 was issued on July 1, 2023, lifting the freeze on the regulatory process. A meeting was held with Boards on Friday, August 29, 2023 to

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acknowledge the work put into the reports that were submitted and encourage action to pursue the identified regulation changes.

**a. NAC Sections Previously Approved for Future Revision**

The Board has reviewed the following sections of NAC 637B and approved pursuing the proposed revisions, with drafted language included in the report for Executive Order 2023-003 submitted to the Governor's Office:

- 1) Inactive License Renewal Fee. NAC 637B.030. Revises to clearly delineate the fee for renewal of an inactive license.
- 2) Written ILE Exam Score. NAC 637B.0373(5). Revises to extend acceptance of passing score from prior 12 months to prior 24 months.
- 3) Notices Provided to Licensees. NAC 637B.0385(2). Revises section on notices provided to licensees by the Board.
- 4) Align with NAC 637B.0442 Revisions. NAC 637B.0398(3). Revises subsection number of NAC 637B.0442 to align with proposed revision to expand list of duties that may be delegated.
- 5) Expand Duties that May Be Delegated. NAC 637B.0442. Revises to expand allowable duties that may be delegated to an unlicensed assistant.
- 6) Reference to 21 C.F.R. § 801.421. NAC 637B.0444. Replaces reference to 21 C.F.R. § 801.421 (repealed) with NRS 637B.242.
- 7) Certification at Reinstatement. NAC 637B.0365(1)(c). Remove requirement for ABA/ASHA/NBC-HIS certification at license reinstatement.
- 8) Apprentice Program List. NAC 637B.0392(4). Remove requirement that the Board maintain a list of approved apprentice academic training programs.
- 9) Written Communications. NAC 637B.700. Remove requirement that formal written communications & documents be addressed to the Board (vs. Board members or staff).

No action was taken by the Board on these sections.

**b. NAC Sections Under Discussion, Reintroduced, or Newly Identified for Revision**

The following sections of NAC were identified after the Board Meeting and Public Workshop of April 26, 2023 and were presented to the Board in this meeting for review and action:

- 1) **Education and Training Requirements for HAS and HAS Apprentices:** NAC 637B.0391, NAC 637B.0392, and/or NAC 637B.0394. (Also references NRS 637B.201). This item was introduced by the Advisory Committee in Agenda Item 6.a. with no action recommended at this time. There were no questions, and the Board took no action.
- 2) **Practical Examination Fee Increase: NAC 637B.030:** This item was introduced by the Advisory Committee in Agenda Item 6.c. with a recommendation to pursue a fee increase to \$250.00. The Board voted earlier in this meeting to pursue a fee increase as recommended by the Committee.
- 3) **Required Dispensing Examinations and Endorsement for Fitting and Dispensing Hearing Aids: NAC 637B.0373, & NAC 637B.0374** (Also references NRS 637B.203, NRS 637B.204, NRS 637B.205): This item was introduced by the Advisory Committee in Agenda Item 6.b. with no action recommended at this time. There were no questions, and the Board took no action.
- 4) **Medical Evaluation/Waiver for Hearing Aids by Catalog/Mail/Internet: NAC 637B.0444 & NAC 637B.045(i).** (Also reference: NRS 637B.242(1)(a)(b): This item was introduced by the Advisory Committee in Agenda Item 6.e. with a recommendation to remove requirements for a medical



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evaluation or waiver in order to align these sections with the Final Rule. The Board voted earlier in this meeting to pursue the revisions as recommended by the Committee.

Ms. Pierce explained that following this meeting, all sections approved for inclusion in administrative rulemaking will be drafted and submitted to LCB for revision in advance of the Public Workshop scheduled for January 2024.

#### **Work Session on Identified/Proposed NRS Revisions (Standing Agenda Item)**

Ms. Pierce explained that as the next legislative session begins in 2025, it is proposed that the Board hold standing work sessions to review and approve sections to be revised and draft/approve revised NRS language. Plans to solicit for and initiate a contract with a lobbyist should also be considered.

##### **a. NRS Sections Previously Approved for Revision**

The following sections of NRS 637B have been approved by the Board for inclusion in a future legislative BDR. As such, no action was requested or taken by the Board during this meeting.

- 1) “Practice of Audiology” Definition: NRS 637B.050(3): Addresses overlap in definition that includes fitting & dispensing activities. Approved by the Board on 4/26/2023. Revised language has been drafted & approved.
- 2) Cerumen Management by HAS: NRS 637B.055: Adds/allows cerumen management by HAS. Approved by the Board on 7/19/2022. Revised language still needs to be drafted/approved.
- 3) NBC-HIS Certification for HAS Standard License: NRS 637B.193(2) & NRS 637B.201: Revises to remove NBC-HIS certification requirement for HAS Standard license. Approved by the Board on 7/19/2022. Revised language has been drafted & approved.

##### **b. NRS Sections Under Discussion, Reintroduced, or Newly Identified for Revision**

The following proposed revisions to NRS 637B have been newly identified or were reintroduced in this meeting for possible inclusion in a future BDR. Some of these sections are ready for a BDR and others may require further input from the Advisory Committee or other stakeholders. As such, they were presented in this meeting for the Board to consider pursuing revisions. Those identified for revision will be included in future meeting work sessions as needed.

- 1) **SLP Assistants: NRS New:** Creates a new license type for SLP Assistants and with attention to aligning this effort with the NDE plan to sunset bachelor’s SLP staff. Discussion and consensus amongst the Board members was to pursue this licensing path. Andrea Menicucci suggested that it would be helpful to collaborate with NDE and provide education to current NDE endorsement holders as there appears to be misunderstanding on the part of some that the NDE endorsement allows them to practice speech-language pathology outside of their NDE employment in contracted or other roles, which it does not. Ms. Pierce stated that she would work with NDE to disseminate information about the requirement to hold a Board license if practicing outside NDE employment to address potential unlicensed practice issues. Andrea Menicucci called for a motion. Adrienne Williams made a motion to pursue revision to NRS 637B to draft language that allows for licensing of SLP Assistants. Minnie Foxx seconded the motion. The motion passed unanimously.
- 2) **Audiology Assistants: NRS New:** This revision would create a new license type for Audiology Assistants. The Board has approved a proposed revision to expand “Duties that May Be Delegated to an Unlicensed Assistant” in NAC 637B.0442, which provides an alternate path in lieu of licensing. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to not pursue

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revision to NRS 637B for licensing of Audiology Assistants. Minnie Foxx seconded the motion. The motion passed unanimously.

- 3) **Telehealth & Telesupervision: NRS New:** This revision would address/allow telesupervision when appropriate and is most likely to be used with SLPs and SLP Assistants. Andrea Menicucci called for a motion. Adrienne Williams made a motion to pursue revisions to NRS 637B to allow telesupervision. Andrea Menicucci seconded the motion. The motion passed unanimously.
- 4) **ASLP Interstate Compact: NRS New:** This matter was reintroduced on request for the Board to pursue legislation to join ASLP Interstate Compact. The compact is still somewhat new, and the Board has considered a number of factors, and prior reviews resulted in no action. It was reported in the Board's July 2023 meeting that NSHA intends to seek legislation in 2025 to join Nevada to the compact, but no further information has been provided. There was some discussion on this and the fate of other licensing compact efforts in Nevada. Shawna Ross from NSHA shared that they would be happy to set up a meeting between the Board Chair/Staff and NSHA to share information. It was agreed that the Executive Director would contact NSHA to set up a meeting and the matter would be tabled for future discussion. No action was taken.
- 5) **Licensing Fee Caps: NRS 637B.175:** This matter was reintroduced as a follow up to the Board's unsuccessful legislative attempt in 2021 through AB155 to raise fee caps. Actual fees charged pursuant to NAC are now at the maximum fee cap except for one (practical examination fee). The last change to the Board's fee caps occurred upon the merger of the formerly separate Audiologists and Speech Pathologists Board and Hearing Aid Specialists Board in 2015. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to pursue revisions to NRS 637B.175 to increase fee caps. Minnie Foxx seconded the motion. The motion passed unanimously.
- 6) **SLP Scope of Practice & Flexible Endoscopic Evaluation of Swallowing (FEES) Procedure: NRS 637B.060:** This revision would specifically address/allow practice of the FEES procedure by SLPs with specific guidance/limits as drafted. The Board office has received a number of guidance requests over the years regarding whether an SLP can perform the procedure. There was discussion on the matter and consensus that this topic would require several work sessions and may be best addressed through a workgroup or subcommittee. It was agreed that the matter should be tabled for a future meeting with consideration for an agenda item to create an SLP subcommittee to address this and other related items. No action was taken.

The following sections were summarized by Ms. Pierce as a set of revisions that would be pursued to clarify and/or improve licensing processes. Drafted language was provided for each, and the Board heard all four items together and voted on all at the same time.

- 7) **Temporary License - Acceptance of Out of State License: NRS 637B.200 (1)(a); (2)(a):** This revision adds "D.C. and US territories" to align this section with License by Endorsement requirements in NRS 637B.203-204.
- 8) **Expedited License by Endorsement Issuance: NRS 637B.203(4) & NRS 637B.204(4):** This revision would remove the current requirement for these licenses to be issued by the Board or Board Chair.
- 9) **Grounds for Initiating Disciplinary Action: NRS 637B.250(2)(d)(1):** This revision removes the reference to a section of federal law that has been repealed.

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- 10) Conversion of Temporary & Provisional Licenses: NRS 637B.200(3)(c) and NRS 637B.201(2)(b). This revision would clarify the NRS language to correctly identify the type of license issued following a conversion as “Standard”, versus the current term “Active” which describes a license status.

Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to pursue the revisions to NRS 637B.200, .201, .203, .204, and .250 as drafted. Minnie Foxx seconded the motion. The motion passed unanimously.

- 11) **Education and Training Requirements for HAS and HAS Apprentices: NRS 637B.201.** (Also reference: Agenda Item 8.b.1.: NAC 637B.0391, NAC 637B.0392, & NAC 637B.0394): This item was introduced by the Advisory Committee in Agenda Item 6.a. with no action recommended. No action was taken by the Board.
- 12) **Required Dispensing Examinations and Endorsement for Fitting and Dispensing Hearing Aids: NRS 637B.203, NRS 637B.204, NRS 637B.205.** (Also reference: NAC 637B.0373, & NAC 637B.0374): This item was introduced by the Advisory Committee in Agenda Item 6.b. with no action recommended. No action was taken by the Board.
- 13) **Hearing Aid Dispensing “Endorsement”: NRS 637B.030; NRS 637B.042; NRS 637B.132; NRS 637B.175; NRS 637B.191; NRS 637B.200; NRS 637B.205:** This would revise NRS language to differentiate between the endorsement to fit and dispense hearing aids, and License by Endorsement in NRS 637B.203-204. Other NRS sections related to this item were introduced by the Advisory Committee in Agenda Item 6.b. with no action recommended. No action was taken by the Board.
- 14) **Tinnitus Care by Hearing Aid Specialist: NRS 637B.055:** This item was introduced by the Advisory Committee in Agenda Item 6.d. with a recommendation to allow tinnitus care when a Hearing Aid Specialist has received the appropriate training to do so. The Board voted earlier in this meeting to pursue the revisions as recommended by the Committee.
- 15) **Medical Evaluation/Waiver for Hearing Aids by Catalog/Mail/Internet: NRS 637B.242(1)(a)(b)** (Also reference: Agenda Item 8.b.4. NAC 637B.0444 & NAC 637B.045(i)): This item was introduced by the Advisory Committee in Agenda Item 6.e. with a recommendation to remove requirements for a medical evaluation or waiver and align these sections with the Final Rule. The Board voted earlier in this meeting to pursue the revisions as recommended by the Committee.

#### **Consideration for Review and Approval of Solicitations and Contracts for Legislative Services and Hearing Aid Dispensing Examinations**

- a. **Consideration to Issue a Solicitation for Legislative Services to assist the Board in Legislative and Regulatory Matters:** Ms. Pierce explained that the NRS revisions proposed in the prior agenda item will require a Bill Draft Request for the 83rd (2025) Legislative Session. In support of this effort, a draft solicitation was presented for the Board’s review and approval and responses will be set on the agenda for a future Board meeting to select a vendor. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to approve and issue the Solicitation for Legislative Services as written. Adrienne Williams seconded the motion. The motion passed unanimously.
- b. **Review and Approval of Draft Contract with International Hearing Society for Hearing Aid Dispensing Examinations:** As previously reported, the Board’s current agreement with IHS is expiring soon and IHS is raising the cost of the dispensing practical examination that will be revised & released

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in the near future. IHS has offered a graduated fee increase over the next three years, and the Board was directed to the attached draft contract outlining future costs as follows: \$100 per exam effective 1/1/2024, increasing to \$150 effective 1/1/2025 and \$200 effective 1/1/2026. Andrea Menicucci called for a motion. Timothy Hunsaker made a motion to approve the contract as proposed. Andrea Menicucci seconded the motion. The motion passed unanimously.

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

Ms. Pierce did not verbally summarize the report in the interest of time and directed the Board to the written Executive Director's Report which included the following:

- a. **Licensure Statistics:** FY24 Q1 resulted in a net increase of 7 licenses (95 issued/88 expired), a less than 1% increase from the prior quarter. This increase is much lower than the 2-3% increases in prior years' 4<sup>th</sup> quarters.
- b. **Adjusted FY23 Q4 Summary & FY24 Q1 Financial Report:** The final adjusted FY23 Q4/End of Year summary was attached for review and final actual income totaled \$204,655.94 and actual expenses totaled \$187,539.41, resulting in a final net income of \$17,116.53 with reserves totaling \$120,716.86.

The FY24 Q1 financial summary was also attached for the Board's review, with both income and expenses ending close to the 25% target for the first quarter as follows: revenue totaled \$54,325.60 (24.82% of budget) and expenses totaled \$56,212.57 (25.81% of budget). Net income was negative at -\$1,859.87, with the following deviations contributing: 1) equipment costs for the investigator laptop ran slightly higher than anticipated in order to secure a machine compatible with the Board's needs; 2) legal fees this quarter totaled over 70% of budget due to the expenses incurred on the four complaint cases presented earlier in this meeting coupled with regular legal needs. However, the Consent Decrees scheduled for review earlier in this meeting include a recoupment of approximately \$9,400 toward these fees; and 3) the FY24 Tort Liability Insurance premium paid to the Attorney General's office totaled \$1,018.59, almost \$300 more than FY23 (\$746.29) for the same number of FTE due to an increase of \$31.12 per FTE in the annual premium.

- c. **Update on SB431: Board Oversight by Newly Established Office of Nevada Boards, Commissions and Councils Standards:** As reported in July 2023, SB431 passed in 2023 established the new Office of Nevada Boards, Commissions and Councils Standards. To date, the Board office has received the following requests for information: Financial statements for FY23 and Approved Budgets for FY24 & FY25; Board Fees and/or Membership Structure; a count of full or part time staff employed by the Board, including contracted vendors/ employees; a response as to whether the Board has reciprocity agreements with other states; total number of Board licensees; what licensing software (if any) we are utilizing; and any current internal controls and policies/procedures.

Additionally, Board staff were invited to a Regulatory Reform Meeting with the Governor's Office in late August as a follow up to the Executive Order reports and legislative session. Boards were thanked for their efforts in submitting the required reports and encouraged to move forward with identified regulation changes. The Governor's Office will be actively monitoring these efforts and Boards are welcome to reach out for assistance as needed.

- d. **Board Member Appointments/Reappointments:** As previously reported, both the AUD and SLP vacancies were filled earlier this week. Minnie Foxx has also applied for reappointment to a second term and is awaiting a response.

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- e. **Complaints:** There were four open complaint cases following the July 19, 2023 Board Meeting. One new case was received in September 2023, totaling five open cases. Four cases were presented in this meeting for approval of Consent Decrees.

There were no questions, and no action was taken by the Board.

#### **Report from Legal Counsel and Training/Overview on Disciplinary Hearing Process**

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

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

- a. Report from Board Chair and Board Members: There were no reports from the Board Chair or members.
- b. 2024 Proposed Meeting Schedule: The next meeting was scheduled for Wednesday, January 24, 2024 at 4:30pm and will be hosted from the Board Office in Reno.
- c. Future Agenda Items: The following matters were identified for the January 2024 meeting and future agendas:
  - 1) Public Workshop on Proposed Revisions to NAC 637B: Previously Approved Sections and Those Approved in This Meeting (for possible action)
  - 2) Work Session on Future Legislative Efforts to Revise NRS 637B: Previously Approved Sections and Those Approved in This Meeting (Standing Agenda Item) (for possible action)
  - 3) Work Session on SLP Assistants with input/collaboration from NDE and stakeholders and education/awareness regarding differences between NDE Endorsement and Board Licensure.
  - 4) Consideration to create an SLP workgroup/subcommittee to address fees procedure in SLP scope of practice and other SLP-related matters.

#### **Public Comment**

There was no public comment.

#### **Adjournment**

Andrea Menicucci adjourned the meeting at 6:52pm.



## AGENDA ITEM 5

### Disciplinary Matters

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**a. Consent Decree Recommended for Approval: Case #A23-02, Carrie Page, AuD-D, License #A-3513  
Dispensing \*Formerly License # A-188**

The complaint alleged unprofessional conduct and fitting and dispensing of hearing aids without having obtained a dispensing endorsement. 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 recommended for approval.

The Board initially heard this matter at its October 18, 2023 meeting and tabled the matter with a request that the Respondent and their attorney appear before the Board at its next meeting.

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.

**Attachment:** *Consent Decree: Case A23-02 – WILL BE SENT VIA EMAIL DURING MEETING*

**Action:** Approve, Table, or Take No Action on the Matter

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**b. Recommendation for Dismissal: Case #S23-03**

The Complaint alleged unprofessional conduct, premature termination of services, and conduct that is harmful to the public health and safety. After investigation and review of all documentation received on this complaint, it has been determined that there is insufficient evidence to file a formal complaint for hearing before the Board and the facts set forth in the accusations are insufficient to establish a violation of Chapter 637B of the Nevada Revised Statutes or the Nevada Administrative Code. This case is recommended for dismissal.

**Action:** Approve, Table, or Take No Action on the Matter

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## AGENDA ITEM 6

### Public Workshop on Proposed Regulations LCB File R108-23P

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**a. Introduction to Proposed Regulations LCB File R108-23P**

The purpose of the workshop is to solicit comments from interested persons on the proposed regulation, intended to do the following:

- **Section 1:** Increases the hearing aid dispensing practical examination fee from \$200 to \$250.
- **Section 2:** Eliminates the requirement for a Reinstatement Application to include certification by AAA, ASHA, or NBC-HIS.
- **Section 3:** Authorizes the Board, under certain circumstances, to approve and accept a passing score on the written hearing aid dispensing examination taken within the past 24 months (extended from current 12 months).
- **Section 4:** Allows the Board to provide by mail or electronic mail any notice to a licensee that is required by law or regulation.
- **Section 5:** Eliminates the provision that the Board will maintain a list of approved programs of academic training for Hearing Aid Specialist Apprentices.
- **Section 6:** Provides that an Apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an unlicensed assistant.
- **Section 7:** Makes a conforming change to refer to an unlicensed assistant rather than an office assistant, aide or technician.
- **Section 8:** Amends/expands the duties that may be delegated by a hearing aid specialist or dispensing audiologist to an unlicensed assistant.
- **Sections 9 and 10:** Eliminates obsolete references to the repealed federal regulation regarding medical evaluation or waiver for hearing aids.
- **Section 10:** Repeals the requirement that all formal written communications and documents be addressed to the Board and not to individual members of the Board or its staff.

**Attachment on next page:** LCB File R108-23P

**Action:** None – Informational Only

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**b. Public Comment on Proposed Regulations LCB File R108-23P**

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

**Action:** None – Informational Only

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

**LCB File No. R108-23**

November 30, 2023

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

AUTHORITY: §§ 1 and 4, NRS 637B.175; §§ 2, 3, 7, 9 and 10, NRS 637B.132, 637B.160, 637B.191 and 637B.194; §§ 5, 6 and 8, NRS 637B.132 and 637B.194.

A REGULATION relating to audiology; revising certain fees relating to licensure to engage in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids; revising provisions relating to the written examination for a license to engage in the practice of fitting and dispensing hearing aids; authorizing hearing aid specialists, audiologists or dispensing audiologists to delegate certain duties to unlicensed assistants; revising provisions relating to certain waivers of a medical evaluation; eliminating the requirement to address certain written communications and documents to the Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board; 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 establishing standards of practice for persons licensed or endorsed to engage in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids. (NRS 637B.132)

Existing law requires the Board to charge and collect certain fees established by the Board, including a fee for the renewal of a license in an amount not to exceed \$100. (NRS 637B.175) Existing regulations set forth the fee for the renewal of a standard, provisional or temporary license. (NAC 637B.030) **Section 1** of this regulation establishes a fee of \$50 for the renewal of an inactive license. **Section 1** further increases the examination fee from \$200 to \$250.

Existing regulations set forth certain requirements an applicant must meet to reinstate his or her license, including that the applicant include with the application for reinstatement proof satisfactory of his or her certification by the American Board of Audiology, the American Speech-Language-Hearing Association or the National Board for Certification in Hearing Instrument Sciences or a successor organization, as applicable. (NAC 637B.0365) **Section 2** of this regulation eliminates this requirement.

Existing law requires the Board to adopt regulations regarding the examination that is required concerning the practice of fitting and dispensing hearing aids. (NRS 637B.194) Existing regulations authorize the Board, under certain circumstances, to approve and accept a passing



score on a written examination taken within the immediately preceding 12 months. (NAC 637B.0373) **Section 3** of this regulation instead authorizes the Board, under certain circumstances, to approve and accept a passing score on a written examination taken within the immediately preceding 24 months.

Existing regulations provide that the Board will mail any notice to a licensee that is required by law or regulation to the last known residential address of the licensee but authorizes the Board to provide notice to a licensee by electronic mail upon the written consent of the licensee. (NAC 637B.0385) **Section 4** of this regulation provides instead that the Board will provide by mail or electronic mail any notice to a licensee that is required by law or regulation.

Existing law and regulations provide that: (1) a customized program of academic training for an apprentice who is completing in-service training under the supervision of a sponsor to become eligible to apply for a license to engage in the practice of fitting and dispensing hearing aids must be submitted to the Board for evaluation and approval; and (2) the Board will maintain a list of approved programs of academic training. (NRS 637B.025, NAC 637B.0392) **Section 5** of this regulation eliminates the provision that the Board will maintain a list of approved programs of academic training.

Existing regulations authorize a hearing aid specialist or dispensing audiologist to delegate certain duties to an office assistant, aide or technician who is not licensed. (NAC 637B.0442) **Section 8** of this regulation authorizes a hearing aid specialist, audiologist or dispensing audiologist to instead delegate such duties to an unlicensed assistant. **Section 8** further amends the duties that may be delegated. **Section 7** of this regulation makes a conforming change to refer to an unlicensed assistant rather than an office assistant, aide or technician.

Existing regulations provide that an apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an office assistant, technician or aide. (NAC 637B.0398) **Section 6** of this regulation provides instead that an apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an unlicensed assistant.

Existing regulations: (1) set forth certain requirements concerning a waiver by a client of a medical evaluation; and (2) require a hearing aid specialist or dispensing audiologist to prepare and retain a copy of any waiver of the medical evaluation that is required by federal regulation. (NAC 637B.0444, 637B.045) Such federal regulation has been repealed. (21 C.F.R. § 801.421) **Sections 9 and 10** of this regulation eliminate obsolete references to the repealed federal regulation.

Existing regulations require that all formal written communications and documents be addressed to the Board and not to individual members of the Board or its staff. (NAC 637B.700) **Section 10** further repeals this requirement.

**Section. 1.** NAC 637B.030 is hereby amended to read as follows:

637B.030 The Board will charge and collect the following fees:

Application fee .....\$150

Fee for a standard license or provisional license .....100

Fee for a temporary license .....	50
Fee for a limited license .....	25
Fee for renewal of a standard license or provisional license .....	100
Fee for renewal of <del>1a</del> <i>an inactive or</i> temporary license.....	50
Reinstatement fee for a standard license or provisional license expired	
30 days or more .....	100
Reinstatement fee for a standard license or provisional license expired	
less than 30 days.....	75
Examination fee .....	<del>200</del> 250
Fee for converting to a different type of license .....	50
Fee for each additional license or endorsement .....	50
Fee for obtaining license information .....	50

**Sec. 2.** NAC 637B.0365 is hereby amended to read as follows:

637B.0365 1. An applicant for reinstatement of his or her license shall include with the application for reinstatement:

(a) Proof satisfactory that the applicant has completed the continuing education that is required of a licensee for the year immediately preceding the application for reinstatement.

(b) The fees imposed by the Board pursuant to NRS 637B.175 for the reinstatement of a license.

~~[(c) Proof satisfactory of his or her certification by the American Board of Audiology, the American Speech-Language-Hearing Association or the National Board for Certification in Hearing-Instrument Sciences or a successor organization, as applicable.]~~

2. The reinstatement of a license that has been expired for 30 days or more must not be retroactive.

3. An application to reinstate a license must be submitted not later than 3 years after the date on which the license expired.

**Sec. 3.** NAC 637B.0373 is hereby amended to read as follows:

637B.0373 1. The examination prescribed by the Board pursuant to NRS 637B.194 must consist of a written portion and a practical portion. The examination may also include a portion that tests the familiarity of an applicant with the provisions of this chapter and chapter 637B of NRS and all other federal laws and regulations relevant to the practice of fitting and dispensing hearing aids in this State.

2. To be eligible to take the examination set forth in subsection 1, an applicant must:

- (a) File a completed application with the Executive Director of the Board; and
- (b) Pay the examination fee prescribed by NAC 637B.030.

3. The Board will establish the passing score for the examination set forth in subsection 1.

4. If an applicant does not achieve a passing score on the examination set forth in subsection 1, as established by the Board pursuant to subsection 3, he or she may retake the examination not sooner than 30 days after the date of the previous examination upon payment of the examination fee prescribed by NAC 637B.030.

5. The Board may approve and accept a passing score obtained on a written examination taken within the immediately preceding ~~12~~ 24 months if the examination taken by the applicant was substantially the same as the written portion of the examination prescribed by the Board.

**Sec. 4.** NAC 637B.0385 is hereby amended to read as follows:

637B.0385 1. Each licensee shall:

(a) Maintain with the Board the licensee's current residential address, business address or other contact information, including, without limitation, the telephone number and electronic mail address of the licensee, if available.

(b) Notify the Board of any change in the information maintained pursuant to paragraph (a) not later than 30 days after the change.

2. ~~{Except as otherwise provided in subsection 3, the}~~ *The* Board will provide by United States mail to the last known residential address *or by electronic mail to the last known electronic mail address* of the licensee provided pursuant to paragraph (a) of subsection 1 any notice to a licensee that is required by law or regulation.

~~{3. The Board may provide a notice to a licensee by electronic mail upon the prior written consent of the licensee.}~~

**Sec. 5.** NAC 637B.0392 is hereby amended to read as follows:

637B.0392 1. The academic portion of the in-service training of an apprentice required by NAC 637B.0391 must be specific to the training and education necessary to perform competently the duties and responsibilities necessary for the practice of fitting and dispensing hearing aids and must include, without limitation, training and education concerning:

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

2. Except as otherwise provided in subsection 3, a customized program of academic training and a proposed curriculum must be submitted to the Board for evaluation and approval.

3. A program of academic training accepted by the National Board for Certification in Hearing Instrument Sciences, the International Hearing Society or an accredited institution of higher education that meets the minimum requirements of subsection 1 does not require the approval of the Board.

~~{4. The Board will maintain a list of approved programs of academic training.}~~

**Sec. 6.** NAC 637B.0398 is hereby amended to read as follows:

637B.0398 1. A sponsor of an apprentice shall:

- (a) Except as otherwise provided in subsection 3, provide direct supervision to the apprentice;
- (b) Determine the competency level of the apprentice to perform tasks relating to fitting and dispensing hearing aids;
- (c) Evaluate the work of the apprentice;
- (d) Document the training provided to and the direct supervision of the apprentice; and
- (e) Provide written notification to the Board if:
  - (1) The apprentice is no longer under the sponsorship of the sponsor;
  - (2) The apprentice withdraws from or terminates his or her in-service training;
  - (3) The sponsor withdraws as a sponsor for the apprentice;
  - (4) The apprentice has completed 1 year of in-service training under the direct supervision of the sponsor and the sponsor believes that the apprentice is competent to work without physical on-site supervision; or
  - (5) The apprentice successfully completes all the requirements for in-service training.

2. All work completed by an apprentice must be reviewed daily and signed by the sponsor and the apprentice.

3. An apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an ~~office~~ *unlicensed* assistant ~~[-aide or technician]~~ pursuant to subsection ~~HH~~ *2* of NAC 637B.0442.

4. An apprentice shall not maintain, run or operate an office or a satellite office in which hearing aids are fitted and dispensed without the approval of the Board.

5. As used in this section, “direct supervision” means:

(a) During the first year of the in-service training of an apprentice, being physically on-site at the same location as the apprentice.

(b) After the first year of the in-service training of an apprentice and upon attaining the approval of the Board, daily communication with the apprentice without the requirement of being physically on-site at the same location as the apprentice.

**Sec. 7.** NAC 637B.0398 is hereby amended to read as follows:

637B.0398 1. A sponsor of an apprentice shall:

- (a) Except as otherwise provided in subsection 3, provide direct supervision to the apprentice;
- (b) Determine the competency level of the apprentice to perform tasks relating to fitting and dispensing hearing aids;
- (c) Evaluate the work of the apprentice;
- (d) Document the training provided to and the direct supervision of the apprentice; and
- (e) Provide written notification to the Board if:
  - (1) The apprentice is no longer under the sponsorship of the sponsor;
  - (2) The apprentice withdraws from or terminates his or her in-service training;

- (3) The sponsor withdraws as a sponsor for the apprentice;
  - (4) The apprentice has completed 1 year of in-service training under the direct supervision of the sponsor and the sponsor believes that the apprentice is competent to work without physical on-site supervision; or
  - (5) The apprentice successfully completes all the requirements for in-service training.
- 2. All work completed by an apprentice must be reviewed daily and signed by the sponsor and the apprentice.
  - 3. An apprentice is not required to be under the direct supervision of a sponsor when performing any of the duties that may be delegated to an ~~office~~ *unlicensed* assistant ~~-, aide or technician~~ pursuant to subsection ~~HH~~ *2* of NAC 637B.0442.
  - 4. An apprentice shall not maintain, run or operate an office or a satellite office in which hearing aids are fitted and dispensed without the approval of the Board.
  - 5. As used in this section, “direct supervision” means:
    - (a) During the first year of the in-service training of an apprentice, being physically on-site at the same location as the apprentice.
    - (b) After the first year of the in-service training of an apprentice and upon attaining the approval of the Board, daily communication with the apprentice without the requirement of being physically on-site at the same location as the apprentice.

**Sec. 8.** NAC 637B.0442 is hereby amended to read as follows:

637B.0442 1. Except as otherwise provided in subsection ~~2,~~ *3*, a hearing aid specialist, *audiologist* or dispensing audiologist may delegate certain duties to an ~~office~~ *unlicensed* assistant ~~-, aide or technician~~ who is not licensed pursuant to this chapter and chapter 637B of NRS and does not possess the professional or advanced training required for the practice of

*audiology or* fitting and dispensing hearing aids if the hearing aid specialist, *audiologist* or dispensing audiologist determines, before delegating a duty, that the ~~{office}~~ *unlicensed* assistant ~~{, aide or technician}~~ possesses the necessary knowledge, competence, training and skills to perform the duty.

*2. An unlicensed assistant must work under the direction of a licensed audiologist, dispensing audiologist or hearing aid specialist. A licensee supervising an unlicensed assistant assumes full responsibility for all services provided by the unlicensed assistant.* The duties that may be delegated to an ~~{office}~~ *unlicensed* assistant ~~{, aide or technician}~~ pursuant to this section include, without limitation:

- (a) Cleaning ~~{a}~~ hearing ~~{aid,}~~ *aids and amplification devices;*
- (b) Repairing or replacing a broken part of a hearing aid with the same part;
- (c) Replacing a thin tube or dome with a similar size or style;
- (d) Replacing filters;
- (e) Returning to a client a repaired hearing aid that does not require fitting, programming or adjusting;
- (f) Accepting an in-office return of a hearing aid if a receipt is provided to the client to document proof of the return; ~~{and}~~
- (g) Performing clerical, secretarial and general administrative duties, including, without limitation, providing information that is readily available to the general public ~~{~~  
~~—2.;~~
- (h) Greeting, escorting and scheduling clients;*
- (i) Packaging and mailing orders of earmolds, repaired devices and returns to manufacturers or laboratories;*



- (j) Maintaining inventories of supplies and checking the function of equipment;*
- (k) Performing checks on hearing aids and other amplification devices;*
- (l) Performing troubleshooting and minor repairs to hearing aids, earmolds and other amplification devices;*
- (m) Performing electroacoustic analysis of hearing aids and other amplification devices;*
- (n) Instructing a client in the proper use and care of hearing aids and other amplification devices;*
- (o) Demonstrating alerting and assistive listening devices;*
- (p) Instructing a patient in proper ear hygiene;*
- (q) Assisting an audiologist, dispensing audiologist or hearing aid specialist with treatment programs;*
- (r) Assisting an audiologist, dispensing audiologist or hearing aid specialist with setup and technical tasks;*
- (s) Preparing materials for an ear impression;*
- (t) Maintaining and restocking test and treatment rooms;*
- (u) Performing equipment maintenance and biological checks;*
- (v) Conducting hearing and tympanometric screening on older children and adults without interpretation;*
- (w) Conducting an otoacoustic emission screening;*
- (x) Performing a nondiagnostic otoscopy;*
- (y) Performing a pure-tone audiologic reassessment on an established patient;*
- (z) Preparing a client for electronystagmography and videonystagmography or evoked testing;*

- (aa) Assisting a licensed audiologist, dispensing audiologist or hearing aid specialist in testing the hearing of a pediatric client;*
- (bb) Performing a pure-tone hearing screening and universal newborn hearing screening test;*
- (cc) Performing infection control duties within the clinic;*
- (dd) Assisting a client in completing a case history or other relevant forms;*
- (ee) Interacting with a manufacturer or supplier of hearing instruments regarding the status of an order or repair; and*
- (ff) Translating and interpreting only if the unlicensed assistant is fluent in a language other than English and has the necessary training and skills to perform such translation or interpretation.*

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

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

*(f) Interpreting observations or data into a diagnostic statement of a clinical management strategy or procedure;*

*(g) Participating in a team or case conference or on any interdisciplinary team without the presence of a supervising audiologist or an audiologist designated by the supervising audiologist;*

*(h) Writing, developing or modifying a client's individualized treatment plan;*

*(i) Assisting a client without following the treatment plan prepared by the respective hearing aid specialist, audiologist or dispensing audiologist without proper supervision;*

*(j) Composing or signing any formal document such as a treatment plan, reimbursement form, progress note or other report, as applicable;*

*(k) Transmitting or disclosing clinical information, either orally or in writing, to anyone, including the client, without the approval of the supervising hearing aid specialist, audiologist or dispensing audiologist;*

*(l) Selecting a client for treatment services or discharging a client from treatment services;*

*(m) Counseling or consulting with a client, a family member of a client or others regarding the client's status or treatment services or making referrals for additional services; and*

*(n) An unlicensed assistant referring to himself or herself, either orally or in writing, with a title other than one designated by the supervising hearing aid specialist, audiologist or dispensing audiologist.*

**Sec. 9.** NAC 637B.045 is hereby amended to read as follows:

637B.045 1. A speech-language pathologist or audiologist shall prepare and retain health care records for each client he or she treats in accordance with NRS 629.051. As used in this subsection, "health care records" has the meaning ascribed to it in NRS 629.021.

2. A hearing aid specialist , *audiologist* or dispensing audiologist shall prepare and retain records of fitting, servicing or dispensing a hearing aid for each client he or she treats. The records must be retained for not less than 5 years after the record is prepared and may be created, authenticated and stored in a computer system that limits access to those records or is maintained in any other form which ensures that the records are easily accessible by the hearing aid specialist or dispensing audiologist. Each record must include, without limitation:

- (a) The name, address, telephone number and date of birth of the client;
- (b) The medical history of the client as it relates to his or her loss of hearing;
- (c) The dates on which the hearing aid was delivered, fitted and adjusted, and notations of all procedures performed on such dates, and, if applicable, the date of return or attempted return of the hearing aid;
- (d) Audiograms of the client;
- (e) The specifications of the hearing aid, including the serial number of the hearing aid as indicated by the manufacturer of the hearing aid;
- (f) The settings for the hearing aid;
- (g) The progress and disposition of the case; *and*
- (h) A copy of the contract for the sale of the hearing aid . ~~}; and~~

~~—(i) A copy of any waiver of the medical evaluation required by 21 C.F.R. § 801.421.}~~

**Sec. 10.** NAC 637B.0444 and 637B.700 are hereby repealed.

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**TEXT OF REPEALED SECTIONS**

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**637B.0444 Requirements concerning waiver by client of medical evaluation. (NRS 637B.132)** If a hearing aid specialist or dispensing audiologist offers a client a waiver of the medical evaluation required by 21 C.F.R. § 801.421, the hearing aid specialist or dispensing audiologist shall:

1. Verbally explain the waiver to the client before the client signs the waiver; and
2. Provide the written waiver on a form separate from any other form that the client is required to sign.

**637B.700 Address for written communications and documents to Board. (NRS 637B.132)** All formal written communications and documents must be addressed to the Board and not to individual members of the Board or its staff.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 7

### Consideration of Proposed Regulations LCB File R108-23P 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



## AGENDA ITEM 8

Work Session on Identified/Proposed Revisions to NRS 637B, Including Consideration of the Following: Recommendations from Advisory Committee on Fitting and Dispensing Hearing Aids, Approval to Establish Speech-Language Pathology Workgroup, and Board Position on NSHA-Planned ASLP Interstate Compact Legislation

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**a. NRS Revisions Approved: Draft Language Previously Approved by Board**

The following revisions have already been approved by the Board and no action is requested at this meeting:

- 1) [NRS 637B.050](#) "Practice of Audiology" Definition
- 2) [NRS 637B.193](#) Hearing aid specialists: Qualifications of applicants.
- 3) [NRS 637B.200](#) Temporary Licenses
- 4) [NRS 637B.201](#) Provisional license to practice speech-language pathology or fitting and dispensing hearing aids.
- 5) [NRS 637B.203](#) Expedited license by endorsement to practice audiology or speech-language pathology: Requirements; procedure for issuance.
- 6) [NRS 637B.204](#) Expedited license by endorsement to practice audiology or speech-language pathology for active member of Armed Forces, member's spouse, veteran or veteran's surviving spouse: Requirements; procedure for issuance; provisional license pending action on application.
- 7) [NRS 637B.242](#) Sale of hearing aids by catalog, mail or Internet: Conditions; records; regulations.
- 8) [NRS 637B.250](#) Grounds for Initiating Disciplinary Action

**Action:** Approve, Table, or Take No Action on the Matter

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**b. NRS Revisions Approved: Draft Language Presented for Approval**

The following sections have been approved to pursue and drafted language is presented in this meeting for review and approval:

- 1) [NRS 637B.175](#). Fees. \*Note that in the 2021 BDR the examination fee increase was not included for increase as the fees charged are not at the max caps. Given the increased cost to the Board for exams, it is recommended that an increase in this fee be included in the current effort.
- 2) [NRS 637B.055](#) "Practice of fitting and dispensing hearing aids" defined.
- 3) [Definitions](#) (related to #2 above: Cerumen Management and Tinnitus Management)

**Attachment on next page:** *NRS Draft Language Presented for Approval 1 24 2024*

**Action:** Approve, Table, or Take No Action on the Matter

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## NRS DRAFT Language Presented for Approval 1 24 2024

### NRS 637B.175 Fees.

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

Application fee.....	[ <del>\$150</del> ] \$ 200
License fee.....	[ <del>100</del> ] 150
Fee for the renewal of a license.....	[ <del>100</del> ] 150
Reinstatement fee.....	[ <del>100</del> ] 200
Examination fee.....	[ <del>300</del> ] 400
Fee for converting to a different type of license.....	50
Fee for each additional license or endorsement.....	50
Fee for obtaining license information.....	[ <del>50</del> ] 100
2. If an applicant submits an application for a license by endorsement pursuant to NRS 637B.204, the Board shall collect not more than one-half of the fee set forth in subsection 1 for the initial issuance of the license.
3. All fees are payable in advance and may not be refunded.

### NRS 637B.055 “Practice of ordering the use of, fitting, and dispensing hearing aids” defined.

“Practice of ordering the use of, fitting, and dispensing hearing aids” means measuring human hearing and selecting, adapting, distributing or selling hearing aids and includes, without limitation:

1. Making impressions for earmolds;
2. Administering and interpreting tests of human hearing and middle ear functions;
3. Determining whether a person who suffers from impaired hearing would benefit from a hearing aid;
4. Ordering the use of, [~~S~~]selecting, and fitting hearing aids;
5. Providing assistance to a person after the fitting of a hearing aid;
6. Providing services relating to the care and repair of hearing aids;
7. Providing supervision and in-service training concerning measuring human hearing and ordering the use of, selecting, adapting, distributing or selling hearing aids; [~~and~~]
8. Providing referral services for clinical evaluation, rehabilitation and medical treatment of hearing impairment.
9. Providing cerumen management removal in the course of inspecting ears, or for the purpose of making ear impressions, or fitting and/or maintaining hearing instruments; and
10. Providing tinnitus management, only when holding one of the following:
  - (a) A license to engage in the practice of audiology pursuant to the provisions of this chapter; or
  - (b) A tinnitus care provider certificate awarded by the International Hearing Society or its successor organization, or another equivalent program approved by the Board.

## DEFINITIONS

“Cerumen Management” means the removal of cerumen for the purpose of inspecting the ears, making impressions, and/or fitting and maintaining hearing aids.

“Tinnitus Management” means the assessment of tinnitus symptoms, and advising patients on sound therapy techniques and other strategies to address tinnitus symptoms.





State of Nevada

**Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board****c. NRS Revisions Approved: Draft Language Not Complete - Work Sessions Recommended**

The following sections have been approved by the Board to pursue but further work is needed to draft revisions. It is recommended that the Board consider establishing a Speech-Language Pathology Workgroup to conduct this work:

- 1) **NRS New** SLP Assistants
- 2) **NRS New** Telesupervision

**Action:** Approve, Table, or Take No Action on the Matter

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**d. NRS Revisions Not Yet Approved: Sections Under Discussion, Reintroduced, or Newly Identified for Revision**

The following sections have been identified for possible revision, but no action has been taken to date:

- 1) **NRS 637B.060** "Practice of speech-language pathology" defined.  
This would revise the SLP Scope of Practice to include the Flexible Endoscopic Evaluation of Swallowing (FEES) procedure. It is recommended that this item be included in matters delegated to the proposed Speech-Language Pathology Workgroup for recommendation and revision as applicable.
- 2) **NRS 637B.193** & **NRS 637B.201** Education and Training Requirements for HAS and HAS Apprentices  
This matter was heard by the Advisory Committee on January 16, 2024 with the following recommendations:
  - a) Retain the requirement for an Apprentice to complete a 2 year training program as currently required in NRS 637B and NAC 637B.
  - b) In conjunction with the removal of the NBC-HIS requirement in NRS 637B.193(2), revise NRS 637B and NAC 637B to require 1 year of dispensing experience for a Standard HAS applicant who is licensed or has prior training/experience in another state, with credit granted for training/work in another state. Proposed revisions are as follows and detailed on the accompanying attachment:
    - **NRS 637B.193: Hearing aid specialists: Qualifications of applicants.** Revise to add NBC-HIS Certification as an automatic qualifier (not required) for a Standard HAS license.
    - **NRS 637B.201: Provisional license to practice speech-language pathology or fitting and dispensing hearing aids.** Revise criteria to include a HAS Standard applicant completing the 1 year experience requirement.

**It should also be noted that if the proposed NRS revisions are approved, the following sections of NAC 637B will also require revision during a later interim:**

- **NAC 637B.0391:** In-service training for apprentices: General requirements; direct supervision; exemption from participation. Revise to include HAS applicants and establish a 1 year experience requirement, with option to grant credit for training/licensure completed in another state.
- **NAC 637B.0392:** In-service training for apprentices: Contents and approval of academic training; maintenance of list of approved programs. Revise to include Standard HAS applicants.
- **NAC 637B.0394:** In-service training for apprentices: Requirements for on-site training and work experience; core competencies; review and documentation of progress; report and proof of compliance. Revise to include Standard HAS applicants.



State of Nevada

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

1. The Board's 2025 legislative priorities include removing NBC-HIS certification for a Standard HAS License from NRS 637B.193(2). This section of NRS also requires that a Standard HAS applicant holds either:
  - An associate's degree or bachelor's degree in hearing instrument sciences; OR
  - 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 successful completion of ***"a training program in hearing instrument sciences as prescribed by regulation of the Board"***.
- Currently, the NBC-HIS requirement ensures that one of the two education/training paths above have been met by the applicant, as NBC-HIS requires the same to sit for the certification exam, thus the Board has not historically needed to verify an applicant's education and training.
- The "training program" referenced above is described in NAC 637B but only address Apprentices.
- When/if the NBC-HIS requirement is removed, passage of the dispensing exams would be the only other requirement for a Standard HAS license.
- Removing NBC-HIS eliminates the Provisional HAS license as outlined in [NRS 637B.201](#), which currently allows an applicant not holding NBC-HIS to practice while completing the 2 year experience requirements to sit for the certification exam.
- The planned revision does not affect the Temporary HAS license which is available to applicants licensed in another state that wish to begin practicing immediately while completing the dispensing exams.
- There is no current option to grant credit to an applicant who has completed all or a portion of a training program in another state but is not licensed there. These applicants do not currently qualify for a Standard HAS license, but a full 2-year Apprenticeship program would not be appropriate.

**TRENDS**

A review of national trends for HAS training (44/46 states) found the average minimum requirement is 10 months:

HAS Apprentice Training   Minimum Requirement in Months	
Months	States
24	Idaho, Nevada, Utah
12	Alabama, Arizona, Arkansas, Illinois, Iowa, Kansas, Kentucky, Massachusetts, Minnesota, Missouri, Montana, Nebraska, North Carolina, North Dakota, Ohio, Rhode Island, South Carolina, South Dakota, Texas, Virginia, West Virginia, Wisconsin, Wyoming
8	New Mexico
6	California, Colorado, Delaware, Florida, Georgia, Maine Maryland, Michigan, New Jersey, Oklahoma, Oregon, Pennsylvania
5	Connecticut
3	Mississippi, New York, Tennessee
2	Vermont

**Attachments on next page:**

1. HAS NRS-NAC Revisions DRAFT 1 24 2024
2. HAS License Flowchart Draft Proposed 1 24 2024

**Action:** Approve, Table, or Take No Action on the Matter

## HAS NRS-NAC Revisions DRAFT re: NBC-HIS Removal

NRS 2025 Session | NAC 2026 Interim

ALREADY APPROVED: [REMOVAL] INSERTION

SAMPLE NEW PROPOSED: [REMOVAL] INSERTION

**NRS 637B.045 “Hearing aid specialist” defined.** “Hearing aid specialist” means any person licensed to engage in the practice of fitting and dispensing hearing aids pursuant to the provisions of this chapter.

**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; or
  - (c) be certified by the National Board for Certification in Hearing Instrument Sciences.
- [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.

**NRS 637B.200 Temporary licenses.**

1. The Board may issue a temporary license to engage in the practice of:
  - (a) Audiology, speech-language pathology or fitting and dispensing hearing aids upon application and the payment of the fee required pursuant to NRS 637B.175 to any person who is so licensed in another state and who meets all the qualifications for licensing in this State; and
  - (b) Fitting and dispensing hearing aids upon application and payment of the fee required pursuant to NRS 637B.175 to any person who meets all the qualifications for licensing as a hearing aid specialist or an endorsement of a license to engage in the practice of fitting and dispensing hearing aids other than passing the examination concerning the practice of fitting and dispensing hearing aids prescribed pursuant to NRS 637B.194.
2. The Board may issue a temporary license to engage in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids upon application and payment of the fee required pursuant to NRS 637B.175 to any spouse of a member of the Armed Forces of the United States who:
  - (a) Is so licensed in another state; and
  - (b) Attests that he or she meets all of the qualifications for licensure in this State.
3. A temporary license issued pursuant to this section:
  - (a) Is valid for not more than 6 months;
  - (b) May be renewed not more than once; and
  - (c) May be converted to an active license upon the completion of all requirements for a license and payment of the fee required by NRS 637B.175.

**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) Has completed the program of academic training prescribed in NRS 637B.193 but has not yet completed the on-site training and work experience prescribed in NRS 637B.193. [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 submission the award of:
    - (1) A certificate of clinical competence awarded by the American Speech-Language-Hearing Association; or
    - (2) Proof satisfactory of completion of the on-site work experience prescribed in NAC 637B.0391(6). [Certification by the National Board for Certification in Hearing Instrument Sciences.]

**NAC 637B.0391 In-service training for hearing aid specialists and apprentices: General requirements; direct supervision; exemption from participation. (NRS 637B.132, 637B.194, 637B.235)**

1. Except as otherwise provided in subsection 3, the in-service training of a person who has been issued an apprentice license by the Board pursuant to NRS 637B.195 must consist of:
  - (a) An academic portion, as set forth in NAC 637B.0392; and
  - (b) An on-site training and work experience portion which is competency-based, as set forth in NAC 637B.0394.
2. An apprentice shall participate in the in-service training set forth in subsection 1 under the direct supervision of a sponsor for a minimum of 2 years and, in accordance with NRS 637B.238, may not serve as an apprentice for more than 3 years without passing the examination set forth in NAC 637B.0373.
3. An apprentice is not required to participate in the in-service training required by this section if the apprentice:
  - (a) Holds an associate's degree in hearing instrument sciences which is approved by the National Board for Certification in Hearing Instrument Sciences; or
  - (b) Successfully completes a program of education or training in hearing instrument sciences which is approved by the Board.
4. An apprentice may receive credit toward the 2 year in-service training requirement prescribed above for training and/or work experience completed under a licensed audiologist or hearing aid specialist or equivalent in the District of Columbia or any state or territory of the United States.
5. If approved by the Board, an apprentice whose license as an apprentice expired but is reinstated may receive credit for not more than 2 years of in-service training completed during the initial license period.
6. Pursuant to NRS 637B.193(1)(b), an applicant for a license to engage in the practice of fitting and dispensing hearing aids who is not currently licensed and does not meet the requirements of NRS 637B.193(1)(a) or (1)(c) must provide proof satisfactory of completion of the following:
  - (a) Completion of an academic training program prescribed in NAC 637B.0392; and
  - (b) Any combination of the following, totaling 1 year of on-site training and work experience:
    - (1) On-site training and work experience prescribed by NAC 637B.0394 under a licensed audiologist or hearing aid specialist or equivalent in the District of Columbia or any state or territory of the United States. Verification must be completed by the supervising practitioner by signature and date, on a form provided by the Board;
    - (2) On-site training and work experience while licensed as a Hearing Aid Specialist, Hearing Aid Specialist Apprentice or Equivalent in the District of Columbia or any state or territory of the United States.

#6 ABOVE MAY ALSO BE BROKEN OUT AS A NEW SECTION PER LCB RECOMMENDATION

**NAC 637B.0392 In-service training for hearing aid specialists and apprentices: Contents and approval of academic training; maintenance of list of approved programs.** (NRS 637B.132, 637B.194, 637B.235)

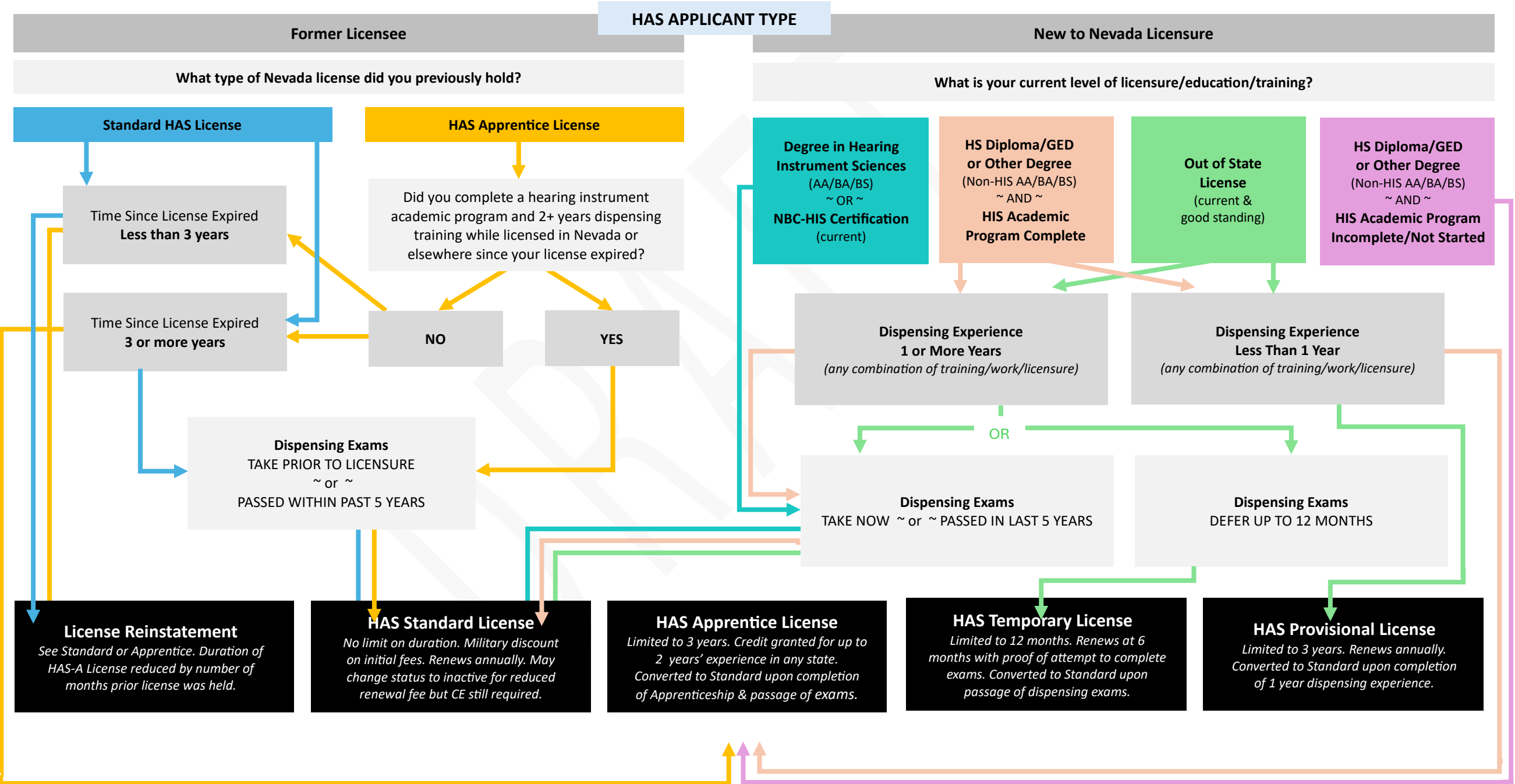
1. The academic portion of the in-service training of a[n] hearing aid specialist or apprentice required by NAC 637B.0391 must be specific to the training and education necessary to perform competently the duties and responsibilities necessary for the practice of fitting and dispensing hearing aids and must include, without limitation, training and education concerning:
  - (a) Laws and rules relating to ethics;
  - (b) Federal laws and rules governing hearing aids;
  - (c) Infection controls;
  - (d) Basic hearing science;
  - (e) Hearing instrument science and fitting practices; and
  - (f) Audiometric testing and masking.
2. Except as otherwise provided in subsection 3, a customized program of academic training and a proposed curriculum must be submitted to the Board for evaluation and approval.
3. A program of academic training accepted by the National Board for Certification in Hearing Instrument Sciences, the International Hearing Society or an accredited institution of higher education that meets the minimum requirements of subsection 1 does not require the approval of the Board.
- [4. The Board will maintain a list of approved programs of academic training.]

**NAC 637B.0394 In-service training for hearing aid specialists and apprentices: Requirements for on-site training and work experience; core competencies; review and documentation of progress; report and proof of compliance.** (NRS 637B.132, 637B.194, 637B.235)

1. The on-site training and work experience portion of the in-service training of a[n] hearing aid specialist or apprentice required by NAC 637B.0391 must consist of a minimum of 16 hours per week and 30 weeks per year and may be completed in conjunction with the academic portion of the in-service training set forth in NAC 637B.0392.
2. The on-site training and work experience portion must include, without limitation, the evaluation of the applicant or apprentice's achievement of core competencies concerning:
  - (a) Sanitation protocols;
  - (b) The identification and documentation of the needs of a client;
  - (c) Visual inspections of the ear and otoscopic examinations;
  - (d) Audiometric testing;
  - (e) The results of hearing evaluations;
  - (f) Ear impressions, preparations and molds;
  - (g) Physical and electronic checks of hearing aids;
  - (h) The fitting, programming, troubleshooting, adjusting and repairing of hearing aids; and
  - (i) Client documentation.
3. An apprentice and his or her sponsor shall jointly:
  - (a) Review the progress of the apprentice in achieving each core competency set forth in subsection 2; and
  - (b) Document the proficiency of the apprentice in each core competency, by signature and date, on a form provided by the Board.
4. The Board may require a sponsor to provide to the Board:
  - (a) A report on the training of and core competencies achieved by an apprentice; and
  - (b) Proof of compliance with the supervisory responsibilities of the sponsor.

HAS LICENSE FLOWCHART | DRAFT PROPOSED 1.24.2024

NBC-HIS REQUIREMENT REMOVED + APPRENTICE 2 YEAR TRAINING + OUT-OF-STATE/OTHER APPLICANT 1 YEAR TRAINING







State of Nevada

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

**3) NRS 637B.205 & NRS 637B.200 Required Dispensing Examinations and Endorsement for Fitting and Dispensing Hearing Aids for Dispensing Audiologists**

This matter was heard by the Advisory Committee on January 16, 2024 with unanimous action taken to recommend removal of the dispensing examination and dispensing endorsement requirements for all Audiologist applicants, including new graduates and out-of-state licensees. This would result in the following changes to NRS 637B:

REPEAL of the following sections of NRS:

**[Endorsement for certain licensees or applicants to practice fitting and dispensing hearing aids.**

An audiologist or an applicant for a license to engage in the practice of audiology who wishes to engage in the practice of fitting and dispensing hearing aids must:

1. Request an endorsement of the license to engage in the practice of fitting and dispensing hearing aids; and
2. Pass an examination prescribed by the Board pursuant to NRS 637B.194. The examination must be identical to the examination required for the licensure of hearing aid specialists.]

REVISION to the following sections of NRS:

**NRS 637B.200 Temporary licenses.**

1. The Board may issue a temporary license to engage in the practice of:
  - (a) Audiology, speech-language pathology or fitting and dispensing hearing aids upon application and the payment of the fee required pursuant to NRS 637B.175 to any person who is so licensed in another state and who meets all the qualifications for licensing in this State; and
  - (b) Fitting and dispensing hearing aids upon application and payment of the fee required pursuant to NRS 637B.175 to any person who meets all the qualifications for licensing as a hearing aid specialist **[or an endorsement of a license to engage in the practice of fitting and dispensing hearing aids]** other than passing the examination concerning the practice of fitting and dispensing hearing aids prescribed pursuant to NRS 637B.194.
2. The Board may issue a temporary license to engage in the practice of audiology, speech-language pathology or fitting and dispensing hearing aids upon application and payment of the fee required pursuant to NRS 637B.175 to any spouse of a member of the Armed Forces of the United States who:
  - (a) Is so licensed in another state; and
  - (b) Attests that he or she meets all of the qualifications for licensure in this State.
3. A temporary license issued pursuant to this section:
  - (a) Is valid for not more than 6 months;
  - (b) May be renewed not more than once; and
  - (c) May be converted to an active license upon the completion of all requirements for a license and payment of the fee required by NRS 637B.175.

**BACKGROUND**

In June 2022, the Committee unanimously recommended no changes to the current examination requirement, but a request was made to revisit the matter. The Committee reheard the matter in October 2023 and tabled it for future discussion.





State of Nevada

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

**TRENDS**

The following Board and national trends are presented for consideration:

**Table 1: Nevada Audiology License Options as of January 2024**

	License Type	Allowances/Requirements
<b>New Grad or Not Licensed in Another State</b>	Standard AuD License + Dispensing Endorsement	License is issued upon passage of exams.
	Standard AUD License NO Dispensing Endorsement	May NOT fit/dispense. Add Dispensing Endorsement upon passage of exams.
<b>Out-of-State Licensee</b>	Temporary AUD License (valid for one year)	MAY fit/dispense. Convert to Standard AUD with Dispensing Endorsement on passage of exams.
	Standard AuD License via LBE + Dispensing Endorsement	License is issued upon passage of exams.
	Standard AuD License via LBE NO Dispensing Endorsement	May NOT fit/dispense. Add Dispensing Endorsement upon passage of exams.
<b>NV AUD-D License Reinstatement</b>	Standard AuD License + Dispensing Endorsement	Retake both exams unless 1) passed in last 5 years, or 2) currently licensed in another state.

**Table 2: Nevada Dispensing Practical Exam Outcomes**

Between FY20-23, the Board administered 88 practical exams, of which 48 were completed by AuD-D applicants. Of those 48, only 3 exams (6%) resulted in failure on the first attempt, compared to 22% of HAS applicants and 29% of Apprentices seeking conversion to a HAS license.

	AUD	HAS	HAS-A	TOTAL
<b>Total</b>	<b>48</b>	<b>18</b>	<b>24</b>	<b>88</b>
<b>Fail</b>	3 (6%)	4 (22%)	7 (29%)	14 (16%)

**Table 3: Educational Degree Required for Audiology: State-by State**

D (33)				M or D (15)		M (3)
Alabama	Indiana	Montana	Rhode Island	Alaska	New Hampshire	Hawaii
Arizona	Iowa	Nebraska	South Carolina	Arkansas	New Jersey	Kansas
California	Kentucky	New Mexico	Tennessee	DC	New York	West Virginia
Colorado	Louisiana	North Carolina	Texas	Idaho	North Dakota	
Connecticut	Maryland	Ohio	Utah	Maine	South Dakota	
Delaware	Massachusetts	Oklahoma	Virginia	Michigan	Vermont	
Florida	Minnesota	Oregon	Wisconsin	Missouri	Washington	
Georgia	Mississippi	Pennsylvania	Wyoming	Nevada*		
Illinois						



State of Nevada

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

**Table 4: National Trends: Practical Exams and/or Separate Dispensing License/Endorsement**

- Nevada is 1 of 13 states requiring a separate license/endorsement for an Audiologist to dispense hearing aids. Of those 13, 10 require the written exam, and only 4 require the practical exam.
- For a HAS license, Nevada is 1 of 44 states requiring the written dispensing exam, and one of 16 states requiring the practical exam.

	Written (10)	Practical (4)	Separate License/Endorsement (13)
Alabama	X	X	HAD License
California			HAD License
DC			Certificate of Registration to Dispense Hearing Aids
Iowa	X		HAS License
Kansas	X		HAD License
Kentucky	X		HAS License
Minnesota	X		Hearing Instrument Dispenser License
Nevada	X	X	Requires additional endorsement
New Mexico	X	X	Endorsement + 6 months experience
North Dakota	X		HAD License
New Hampshire	X	X	Hearing Aid Dealer Registration
New York			Hearing Aid Dispenser Registration
Virginia	X		HAD License required
<b>Allowed With Provisions (3)</b>	Illinois Alaska Arkansas	Must comply with Hearing Instrument Consumer Protection Act Must comply with certain consumer practices. Must comply with state regs on medical clearance & consumer protections.	
<b>Allowed (35)</b> (States in RED have passed ASLP-IC legislation)		Arizona Colorado Connecticut Delaware Florida Georgia Hawaii	Idaho Indiana Louisiana Maine Maryland Massachusetts Michigan Mississippi Missouri Montana Nebraska New Jersey North Carolina Ohio Oklahoma Oregon Pennsylvania Rhode Island South Carolina South Dakota Tennessee Texas Utah Vermont Washington West Virginia Wisconsin Wyoming

**OTHER REVISIONS CONSIDERED**

The following alternative revision options were also considered:

NRS/NAC Sections	Detail
NRS 637B.205	Remove exam & endorsement requirements for all applicants.
NRS 637B.205	Retain requirements but add reciprocity/exam waiver for out-of-state licensees.
NRS 637B.203; .204	Retain requirements but expand License by Endorsement to include dispensing.
NRS 637B.200	Retain requirements but expand Temporary License to allow fitting & dispensing.
NAC 637B.0373	Retain requirements but add exam waiver to NAC for out-of-state licensees.
NRS/NAC New	Recommend participation in <a href="#">ASLP Interstate Compact (ASLP-IC)</a>

**Action:** Approve, Table, or Take No Action on the Matter



State of Nevada

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

**4) NRS New ASLP Interstate Compact**

This matter is being reintroduced on request for consideration to pursue joining ASLP Interstate Compact (prior reviews resulted in no action) It was reported in the Board's July 2023 meeting that NSHA intends to seek legislation in 2025 to join Nevada to the compact and a meeting was held on December 6, 2023 to discuss NSHA's plans.

As the Board has not yet taken action to include this legislation in its own BDR, it is recommended that the Board take action on a position regarding NSHA's bill prior to the start of the 2025 legislative session.

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 to date, there are 29 member states, with applications for compact privileges anticipated to open in early 2024. This compact does not include Hearing Aid Specialists. [ASLP-IC Model Legislation](#) outlines compact requirements, including minimum standards for Audiologists and Speech-Language Pathologists.

In response to follow-up questions after the meeting, NSHA has provided a white paper on the ASLP Interstate Compact for the Board's review and consideration.

**Attachment on next page:** *ASLP-IC White Paper NSHA*

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



## **Audiology & Speech Language Pathology Interstate Compact**

The Nevada Speech-Language Hearing Association proposes that Nevada enter the Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC). The goal of the Compact is to improve consumer protection across state lines and increase access to care for patients, clients, and students.

At this time there are 30 states that have joined the ASLP-IC, making the Compact operational. However, a centralized data system is not yet in place, and the Compact is not yet issuing privileges to practice. The Compact expects to begin issuing privileges in late 2024/early 2025.

Under the ASLP-IC a provider must maintain their home state license in order to receive the privilege to practice in another Compact state.

The process for the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board will not change for people applying for single state licensure. For licensees applying for a privilege to practice in another Compact state, the board will interface with the interstate compact data system and conduct a criminal background check.

### **How does the compact work?**

The ASLP-IC establishes a formal, legally binding relationship among member states to address common problems and promote a common agenda. Compacts create independent, multistate governmental authorities (as the ASLP-IC Commission) that can address issues more effectively than a state agency acting independently or when no state has the authority to act unilaterally; and establishes uniform guidelines, standards, or procedures for agencies in the compact's member states.

### **What are the benefits of joining the compact?**

The Interstate Compact improves consumer protection across state lines while increasing access to care for patients. The ASLP-IC promotes cooperation between member states on interstate licensure and regulation requirements. Finally, the ASLP-IC ensures that audiologists and speech language pathologists have met acceptable standards of practice.

Nevada's participation in the ASLP-IC will supplement the existing process for occupational licensure. The Compact adds an additional pathway for practitioners. Nevada's sovereignty is maintained so licensees who only wish to practice in Nevada do not have to participate in the Compact and those who seek to utilize the Compact is a voluntary choice made by practitioners.

Additionally, participation in the licensure Compact does not preempt the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board's ability to investigate practitioners. This Compact gives the Board greater access to disciplinary information about practitioners coming into the state through access to a data system which maintains information about all practitioners utilizing the Compact.

Practitioners seek greater mobility in their practice for a variety of reasons. The Compact allows Nevadans to practice in other states and can encourage practitioners from other states to practice in Nevada easily and with less administrative and financial burden, all while upholding Nevada's strong licensure requirements and scope of practice.

The Department of Defense has partnered with the Council of State Government to support the development of interstate licensure compacts, as compacts preserve high licensure standards, while also promoting migration between compacted states, which supports enlisted families. The DoD considers compacts the gold standard and has indicated that the number of compacts that a state adopts will be considered in base realignment decisions.

The ASLP-IC helps protect against licensure shopping, which is the practice of people looking to practice in states with the least restrictive requirements. The Compact ensures that every state maintains a high professional standard for licensure.

#### **What is the compact's licensure process? How is it different from the existing process?**

Nevada joining the Compact will not change the licensure process for providers seeking single state licensure. After Nevada joins the licensure Compact, the board will be required to interface with the interstate compact data system and conduct a criminal background check for licensees who wish to obtain a privilege to practice in another state, which is currently a higher licensure standard than the board's existing process. The Compact language allows states to charge the background check fee to the practitioner seeking to utilize the compact.

The ASLP-IC may have funding available to support state licensing connection to the data system. Currently, the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board cannot accept gifts or grants. This requires a statutory change that can be included in bill draft language.

## ASLP-IC Licensure Requirements

### Audiologist Requirements

Must meet one of the following educational requirements:

- On or before, Dec. 31, 2007, has graduated with a Master's or Doctoral degree in audiology, or equivalent degree regardless of degree name, from a program that is accredited by an accrediting agency recognized by the Council for Higher Education Accreditation, or its successor, or by the United States Department of Education and operated by a college or university accredited by a regional or national accrediting organization recognized by the board; or
- On or after, Jan. 1, 2008, has graduated with a Doctoral degree in audiology, or equivalent degree regardless of degree, name from a program that is accredited by an accrediting agency recognized by the Council for Higher Education Accreditation, or its successor or by the United States Department of Education and operated by a college or university accredited by a regional or national accrediting organization recognized by the board; or
- Has graduated from an audiology program that is housed in an institution of higher education outside of the United States (a) for which the program and institution have been approved by the authorized accrediting body in the applicable country and (b) the degree program has been verified by an independent credentials review agency to be comparable to a state licensing board-approved program.
- Has completed a supervised clinical practicum experience from an accredited educational institution or its cooperating programs as required by the Board;
- Has successfully passed a national examination approved by the Commission;
- Holds an active, unencumbered license;
- Has not been convicted or found guilty, or has entered into an agreed disposition, of a felony related to the practice of audiology, under applicable state or federal criminal law;
- Has a valid United States Social Security or National Practitioner Identification number.

### Speech-Language Pathologist Requirements

Must meet one of the following educational requirements:

- Has graduated with a Master's degree from a speech-language pathology program that is accredited by an organization recognized by the United States Department of Education and operated by a college or university accredited by a regional or national accrediting organization recognized by the board; or
- Has graduated from a speech-language pathology program that is housed in an institution of higher education outside of the United States (a) for which the program and institution have been approved by the authorized accrediting body in the applicable country and (b) the degree program has been verified by an independent credentials review agency to be comparable to a state licensing board approved program.
- Has completed a supervised clinical practicum experience from an educational institution or its cooperating programs as required by the Commission;
- Has completed a supervised postgraduate professional experience as required by the Commission
- Has successfully passed a national examination approved by the Commission;
- Holds an active, unencumbered license;
- Has not been convicted or found guilty, or has entered into an agreed disposition, of a felony related to the practice of speech-language pathology, under applicable state or federal criminal law;
- Has a valid United States Social Security or National Practitioner Identification number.

### ASLP-IC Resources

[Compact Language](#) | [Section by Section Summary](#) |

[Fact Sheet](#) | [Issue Brief](#)

## **Nevada ASLP-IC FAQ:**

### **Why is NSHA pursuing this legislation?**

NSHA would like to enhance public protection and create greater access to competent care by improving Nevada's ability to recruit and retain practitioners. We are also interested in creating opportunities for heightened communication among the 30 member states, allowing a broader prosecutorial net for bad actors. This public protection mechanism is not available through traditional licensing structures.

We are also happy to partner with the Department of Defense who specifically encourages states to enact as many licensing compacts as possible, over all other military licensing provisions, in order to ease travel and financial burdens for military families. The DOD has appropriated over \$10 million in furtherance of the creation and adoption of licensing compacts and has indicated that base realignment decisions will be determined, in a large part, on how many compacts the state has adopted.

### **What specific parts of the Board's current licensing processes does this seek to improve?**

The Compact does not seek to alter any of Nevada's current licensing processes but instead adds an additional pathway for practitioners. Nevada's sovereignty is maintained as it relates to single state license holders and those who do not seek to utilize the Compact, which is a voluntary choice made by practitioners.

Practitioners seek greater mobility in their practice and the Compact allows practitioners in Nevada to practice in other states as well as allowing out of state practitioners to practice in Nevada more easily and with less administrative and financial burden. Nevada has already recognized the importance of compacts in the fields of emergency medical services, medicine, massage therapy, psychology and teaching. Compacts have also been developed and passed in states in nursing, advanced practice nursing, counseling, occupational therapy, physical therapy, dentistry, physicians assistants, social work, cosmetology, and barbering.

### **What is the status of the ASLP-IC, i.e. timelines for issuing privileges, rules, licensing requirements, fees, etc.?**

The Compact Commission is operational, with 30 member states, and bylaws and initial rules have been established. If Nevada were to adopt the Compact, they would get input on any future rules and bylaws created. An RFP for the data system, to ensure public protection, has been issued and a vendor will be chosen in the beginning of 2024. Issuance of privileges to practice will occur as soon as the data system has been created and connected to member states. The Commission has three funding sources and seeks additional funding opportunities. The first annual report has been released and can be found at: <https://aslpcompact.com/>, along with all committee and meeting information, governance documents, a list of delegates, a current map, supporting organizations, and a toolkit for use in enacting legislation. Fees and license requirements are discussed in depth below.

### **Can you further describe the problem of "license shopping" and is there available data/examples of this?**

The Compact protects against forum shopping by setting out uniform licensure requirements that can be found in Section 3 of the Compact. Since Nevada has adopted the ASHA CCC as the licensing



requirement and the ASHA CCC requirements mirror the Compact requirements, Nevada would be eligible to become a member state. Practitioners must also obtain an FBI background check and cannot qualify for a privilege to practice if they have had any disciplinary action within the previous 2 years. Practitioners must have a home state license in good standing in a member state to access the Compact.

**What fee will be required from the Board to participate in the compact?**

The Compact Commission will have the ability to levy and collect an annual assessment from each member state to cover the cost of operations. The amount will be formulated by the Commission and will be binding upon all member states. At the present time, the amount that will be imposed upon each state's budget is unknown. At this time, the Nursing Compact and the Psychology Compact are the only compacts that levy an annual assessment. The Nursing Compact assesses \$6,000 and the Psychology Compact assesses states on a sliding scale (with a cap of \$6,000). The ASLP-IC member states have indicated that they will seek grants from the Health Resources & Services Administration, the Department of Defense, and other relevant funders. Additionally, the American Speech-Language-Hearing Association and the American Academy of Audiology have committed to financial support with the interstate commission during its initial operational period.

**What fees would the Board receive from applicants? How would a practitioner in-state (new) seek licensure in Nevada and obtain compact privilege? And vice versa for an out-of-state applicant wishing to practice in Nevada?**

The member state boards may assess any fee, including renewal fee, they determine appropriate from practitioners wishing to obtain a privilege to practice. A Nevada practitioner wishing to join the Compact, would need to maintain their Nevada state license, and would be able to obtain a privilege to practice, and pay a fee, to other member states. Out of state applicants would pay the privilege fee set by the Nevada Board.

**What is the compact's process for conducting criminal Background Checks? Does the applicant go through the compact or the state board, who collects payment, where do the results go?**

The home state of the practitioner seeking access to the Compact would be responsible for the CBC. The fee for this could be charged by the Board to the practitioner. The Nevada Board would be responsible for reviewing the CBC to determine eligibility of the practitioner to enter the Compact. The information from the background check is not shared with the Commission, only the eligibility determination made by Nevada.

**What are the licensing criteria established by the compact for both SLPs and audiologists, and are states allowed to require additional state-specific requirements?**

The uniform licensure requirements can be found in [Section 3](#) of the Compact. These requirements mirror the ASHA CCC, which is required by the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board. These requirements are already in place in member states who have adopted the Compact. States may have additional requirements about scope of practice issues only, which may include, for example: the use of fiber endoscopic evaluation of swallowing, additional hearing aid dispensing requirements, or a jurisprudence exam if required. If a practitioner wishes to have a privilege to practice in Nevada, the Board can require that practitioner to take the Nevada jurisprudence exam.



**Will the compact include SLP and/or Audiology Assistants?**

No, because compacts thrive on uniformity. SLPAs and audiology assistants do not have uniform licensing requirements among the states and were not included in the Compact.

**How will complaints be handled?**

Each state investigates complaints alleged to have occurred in their state and remote states could remove the privilege-to-practice if a finding is made. The home state may investigate complaints made in both home and remote states. Loss of a license in the home state would immediately remove the privilege-to-practice in other states. Further, discipline will be handled in accordance with the acting member states due process requirements; joint investigations can occur between member states. Discipline must be reported to the Compact data system.

**Is continuing education only completed for the practitioner's home state?**

The maintenance of the home state license is required for continued participation in the Compact, which includes only home state continuing education requirements. This is true of all mutual recognition compacts. If a member state requires continuing education directly related to the scope of practice and the practitioner engages in that practice, the practitioner must complete that particular continuing education to retain their privilege to engage in that scope of practice in that member state.

**How is the Compact Commission made up and what oversight authority is it given?**

The Compact Commission is comprised of one audiology representative and one speech-language pathology representative who currently sits on the state licensing board. The Commission follows best practices with regards to transparency and open meetings, rulemaking, etc. Because state actors make up the Commission, and the full Commission must vote on matters of rulemaking, bylaw amendments, and election of Executive Committee members, the Commission has oversight from the participation of all member states. The Commission has full-time general counsel who participates in all meetings in order to give counsel with regards to best practices and specific authority of the Commission in accordance with the Commission's governance documents. Representatives from each state are required to sign a code of conduct form and can be removed by their state if any violation is found. Executive Committees can be removed from their position with cause by full Commission vote if necessary.



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 9

### Executive Director's Report

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Please see the Written Executive Director's Report.

**Attachments on next page:**

1. *ED Report 1 24 2024*
2. *FY24 Q2 Financial Reports*
3. *FY23 Audited Financial Statements*

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**Action:** Approve, Table, or Take No Action on the Matter



State of Nevada

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

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

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

[www.nvspeechhearing.org](http://www.nvspeechhearing.org) Email [board@nvspeechhearing.org](mailto:board@nvspeechhearing.org)**EXECUTIVE DIRECTOR'S REPORT**

January 24, 2024

**a. Licensure Statistics**

The following chart provides licensing statistics for the period October 1, 2023 through December 31, 2023 with a net increase of 9 licenses (54 issued/45 expired), a less than 1% increase from the prior quarter. This increase is lower than increases in prior years' 2<sup>nd</sup> quarters.

We have again seen high numbers of SLP licenses expiring and most of those expired this quarter were issued in 2019 or later, again suggesting that these were practitioners needing licensure for telehealth or other purposes due to the pandemic. HAS Apprentice numbers continued to fluctuate, and two licenses were added this quarter for a total of 14 licensees.

Description	Total Licensees	Speech Pathologists	Audiologists	Dispensing Audiologists	Hearing Aid Specialists	Apprentices
<b>Sept 30, 2023</b>	<b>1583</b>	<b>1310</b>	<b>69</b>	<b>111</b>	<b>81</b>	<b>12</b>
Issued	54	43	2	2	3	4
Expired	45	38	1	4	0	2
<b>Dec 31, 2023</b>	<b>1592</b>	<b>1315</b>	<b>70</b>	<b>109</b>	<b>84</b>	<b>14</b>
Net Change	+9	+5	+1	-2	+3	+2
	+57%	+38%	0%	-2%	+4%	+17%

**b. FY24 Q2 Financial Report & FY23 Audited Financial Statements**

The FY24 Q2 Financial Summary is attached for the Board's review, with both income and expenses ending less than the 50% target for the second quarter as listed below.

**Profit and Loss Through Q2**

- Total Revenue: \$101,190.69      Percent of Budget: 46.21%
- Deferred Revenue: \$111,160.34
- Total Expenses: \$99,886.90      Percent of Budget: 45.86%
- **Net Income: \$1,303.79**

**FY24 Q2 Balance Sheet**

- Total Cash Assets: \$242,363.21
- Total Liabilities: \$129,620.87
- **Total Equity: \$122,020.65** (Increase of \$3,163.76 from last quarter; Increase of \$4,686.33 from FY23 Q2)

**FY24 Q2 Deviations from Budget**

We were notified in late November by our Bookkeeper that Intuit is raising the direct deposit fee from \$1.75 to \$4.00 (+\$2.25) effective January 2024. There are 14 remaining paydays in FY24, so it is expected these costs will increase by \$63.00 at minimum (\$2.25\*14 paydays\*2 staff) and up to \$94.50 depending on how often the Investigator is paid. This new cost is reflected in the FY25 Budget Draft included in a later agenda item. The same areas identified last quarter continue to show over budget though no new/unusual costs have been incurred in these areas since Q1: equipment costs for Investigator laptop, legal fees, and insurance premiums.

In compliance with NRS 281G.400, the Board's financial audit for FY23 was completed and submitted to LCB on November 30, 2023 and is attached for the Board's review.

#### Board Member Appointments/Reappointments

Name	Credential/Role	Location	Term	Term Expires	Eligible for Reappointment
Andrea Menicucci	SLP/Board Chair	Reno	2	7/1/2024	No
Timothy Hunsaker	AuD-D/Board Vice Chair	Las Vegas	2	7/1/2025	No
Lynee Anderson	BC-HIS	Reno	1	7/1/2024	Yes
Shawn Binn	SLP	Reno	1	9/30/2026	Yes
Jennifer Joy-Cornejo	AuD-D	Las Vegas	1	9/30/2026	Yes
Branden Murphy	Public Member	Las Vegas	1	11/30/2026	Yes
Adrienne Williams	SLP	Las Vegas	1	7/1/2025	Yes

Just prior to the October meeting, the Board office was notified that both Shawn Binn, SLP and Jennifer Joy-Cornejo, AuD-D were appointed to fill vacancies. Public member Branden Murphy was appointed effective December 1, 2023, resulting in a full board.

It should be noted that Andrea Menicucci's second term will expire on 7/1/2024, at which time a new member will be reappointed and the Board will be tasked with electing a new Chair.

#### c. Complaints

There were **two** open complaint cases following the October 18, 2023 Board Meeting. **One** new case was received in November 2023, totaling **three** open cases. **One** case will be presented in this meeting for approval of a Consent Decree, and one case will be presented with a recommendation for dismissal. If both recommendations are approved, **one open case will remain**.

The Board received no reports of unlicensed practice since the October 2023 meeting.

**Profit Loss Budget vs. Actual**  
**July through December 2023**

	Approved Budget	Actuals July - Dec 23	Remaining Balance	% of Budget Spent
<b>Ordinary Income/Expense</b>				
Income				
Fees	41,832.00	15,025.00	26,807.00	35.92%
License Fees	167,122.80	82,113.22	85,009.58	49.13%
Exams, List and Interest	10,050.42	4,052.47	5,997.95	40.32%
<b>Total Income</b>	<b>219,005.22</b>	<b>101,190.69</b>	<b>117,814.53</b>	<b>46.21%</b>
Expense				
Personnel Cost	162,922.53	78,800.78	84,121.75	48.37%
Attorney General / Legal Fees	8,000.00	5,948.17	2,051.83	74.35%
Audit Fees	15,000.00	0.00	15,000.00	0.00%
Bank Service Charges	4,600.00	2,863.83	1,736.17	62.26%
Board Compensation	2,925.00	825.00	2,100.00	28.21%
Dues	550.00	325.00	225.00	59.09%
Equipment Purchase	500.00	836.67	-336.67	167.33%
Examinations	4,240.00	1,718.50	2,521.50	40.53%
Insurance	1,350.00	1,018.59	331.41	75.45%
Licensing Program Subscription	7,650.00	3,666.64	3,983.36	47.93%
Meeting Expenses	100.00	0.00	100.00	0.00%
Office Lease	3,400.00	1,462.86	1,937.14	43.03%
Office Supplies	750.00	29.22	720.78	3.90%
Postage	400.00	196.93	203.07	49.23%
Printing	200.00	0.00	200.00	0.00%
Professional Fees				
Investigation Fees	1,000.00	0.00	1,000.00	0.00%
Accounting	3,000.00	1,500.00	1,500.00	50.00%
IT / Technical Support	500.00	265.00	235.00	53.00%
<b>Total Professional Fees</b>	<b>4,500.00</b>	<b>1,765.00</b>	<b>2,735.00</b>	<b>39.22%</b>
Telephone	525.00	429.71	95.29	81.85%
Travel				
In-state Travel	200.00	0.00	200.00	0.00%
Out of State Travel	0.00	0.00	0.00	0.00%
<b>Total Travel</b>	<b>200.00</b>	<b>0.00</b>	<b>200.00</b>	<b>0.00%</b>
<b>Total Expense</b>	<b>217,812.53</b>	<b>99,886.90</b>	<b>117,925.63</b>	<b>45.86%</b>
<b>Net Ordinary Income</b>	<b>1,192.69</b>	<b>1,303.79</b>	<b>-111.10</b>	<b>109.32%</b>
<b>Net Income</b>	<b>1,192.69</b>	<b>1,303.79</b>	<b>-111.10</b>	<b>109.32%</b>

**Balance Sheet**  
**As of December 31, 2023**

Dec 31, 2023

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

Wells Fargo Bank - Checking 139,397.97

Wells Fargo Bank - Savings 102,965.24

**Total Checking/Savings** 242,363.21

**Other Current Assets**

Accounts Receivable 0.00

Prepaid Expenses 7,942.32

**Total Other Current Assets** 250,305.53

**Fixed Assets**

**Capital Assets** 1,335.99

**Total Fixed Assets** 1,335.99

**TOTAL ASSETS** 251,641.52

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

Accounts Payable 0.00

**Total Accounts Payable** 0.00

**Other Current Liabilities**

Deferred Revenue 111,160.34

Paid Time Off 12,275.95

Payroll Liabilities 5,772.59

Payroll Tax Liability 411.99

**Total Other Current Liabilities** 129,620.87

**Total Current Liabilities** 129,620.87

**Total Liabilities** 129,620.87

**Equity**

Invested in Capital Assets 1,335.99

Retained Earnings 119,380.87

Net Income 1,303.79

**Total Equity** 122,020.65

**TOTAL LIABILITIES & EQUITY** 251,641.52

## Transaction Detail by Account

October through December 2023

Type	Date	Num	Name	Memo	Amount
<b>Wells Fargo Bank - Checking</b>					
Deposit	10/03/2023			Deposit	225.00
Deposit	10/04/2023			Deposit	150.00
Deposit	10/05/2023			Deposit	250.00
Deposit	10/06/2023			Deposit	400.00
Deposit	10/08/2023			Deposit	100.00
Deposit	10/09/2023			Deposit	275.00
Check	10/09/2023	1817	Board of Occupational Therapy	Postage reimbursement	-62.05
Check	10/09/2023	EFT	AT&T	Telephone expense	-25.35
Check	10/09/2023	EFT	Numbers, Inc.	Bookkeeping services	-750.00
Check	10/09/2023	EFT	Tim Hunsaker	Exam proctor	-100.00
Check	10/09/2023	1816	Achievement Center for Therapy	Refund overpayment	-50.00
Deposit	10/10/2023			Deposit	350.00
Liability Check	10/11/2023		QuickBooks Payroll Service	Payroll expense	-4,350.03
Paycheck	10/12/2023	DD1293	Thomas D Sharkey	Direct Deposit	0.00
Paycheck	10/12/2023	DD1292	Stacey Whittaker	Direct Deposit	0.00
Paycheck	10/12/2023	DD1291	Jennifer Pierce	Direct Deposit	0.00
Check	10/12/2023	ACH	Voya	Payroll expense	-250.92
Deposit	10/12/2023			Deposit	475.00
Check	10/12/2023		Wells Fargo	Merchant fees	-283.42
Deposit	10/13/2023			Deposit	650.00
Deposit	10/15/2023			Deposit	100.00
Deposit	10/16/2023			Deposit	250.00
Deposit	10/17/2023			Deposit	325.00
Check	10/17/2023	1818	Michelle Honaker	Fee Overpay Refund	-50.00
Deposit	10/18/2023			Deposit	275.00
Deposit	10/19/2023			Deposit	1,389.10
Check	10/19/2023	EFT	Andrea Menicucci V	Board compensation	-75.00
Check	10/19/2023	EFT	Adrienne Williams V	Board compensation	-75.00
Check	10/19/2023	EFT	Minnie Foxx	Board compensation	-75.00
Check	10/19/2023	EFT	Tim Hunsaker	Board compensation	-75.00
Check	10/19/2023		Wells Fargo	Albertson Consulting, postag	-7,325.17
Deposit	10/20/2023			Deposit	914.10
Deposit	10/21/2023			Deposit	100.00
Deposit	10/23/2023			Deposit	200.00
Deposit	10/24/2023			Deposit	175.00
Liability Check	10/25/2023		QuickBooks Payroll Service	Payroll expense	-4,255.95
Check	10/25/2023		QuickBooks Payroll Service	Payroll expense	-1.75
Deposit	10/25/2023			Deposit	275.00
Paycheck	10/26/2023	DD1294	Jennifer Pierce	Direct Deposit	0.00
Paycheck	10/26/2023	DD1295	Stacey Whittaker	Direct Deposit	0.00
Check	10/26/2023	ACH	Nancy Campbell V	Direct Deposit	-100.00
Check	10/26/2023	ACH	Voya	Payroll expense	-401.60
Liability Check	10/27/2023	E-pay	US Treasury	Payroll expense	-3,049.46

## Transaction Detail by Account

October through December 2023

Deposit	10/27/2023		Deposit	25.00
Deposit	10/29/2023		Deposit	100.00
Deposit	10/30/2023		Deposit	250.00
Deposit	10/31/2023		Deposit	125.00
Check	10/31/2023	1819 Attorney General	Legal fees	-1,193.50
Deposit	10/31/2023		Interest	7.94
Deposit	11/01/2023		Deposit	4,225.00
Deposit	11/02/2023		Deposit	3,100.00
Deposit	11/03/2023		Deposit	2,125.00
Deposit	11/04/2023		Deposit	1,000.00
Deposit	11/05/2023		Deposit	1,150.00
Deposit	11/06/2023		Deposit	1,425.00
Deposit	11/07/2023		Deposit	2,450.00
Liability Check	11/08/2023	QuickBooks Payroll Service	Payroll expense	-4,294.62
Deposit	11/08/2023		Deposit	1,350.00
Deposit	11/08/2023		Deposit	450.00
Paycheck	11/09/2023	DD1298 Thomas D Sharkey	Direct Deposit	0.00
Paycheck	11/09/2023	DD1297 Stacey Whittaker	Direct Deposit	0.00
Paycheck	11/09/2023	DD1296 Jennifer Pierce	Direct Deposit	0.00
Deposit	11/09/2023		Deposit	1,800.00
Check	11/09/2023	Voya	Payroll expense	-401.60
Deposit	11/10/2023		Deposit	750.00
Check	11/10/2023	Wells Fargo	Merchant fees	-187.39
Deposit	11/11/2023		Deposit	500.00
Deposit	11/12/2023		Deposit	800.00
Deposit	11/13/2023		Deposit	600.00
Check	11/13/2023	AT&T	Telephone expense	-30.40
Deposit	11/14/2023		Deposit	550.00
Deposit	11/15/2023		Deposit	1,075.00
Deposit	11/16/2023		Deposit	950.00
Deposit	11/17/2023		Deposit	825.00
Deposit	11/18/2023		Deposit	550.00
Deposit	11/19/2023		Deposit	500.00
Deposit	11/20/2023		Deposit	400.00
Liability Check	11/21/2023	QuickBooks Payroll Service	Payroll expense	-4,460.86
Deposit	11/21/2023		Deposit	400.00
Paycheck	11/22/2023	DD1301 Thomas D Sharkey	Direct Deposit	0.00
Paycheck	11/22/2023	DD1299 Jennifer Pierce	Direct Deposit	0.00
Paycheck	11/22/2023	DD1300 Stacey Whittaker	Direct Deposit	0.00
Liability Check	11/22/2023	E-pay US Treasury	Payroll expense	-3,073.96
Deposit	11/22/2023		Deposit	750.00
Deposit	11/23/2023		Deposit	300.00
Check	11/23/2023	Voya	Payroll expense	-401.60
Deposit	11/24/2023		Deposit	525.00
Deposit	11/25/2023		Deposit	550.00



## Transaction Detail by Account

October through December 2023

Deposit	11/26/2023			Deposit	1,200.00
Deposit	11/27/2023			Deposit	850.00
Check	11/27/2023	Wells Fargo		GoDaddy, supplies	-221.10
Deposit	11/28/2023			Deposit	2,000.00
Deposit	11/29/2023			Deposit	1,525.00
Check	11/29/2023	1820	Attorney General	Legal fees	-800.90
Check	11/29/2023	1821	Nevada State Controller	Remit fine	-200.00
Deposit	11/30/2023			Deposit	1,300.00
Deposit	11/30/2023			Interest	0.91
Deposit	12/01/2023			Deposit	3,800.00
Deposit	12/02/2023			Deposit	1,000.00
Deposit	12/03/2023			Deposit	1,500.00
Deposit	12/04/2023			Deposit	1,400.00
Deposit	12/05/2023			Deposit	1,600.00
Liability Check	12/06/2023		QuickBooks Payroll Service	Payroll expense	-4,350.04
Check	12/06/2023		AT&T	Telephone expense	-27.96
Deposit	12/06/2023			Deposit	1,325.00
Paycheck	12/07/2023	DD1304	Thomas D Sharkey	Direct Deposit	0.00
Paycheck	12/07/2023	DD1302	Jennifer Pierce	Direct Deposit	0.00
Paycheck	12/07/2023	DD1303	Stacey Whittaker	Direct Deposit	0.00
Check	12/07/2023		Voya	Payroll expense	-401.60
Deposit	12/07/2023			Deposit	600.00
Deposit	12/08/2023			Deposit	875.00
Deposit	12/09/2023			Deposit	350.00
Deposit	12/10/2023			Deposit	500.00
Deposit	12/11/2023			Deposit	1,075.00
Check	12/12/2023		Wells Fargo	Merchant fees	-748.53
Deposit	12/12/2023			Deposit	1,375.00
Deposit	12/12/2023			Deposit	50.00
Check	12/13/2023	1822	Nanci Campbell	Exam proctor	-100.00
Deposit	12/13/2023			Deposit	450.00
Deposit	12/14/2023			Deposit	1,300.00
Deposit	12/15/2023			Deposit	875.00
Deposit	12/16/2023			Deposit	400.00
Deposit	12/17/2023			Deposit	1,100.00
Deposit	12/18/2023			Deposit	700.00
Deposit	12/19/2023			Deposit	1,725.00
Liability Check	12/20/2023		QuickBooks Payroll Service	Payroll expense	-4,294.62
Deposit	12/20/2023			Deposit	1,375.00
Paycheck	12/21/2023	DD1306	Stacey Whittaker	Direct Deposit	0.00
Paycheck	12/21/2023	DD1307	Thomas D Sharkey	Direct Deposit	0.00
Paycheck	12/21/2023	DD1305	Jennifer Pierce	Direct Deposit	0.00
Check	12/21/2023		Voya	Payroll expense	-401.60
Deposit	12/21/2023			Deposit	1,700.00
Liability Check	12/22/2023	E-pay	US Treasury	Payroll expense	-3,055.60

**BEASP**  
**Transaction Detail by Account**  
 October through December 2023

**PAGE 65**

Deposit	12/22/2023		Deposit	750.00
Deposit	12/23/2023		Deposit	550.00
Deposit	12/24/2023		Deposit	100.00
Deposit	12/25/2023		Deposit	325.00
Deposit	12/26/2023		Deposit	350.00
Deposit	12/27/2023		Deposit	1,325.00
Check	12/28/2023	Wells Fargo	Postage, GoDaddy, Zoom	-390.85
Deposit	12/28/2023		Deposit	2,550.00
Deposit	12/29/2023		Deposit	2,100.00
Deposit	12/30/2023		Deposit	1,575.00
Deposit	12/31/2023		Deposit	1,000.00
Check	12/31/2023	Wells Fargo	Merchant fees	-798.14
Deposit	12/31/2023		Interest	1.09
Total Wells Fargo Bank - Checking				<u>27,872.57</u>
				<u><b>27,872.57</b></u>

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY &  
HEARING DISPENSING BOARD**

**FINANCIAL STATEMENTS  
AND  
REQUIRED SUPPLEMENTARY INFORMATION**

**JUNE 30, 2023**

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**  
JUNE 30, 2023

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COULSON & ASSOCIATES, Ltd.  
CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS

**Independent Auditor's Report**

To the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board  
Reno, NV 89523

**Opinions**

We have audited the accompanying financial statements of the governmental activities and the major fund of the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board (the "Board") as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of the Board as of June 30, 2023, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Opinions**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Board and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

**Change in Accounting Principle**

As discussed in Note 1 to the financial statements, in 2023 the Board adopted accounting guidance, GASBS No. 34, *Basic Financial Statements – And Management's Discussion and Analysis – For State and Local Governments*. Our opinion is not modified with respect to this matter.

As discussed in Note 1 to the financial statements, in 2023 the Board adopted new accounting guidance, GASBS No. 96, *Subscription-Based Information Technology Arrangements*. Our opinion is not modified with respect to this matter.

**Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements

in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for the twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Board's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### **Required Supplementary Information**

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, and budgetary comparison pages 4-8 and 23-24 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### **Other Reporting Required by Government Auditing Standards**

In accordance with Government Auditing Standards, we have also issued our report dated November 30, 2023, on our consideration of the Board's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Board's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering Board's internal control over financial reporting and compliance.  
of America.

*Coulson & Associates, Ltd.*

Reno, Nevada  
November 30, 2023

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD  
Management Discussion and Analysis**

This section of the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board (the “Board”) annual financial report presents our discussion and analysis of the Board’s financial performance during the fiscal year that ended June 30, 2023. Please read it in conjunction with the Board’s financial statements, which immediately follow this section.

**Financial Highlights**

- The Board’s revenues were \$204,656 which was a \$11,056 increase from the prior year.
- The Board’s current assets on June 30, 2023 were \$236,585, an increase of \$34,052 from the prior year.

**Overview of Financial Statements**

This discussion and analysis is intended to serve as an introduction to the Board’s basic financial statements. The Board’s basic financial statements comprise three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements. This report also contains other supplementary information in addition to the basic financial statements themselves.

**Government-wide Financial Statements**

The government-wide financial statements are designed to provide readers with a broad overview of the Board’s finances, in a manner similar to a private-sector business.

The statement of net position presents information on all of the Board’s assets and liabilities, with the difference between the two reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of the Board is improving or deteriorating.

The statement of activities presents information showing how the Board’s net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods.

The government-wide financial statements outline functions of the Board that are principally supported by license fees. The governmental activities of the Board include regulating speech-language pathology, audiology and hearing aid dispensing in the State of Nevada. The government-wide financial statements can be found on pages 9 and 10 of this report.



**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

**Management Discussion and Analysis**

**Fund Financial Statements**

A fund is a group of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The Board uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. The Board uses only one governmental fund, in accordance with Nevada Revised Statutes.

**Governmental Funds**

Governmental funds are used to account for essentially the same functions reported as government activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near-term inflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating the Board's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for government activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the Board's near-term financing decision. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures and changes in fund balance provide a reconciliation to facilitate this comparison between governmental funds and governmental activities. These reconciliations are on pages 12 and 14, respectively. The basic governmental fund financial statements can be found on pages 11 and 13 of this report.

**Notes to the Financial Statements**

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to the financial statements can be found starting on page 15 of this report.

**Other Information**

In addition to the basic financial statements and accompanying notes, this report also presents certain required supplementary information concerning the Board's budget process. The Board adopts an annual budget and a budgetary comparison to actual results is provided in the supplementary information section of this report.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD  
Management Discussion and Analysis**

**GOVERNMENT-WIDE FINANCIAL ANALYSIS**

Net position may serve over time as a useful indicator of a government's financial position. In the case of the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board, current assets exceeded current liabilities by \$119,380 as of June 30, 2023.

The board did not issue basic financial statements meeting the full criteria of GASB No. 34 in prior years. As records were kept on the accrual basis and operations were limited the comparison financial information from the prior fiscal year is reported below. The prior fiscal year is based on the information submitted to the Legislative Counsel Bureau under reporting criteria for licensing boards with under \$200,000 in revenue.

The following presents a summary of the Board's net position for the following fiscal years.

	<b>As of June 30, 2023</b>	<b>As of June 30, 2021</b>
Current Assets	\$ 236,585	\$ 204,966
Capital Assets	-	1,336
Total Assets	<u>236,585</u>	<u>206,302</u>
Current Liabilities	102,074	102,777
Long-term Liabilities	15,130	
Total Liabilities	<u>117,204</u>	<u>102,777</u>
Net Position		
Invested in Capital Assets	-	1,336
Unassigned Fund Balance	119,381	102,189
Total Net Position	<u>\$ 119,381</u>	<u>\$ 103,525</u>

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD  
Management Discussion and Analysis**

**Changes in Net Position**

The Board's total revenues for the fiscal year ended June 30, 2023 were \$204,656. The total costs of all programs and services were \$187,798. The following is a summary of the changes for the following fiscal years.

	<b>Fiscal year ended June 30, 2023</b>	<b>Fiscal year ended June 30, 2022</b>
Revenue:		
Program Revenue		
Charges for Service	\$ 204,513	\$ 193,582
Investment Income	143	18
Total Revenue	<u>204,656</u>	<u>193,600</u>
Expenses:		
Operation Expenses	<u>187,798</u>	<u>161,211</u>
Total Expenses	<u>187,798</u>	<u>161,211</u>
Increase (Decrease) in Net Position	<u>\$ 16,858</u>	<u>\$ 32,389</u>

**FINANCIAL ANALYSIS OF THE NEVADA SPEECH-LANGUAGE PATHOLOGY,  
AUDIOLOGY & HEARING AID DISPENSING BOARD'S FUNDS**

As noted earlier, the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

**Governmental Funds**

The focus of the Board's governmental funds is to provide information on near-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the Board's financing requirements. In particular, unreserved fund balance may serve as a useful measure of the Board's net resources available for spending at the end of the fiscal year.

The financial performance of the Board as a whole is reflected in its governmental funds. As the Board completed the year, its governmental funds reported a general fund balance of \$225,034.

## NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID DISPENSING BOARD

### Management Discussion and Analysis

#### **Budgetary Highlights**

In fiscal year ending June 30, 2023, the Board's income exceeded budget expectations as revenue sources surpassed estimates by almost \$20,000. The Board's licensee census increased by 7% during fiscal year 2023, and the 102 licenses in the first quarter alone was the most in first quarter licenses since the fiscal year ending June 30, 2016, and higher (by 1 license) than the total issued in the fourth quarter of the prior year, which is typically the busiest. The Board has seen an average yearly increase in licensees of 8% since 2016 as its licensed professionals continue to grow. Since the COVID-19 pandemic, the Board has also seen an increase in licenses issued to out-of-state practitioners, particularly Audiologists and Speech-Language Pathologists practicing via telehealth. Licenses issued to out-of-state practitioners went from 16% for the fiscal year ending June 30, 2018 to 22% for the fiscal year ending June 30, 2023. Budgetary variation was also seen in Board expenses, particularly due to an unusual number of complaints that culminated in disciplinary action during the fiscal year ending June 30, 2023, though the Board expects to recoup approximately \$9,000 in legal fees through consent decree agreements.

#### **Capital Assets and Debt Administration**

As of June 30, 2023, the Board had \$0 invested in capital assets, net of accumulated depreciation. Assets are recorded as expense in the year they are purchased for governmental fund financial statements. In government-wide financial statements these assets are reflected at their historical costs less accumulated depreciation. Additional information can be found in the footnotes to these financial statements.

#### **Economic Factors and Next Year's Budget and Rates**

The Board continues to experience consistent growth with an average census increase of 8% between fiscal year ending June 30, 2016 and fiscal year ending June 30, 2023. Recently, the number of licenses expiring has been higher than usual, though many of these licenses were issued in the 1980's-1990's and likely represent retirees, or are licenses issued to out-of-state residents who may no longer need licensure for telehealth or other purposes due to the pandemic. It is often difficult to predict growth, though Nevada is experiencing a critical shortage of practitioners licensed by this Board, so opportunity exists for new licensees.

Additionally, the Board plans to pursue legislation in 2025 to create a new license for Speech-Language Pathology Assistants, which is likely to increase the Board's census, as SLPs currently make up over 80% of Board licensees. As a result of this planned legislative work, expenses are expected to increase in the fiscal year ending June 30, 2025 as the Board seeks to contract with a lobbyist to support these efforts. Additionally, should revenue continue to exceed \$200,000, the Board will be mandated to undergo an annual formal financial audit. Lastly, legal fees (beyond meetings and general counsel) are difficult to estimate as excess fees result from disciplinary complaints and reports of unlicensed practice that conclude in hearings and/or consent decrees, which have historically been infrequent for this Board.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**  
**Statement of Net Position**  
**June 30, 2023**

	<b>Governmental Activities</b>
<b>Assets</b>	
Current Assets	
Cash	\$ 233,678
Prepaid Expenses	2,907
Total Current Assets	<u>236,585</u>
Non-Current Assets	
Capital Assets, Net of Accumulated Depreciation	<u>-</u>
Total Noncurrent Assets	-
Total Assets	<u><u>236,585</u></u>
<b>Liabilities</b>	
Current Liabilities	
Accounts Payable	6,381
Payroll Liabilities	5,170
Deferred Revenue, Current Portion	90,523
Total Current Liabilities	<u>102,074</u>
Non-Current Liabilities	
Compensated Absences, Non-Current	15,130
Total Non-Current Liabilities	<u>15,130</u>
Total Liabilities	<u>117,204</u>
<b>Net Position</b>	
Invested in Capital Assets, Net	-
Unassigned Fund Balance	119,381
Total Net Position	<u><u>\$ 119,381</u></u>

The accompanying notes are an integral part of these financial statements

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD  
Statement of Activities  
For the Year Ended June 30, 2023**

<b>Function/Program</b>	<b>Expenses</b>	<b>Program Revenues Charges For Service</b>	<b>Net Revenues (Expenses) and Changes in Net Position Government activities</b>
Governmental Activities			
Public Service	\$ 187,464	204,513	\$ 17,049
Depreciation Expense	334		(334)
Interest Expense	-		-
Total Governmental Activities	<u>\$ 187,798</u>	<u>\$ 204,513</u>	<u>\$ 16,715</u>
<b>General Revenues:</b>			
Interest			\$ 143
Total General Revenues			<u>143</u>
Changes in Net Position			<u>16,858</u>
<b>Net Position, July 1, 2022 as previously reported</b>			103,525
Prior Period Adjustment - Change in accounting principle			
Implementation of GASB 34			(1,002)
<b>Net Position, July 1, 2021, restated</b>			<u>102,523</u>
<b>Net Position, June 30, 2022</b>			<u>\$ 119,381</u>

The accompanying notes are an integral part of these financial statements

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

**Balance Sheet-Governmental Funds**

**June 30, 2023**

	<u>General</u>
<b>ASSETS</b>	
Cash	\$ 233,678
Prepaid Expenses	<u>2,907</u>
Total Assets	<u><u>236,585</u></u>
 <b>LIABILITIES AND FUND BALANCE</b>	
Liabilities	
Accounts Payable	6,381
Payroll Liabilities	<u>5,170</u>
Total Liabilities	11,551
Total Assets	
 Fund Balance	<u>225,034</u>
 Total Liabilities and Fund Balance	<u><u>\$ 236,585</u></u>

The accompanying notes are an integral part of these financial statements

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

**Reconciliation of the Balance Sheet  
Governmental Funds to the Statement of Net Position  
June 30, 2023**

Total Fund Balance - Total Governmental Funds	\$ 225,034
Amounts reported for <i>governmental activities</i> in the statement of net position are different because:	
License income is deferred ratably over the entire license period	(90,523)
Capital Assets used in governmental activities are not financial resources and therefore not reported as assets in governmental funds	
Cost of Capital Assets	\$ 1,336
Accumulated Depreciation	<u>(1,336)</u> -
Other liabilities do not use current financial resources and therefore are not reported in the governmental funds	
Compensated Absences	(15,130)
Net Position of Governmental Activities	<u><u>\$ 119,381</u></u>



**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD  
Statement of Revenues, Expenditures  
and Changes in Fund Balance  
Governmental Fund Types  
For the Year Ended June 30, 2023**

	<b>General</b>
<b>REVENUES</b>	
License Fees	\$ 202,925
Exam Fees	5,000
Interest	143
Other	4,250
Total Revenues	<u>212,318</u>
<b>EXPENDITURES</b>	
Attorney General	13,459
Bank Service Charges	5,236
Computer Software Expense	9,223
Dues and Registration	325
Examination Costs	3,536
Non-State Owned Building	2,852
Office Expense and Supplies	336
Other Operating Expenses	600
Postage and Delivery	607
Professional Services	4,000
Salaries and Related Benefits	146,253
Telephone	590
Total Expenditures	<u>187,017</u>
Net Change in Fund Balance	<u>25,301</u>
<b>Fund Balance, July 1</b>	199,733
<b>Fund Balance, end of year</b>	<u><u>\$ 225,034</u></u>

The accompanying notes are an integral part of these financial statements

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

**Reconciliation of the Statement of  
Revenues, Expenditures and Changes in Fund Balance  
to the Statement of Activities  
June 30, 2023**

Net Changes in Fund Balance - Total Governmental Funds	\$ 25,301
Amounts reported for <i>governmental activities</i> in the statement of activities are different because:	
In the statement of activities license fees are recognized ratably over the license period	(7,661)
In the statement of activities compensated absences are recorded during the period in which they are paid	(448)
In the statement of activities the cost of capital outlays are depreciated over their estimated useful lives	
Depreciation Expense	(334)
Changes in Net Position of Governmental Activities	<u>\$ 16,858</u>

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies**

The financial statements of the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board have been prepared in conformity with accounting principles generally accepted in the United States of America as applied to government units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles.

**Reporting Entity**

The Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board (the Board) is the licensing and regulatory agency for the practice of speech-language pathology, audiology and hearing aid dispensing in the State of Nevada. The Board was created to examine and pass upon the qualifications of the applicants for certification, to certify qualified applicants, to revoke or suspend certificates, and to collect all fees and make disbursements pursuant to the Nevada Revised Statutes Chapter 637B. The Board's financial activities are accounted for in a special revenue fund that is used to account for the proceeds of licensing fees and other revenues that are legally restricted to expenditures for specified purposes.

The Board's financial statements are not included in the general-purpose financial statements of the State of Nevada since the State does not exercise financial or administrative control over the Board. This is in conformance with GASB codification Section 2100 - *Defining the Government Reporting Entity*.

**Basis of Presentation and Basis of Accounting**

**Government-Wide Statements**

GASB Statement Number 34 mandates government-wide financial statements of net position and activities, which are presented on the economic resources measurement focus and accrual basis of accounting. Revenues are recognized when earned and expenses are recognized when incurred. It also requires that certain fixed assets be recorded at cost less accumulated depreciation, liabilities be recognized and outstanding debt be included in the statement of net position.

The Board's basic financial statements include both the government-wide (reporting the Board as a whole) and fund financial statements (reporting the Board's major funds). The Board's general fund is classified as a governmental activity.

The Statement of Activities presents a comparison between direct expenses and program revenue for each function of the Board's governmental activities. Direct expenses are those that are specifically associated with a program or function. The Board does not charge indirect expenses to programs or functions. Program revenue includes only license fees and related revenue to administer its duties under Nevada Revised Statutes. Revenue that is not classified as program revenue is presented as general revenue.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

Fund Financial Statements

The accounts of the Board are organized on the basis of funds, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund balance, revenues and expenditures. Governmental resources are allocated to and accounted for in individual funds based upon the purposes for which they are to be spent and the means by which spending activities are controlled.

Generally accepted accounting principles require that the general fund be reported as a major fund and that all other governmental funds whose assets, liabilities, revenue or expenditures exceed 10% or more of the total for all governmental funds also be reported as major funds. Accordingly, the Board reports the following major governmental funds:

Governmental and Major Funds

The *General Fund* is the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund.

The Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board maintains its accounting records for all governmental funds and prepares its financial statements on the modified accrual basis of accounting as required by Nevada Revised Statutes (NRS) 218.825. The budget of the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board is also prepared on the modified accrual basis of accounting. This method provides for recognizing expenditures at the time liabilities are incurred, while revenue is recorded when "measurable and available" to finance expenditures of the fiscal period. "Measurable" means the amount of the transaction can be determined and "available" means collectible within the current period or soon enough thereafter to pay liabilities of the current period. The Board considers all revenue available if it is collected within 60 days after year-end. Most major sources of revenue reported in governmental funds are susceptible to accrual under the modified accrual basis of accounting.

Interest is subject to accrual. Other receipts become measurable and available when cash is received by the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board and are recognized as revenue at that time.

Fund balances for governmental funds are reported in classifications that comprise a hierarchy based primarily on how amounts can be spent. These include "non-spendable" which are not expected to be converted to cash, such as inventory or prepaid items, "restricted" by conditions of law, regulation, grants or contracts with external parties, "committed" which arise from majority votes by the Board, "assigned" which reflect an intent by the Board or a person assigned by the Board, or "unassigned" which is the residual amount.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

When both restricted and unassigned fund balances are available for expenditures, it is the Board's policy to use restricted fund balances first, then unassigned as needed. Expenditures incurred in the unassigned fund balances shall be reduced first from committed fund balance, then from the assigned fund balance and lastly, from the unassigned fund balance.

Private-sector standards of accounting and financial reports issued prior to December 1, 1989, generally are followed in the government-wide financial statements to the extent that those standards do not conflict with or contradict guidance of the Governmental Accounting Standards Board.

**Accounting for Uncertainty in Income Taxes**

In June 2006, the Financial Accounting Standards Board ("FASB") issued Interpretation No. 48, *Accounting for Uncertainty in Income Taxes – an interpretation of FASB Statement No. 109, Accounting for Income Taxes ("FIN48")*. FIN 48 (now referred to as FASB ASC 740-10), requires entities to disclose in their financial statements the nature of any uncertainty in their tax position. For tax-exempt entities, their tax-exempt status itself is deemed to be an uncertainty, since events could potentially occur and jeopardize the tax-exempt status.

The Board has not recognized any benefits from uncertain tax positions and believes it has no uncertain tax positions for which it is reasonably possible that the total amounts of unrecognized tax benefits will significantly increase or decrease within 12 months of the balance sheet date of June 30, 2023.

**Budget Data**

Chapter 353 of the Nevada Revised Statutes (NRS) was amended on July 1, 2001. This amendment exempted certain professional and occupational boards from the state budget act. Accordingly, the Board's budgeting, accounting practices, and procedures have been removed from State oversight. Currently, the Board continues to prepare its annual budget on a basis similar to generally accepted accounting principles for administrative and control purposes. This budget is prepared on the modified accrual basis of accounting.

**Cash**

Cash includes demand deposits, a money market account and a certificate of deposit held in one commercial bank in Carson City, Nevada. The Board follows a deposit policy per state law related to custodial credit risk.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

**Accounts Receivables**

Licenses are void if not timely renewed by the licensee, consequently no receivables are provided by licenses. All other receivables are shown net of an allowance for doubtful accounts.

**Revenue**

The Board receives license fees as specified by the Nevada Revised Statutes. These license fees cover annual periods beginning in the month of licensure. License fees on the government-wide financial statements are reported as revenue ratably over the entire one-year licensure period. Where on the governmental fund statements license fees are recognized as revenue in the period they are received.

**Capital Assets**

The property and equipment controlled by the Board are reported in the government-wide financial statements net of related depreciation. Capital assets have an estimated useful life of at least one year. These assets are recorded at historical costs. Donated assets are recorded at estimated fair market value at the date of donation. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend assets lives are expensed as incurred.

When capital assets are disposed, the costs and applicable accumulated depreciation are removed from the respective accounts, and the resulting gain or loss is recorded in operations. The Board uses a 3 to 10 year estimated useful life for office equipment. Capital assets are depreciated using the straight-line method.

On the governmental fund statements capital asset acquisitions are considered expenditures in the year they are purchased.

**Leases**

Leases for property and equipment longer than 12 months are recognized as an intangible right-to-use asset at the present value of the expected lease payments in addition to any set up fees or other one-time costs. A corresponding lease liability is recorded at the present value of the expected lease payments. The discount rate used is the US 5 yr treasury note rate at the prior month end for new leases. When the leases have ended the asset, accumulated amortization and any remaining liability are removed for the respective accounts, and the resulting gain or loss is recorded in operations. Intangible right to use asset is amortized over the life the lease using the straight-line method.

On the governmental fund statements lease payments are considered expenditures in the year they are paid.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

**Deferred Outflows and Inflows of Resources**

In addition to assets, a separate section is reported for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period and will not be recognized as an outflow of resources (expense/expenditure) until then. Currently, the Board does not participate in pension or other benefit programs that qualify for reporting in this category.

In addition to liabilities, a separate section is reported for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period and will not be recognized as an inflow of resources (revenue) until that time. Currently, the Board does not participate in pension or other benefit programs that qualify for reporting in this category.

**Net Position/Fund Balances**

**Net Position:**

Net position in the government-wide financial statements are classified as invested in capital assets, net of related debt; restricted; and unassigned. Restricted net assets represent constraints on resources that are either externally imposed by creditors, grantors, contributors, or laws or regulations of other governments or imposed by law through state statute.

**Fund Balance:**

In the governmental fund financial statements, fund balance is composed of five classifications designed to disclose the hierarchy of constraints placed on how fund balance can be spent.

The governmental fund types classify fund balances as follows:

*Non-spendable Fund Balance* – This classification includes amounts that cannot be spent because they are either (a) not in spendable form, such as inventory or prepaid items, or (b) legally or contractually required to be maintained intact.

*Restricted Fund Balance* – This classification includes amounts that are restricted to specific purposes, externally imposed by creditors or imposed by law.

*Committed Fund Balance* – The portion of fund balance that can only be used for specific purposes imposed by majority vote of the Board (highest level of decision-making authority). Any changes or removal of the specific purpose requires majority action by the Board that approved the original action.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

*Assigned Fund Balance* – The portion of fund balance that the Board intends to use for specific purposes.

*Unassigned Fund Balance* – The portion of fund balance that has not been assigned to another fund or restricted, committed, or assigned to specific purposes within the general fund.

**Compensated Absences**

The current and long-term liabilities for accumulated paid leave are reported on the government-wide financial statements. A liability for these amounts is reported in governmental funds only if they have matured, for example, as a result of employee leave, resignation or retirements.

**Deferred Revenue**

The Board administers its licensing registration on an annual basis according to Nevada Revised Statutes. Deferred revenue on the government-wide financial statements is related to a ratable recognition of this revenue over that one-year period.

**Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

**Date of Management Review**

Management has evaluated subsequent events through November 30, 2023, which was the date the financial statements were issued, and concluded that no additional disclosures were required.

**Risk Management**

The Board is covered by insurance policies with the State of Nevada for tort insurance. The Board also purchases insurance policies for worker's compensation and general liability.

**Employee Retirement and Other Benefits**

The Board offers employees the opportunity to participate in a qualified 457(b) deferred compensation program. Pre-tax contributions may be made by an employee through payroll deduction. Currently, the board offers employer contributions at 9.3% of qualified wages.



**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 1 - Summary of Significant Accounting Policies (Continued)**

**New Accounting Pronouncements**

During the year ended June 30, 2023, the Board implemented the provisions of GASB Statement No. 96, Subscription-Based Information Technology Arrangements. The objective of this statement is to better meet the information needs of financial statement users by establishing uniform accounting and financial reporting requirements for subscription-based information technology arrangements (SBITAs), improving the comparability of financial statements among governments that have entered into SBITAs and enhancing the understandability, reliability, relevance, and consistency of information about SBITAs.

Under this statement a lessee is required to recognize a liability and an intangible right-to-use asset for each SBITA. Accordingly, the Board implemented the standard for the earliest period presented resulting in no adjustment to the beginning net positions as of July 1, 2022.

**NOTE 2 – Cash**

At June 30, 2023, the Nevada Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board had three bank accounts held at one institution where they are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. The Board had a cash balance of \$233,678 with a bank balance of \$233,434.

Amounts exceeding the FDIC limit are insured under the State Treasurer's Pooled Collateral Program. The program established pursuant to NRS 356.350 requires each depository to maintain as collateral acceptable securities having a fair market value that is at least 102 percent of the amount of the uninsured balances of the public money held by the depository.

**NOTE 3 – Capital Assets**

Capital asset balances and activities for the year ended June 30, 2023 were as follows:

	<u>Beginning Balance</u>	<u>Additions</u>	<u>Disposals</u>	<u>Ending Balance</u>
Computer Equipment	\$ 1,336	\$ -	\$ -	\$ 1,336
Total at Historical Cost	1,336	-	-	1,336
Less Accumulated Depreciation	1,002	334	-	1,336
Capital Assets, Net	<u>\$ 334</u>	<u>\$ (334)</u>	<u>\$ -</u>	<u>\$ -</u>

The Board has custodial responsibility to the State of Nevada for these assets. Consequently, these assets revert to the State of Nevada when they are no longer of use to the Board or the Board ceases to exist.

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

Notes to the Financial Statements

**NOTE 4 – Leases**

The Board currently leases office space in Reno, Nevada under a shared office agreement with the Board of Occupational Therapy. The yearly shared cost amount for the year ending June 30, 2023 was \$2,852. Expected cost sharing is expected to be \$2,926 for the year ending June 30, 2024. This is a cost sharing arrangement for less than 12 months.

**NOTE 5 – Compensated Absences**

The current portion of compensated absences is defined as those benefits that would be liquidated with available expendable resources as a result of employees who have terminated employment within 45 days subsequent to year-end. The current portion of the cost of compensated absences is recorded as payroll expenditure.

The long-term portions of these costs are reflected as a liability included in long-term liabilities of the Board. The additions and deletions to compensated absences were as follows:

	<b>Beginning Balance</b>	<b>Change</b>	<b>Ending Balance</b>
Compensated Absences	\$ 14,682	\$ 448	\$ 15,130
	<u>\$ 14,682</u>	<u>\$ 448</u>	<u>\$ 15,130</u>

These amounts plus the additional retirement costs related to these amounts are reflected in the government-wide financial statements as Compensated Absences, Non-Current under Non-Current Liabilities.

Compensated absences are reflected in the government fund financial statements only during the period in which they are actually paid.

**NOTE 7 – Litigation**

The Board is subject to legal proceedings and claims, which have arisen in the ordinary course of its business and have not been finally adjudicated. These actions, when ultimately concluded and determined, in the opinion of the Board, will not have a material adverse effect on the financial position of the Board and accordingly, no provisions for losses has been recorded.

**NOTE 8 – Compliance With Nevada Revised Statutes and Administrative Code**

The Board conformed to all significant statutory constraints on the financial administration during the fiscal year.

**REQUIRED SUPPLEMENTARY INFORMATION**

**NEVADA SPEECH-LANGUAGE PATHOLOGY, AUDIOLOGY & HEARING AID  
DISPENSING BOARD**

**Budgetary Comparison Schedule for the General Fund  
For the Year Ended June 30, 2023**

	<b>Budgeted</b>		<b>Variance</b>
	<b>Amounts</b>	<b>Actual</b>	<b>Positive (Negative)</b>
<b>Revenues</b>			
License Fees	177,650	202,925	25,275
Exam Fees	7,550	5,000	(2,550)
Interest	-	143	143
Other	-	4,250	4,250
Total Revenues	<u>185,200</u>	<u>212,318</u>	<u>27,118</u>
<b>Expenditures</b>			
Attorney General	8,000	13,459	(5,459)
Bank Service Charges	4,500	5,236	(736)
Computer Software Expense	7,650	9,223	(1,573)
Dues and Registration	700	325	375
Equipment Expense	200	-	200
Examination Costs	3,630	3,536	94
Non-State Owned Building	3,360	2,852	508
Office Expense and Supplies	850	336	514
Other Operating Expenses	1,450	600	850
Postage and Delivery	400	607	(207)
Printing and Reproduction	200	-	200
Professional Services	4,500	4,000	500
Salaries and Related Expenses	147,613	146,253	1,360
Telephone	600	590	10
Travel	200	-	200
Total Expenditures	<u>183,853</u>	<u>187,017</u>	<u>(3,164)</u>
Excess of Revenue Over Expenditures	1,347	25,301	<u>\$ 23,954</u>
Fund Balance - Beginning	199,733	199,733	
Fund Balance - Ending	<u>\$ 201,080</u>	<u>\$ 225,034</u>	

**COMPLIANCE SECTION**

**INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

November 30, 2023

To the Board of Directors  
Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board  
6170 Mae Anne Avenue, Suite 1  
Reno, NV 89523

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, and the major fund of Nevada Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board (the "Board") as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements, and have issued our report thereon dated November 30, 2023.

**Report on Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Board's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control. Accordingly, we do not express an opinion on the effectiveness of the Board's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

**Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Board's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an

objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

### **Purpose of This Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Very truly yours,

*Coulson & Associates, Ltd.*

Reno, Nevada  
November 30, 2023



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 10

### Consideration for Review and Approval of Draft FY25 Budget and Solicitations and Contracts for Legislative Services and Licensing Database

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#### a. Review & Approval of Draft FY25 Budget

A rough draft of the budget for FY25 is attached on the next page for the Board's consideration on later agenda items. Changes are noted in red and this is proposed as a planned deficit budget to cover the non-recurring cost of legislative services that are hoped to support passage of the Board's planned BDR. While anticipated FY25 revenue will likely not be sufficient to cover FY25 revenue, there are sufficient reserves to cover the deficit.

**Attachment on next page:** *Draft FY25 Budget*

**Action:** Approve, Table, or Take No Action on the Matter

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State of Nevada				
Speech-Language Pathology, Audiology and Hearing Aid Dispensing Board				
DRAFT 1/24/2024				
REVENUE				
Fees	New apps; late renewals	\$	41,832.00	Same as FY24 Estimate
License Fees	New; renewals; reinstate; conversions	\$	167,122.80	Same as FY24 Estimate
Exams, List, Interest	Exams; lists; verifications; interest	\$	10,050.42	Same as FY24 Estimate
	<b>Total Revenue</b>	\$	219,005.22	
EXPENSES			Expense Narrative	
Personnel/Payroll		\$	164,930.96	
	Executive Director	\$101,012.91		No change; remain at full-time hours in lieu of COLA increase.
	Licensing Coordinator	\$ 40,448.38		4% COLA increase (\$1,555.71) per AB522, effective 7/1/2024.
	Investigator	\$ 3,000.00		Hourly at \$40/hour not to exceed \$3,000.
	Payroll Taxes	\$ 11,000.00		Change per COLA increase.
	Deferred Comp	\$ 9,141.67		ED Salary @ 9.05%. No change.
	Direct Deposit Fees	\$ 328.00		\$4.00 per DD (JP/SW @ 52 = \$208; Investigator @ 30 = \$120)
Legal Fees	Attorney General	\$	8,000.00	Est \$154.36/hr: 9 mtgs @ 2 hrs ea= \$2,778.48 + \$5,221.52 complaints
Audit Fees	Coulson & Associates	\$	10,000.00	Anticipated FY24 Audit
Bank Fees	Merchant Svcs/Checking	\$	4,600.00	
Board Compensation	Salary	\$	3,525.00	Board: 5 mtg @ 7 members x \$75 each = \$2,625; AC: 4 mtg @ 3 members x \$75 each = \$900
Dues	NCSB; RAN	\$	550.00	NCSB \$450; RAN \$100
Equipment		\$	500.00	No equipment anticipated.
Examinations		\$	4,840.00	
	Exam Proctors	Various	\$ 2,400.00	24 exams @ \$100/proctor (Avg FY20-FY23 = 19)
	Exam Materials	IHS	\$ 2,440.00	24 exams @ \$100 each + \$40 shipping (Avg FY20-FY23 = 19)
Insurance	Tort & Liability/Worker's Comp	\$	1,700.00	Tort Liability \$1,000 per FY24 increase; Worker's Comp \$600
Database/Website	Albertson Consulting	\$	8,855.00	Annual \$8,000; SSL Certs \$450; Support Overage \$405 (3 hrs @ \$135/hr)
Meeting Expense	Rooms/lunches	\$	100.00	Recommend no-cost in-person meetings if held.
Ofc Lease/Cost Share	OT Board	\$	3,400.00	Shared office, supplies, equipment, & internet.
Office Supplies	ZOOM, Office365, Staples	\$	750.00	Zoom \$150; Office365 \$400; Misc \$200
Postage	USPS/OT Board	\$	400.00	
Printing	State Printer	\$	200.00	Envelopes, misc.
Professional Fees		\$	40,500.00	
	Accounting	Numbers Inc.	\$ 3,000.00	\$750/quarter
	Investigation Fees	Various	\$ 1,000.00	Expert reviewer services.
	Leg Services	TBD	\$ 36,000.00	2025 Legislative Session Support
	IT/Tech Support	Various	\$ 500.00	None used in FY21/FY22
Telephone/Tech	AT&T; State of NV IT	\$	525.00	Local \$300 (\$25/mo). LD \$25 (\$2/month). Teleconference (if needed) \$200.
Travel				
	Travel - In State	\$ 200.00	\$ 200.00	Local mileage. Reduce & hold all meetings via Zoom.
	Travel - Out of State	\$ -		None planned.
	<b>Total Operating Expenses</b>	\$	253,575.96	
	<b>Revenue in Excess of Operating Expense</b>	\$	(34,570.74)	



State of Nevada

**Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board****b. Consideration to Delegate Drafting/Approval of New Sole Source Contract with Albertson Consulting for Ongoing Licensing Database/Website Support**

Board staff were recently informed that a September 2021 revision to the State Administrative Manual, Section 0326 removed the exemption from contracting for data systems. As a result, the Board should seek to execute a current contract with Albertson Consulting for ongoing Licensing Database/Website Support services and it is proposed that authority be delegated to the Executive Director and Board Chair to draft and execute the contract.

The proposed terms are as follows, commensurate with services/rates provided to other Nevada Boards:

	<b>Annual License Fee<sup>1</sup></b>	<b>SSL Certificates<sup>2</sup></b>	<b>Fixed Costs Annual Total</b>	<b>Additional Support Hours<sup>3</sup></b>	<b>TOTAL</b>
<b>FY25</b>	\$ 8,000	\$450	\$ 8,450	\$ 135/hour	\$ 8,855
<b>FY26</b>	\$ 8,200	\$450	\$ 8,650	\$ 135/hour	\$ 9,055
<b>FY27</b>	\$ 8,400	\$450	\$ 8,850	\$ 135/hour	\$ 9,255
<b>FY28</b>	\$ 8,500	\$450	\$ 8,950	\$ 135/hour	\$9,355

<sup>1</sup> Annual fee includes 3 support hours monthly

<sup>2</sup> Live & development sites at \$225 each

<sup>3</sup> Total of 3 hours additional support budgeted

**Action:** Approve, Table, or Take No Action on the Matter

**c. Consideration of Responses to Solicitation for Legislative Services to assist the Board in Legislative and Regulatory Matters, Contract Award, and Approval to Delegate Drafting/Approval of Contract**

During the October 18, 2023 meeting the Board authorized the Executive Director to release a *Solicitation for Government Relations Services* to consider proposals from lobbyists to assist the Board with potential and pending legislation and regulatory activities. It is recommended that the Board select a vendor and approve associated costs and delegate authority to the Executive Director and Board Chair to draft and execute the contract.

The Solicitation was sent out to three (3) identified lobbyists, and one (1) proposal was received and is attached for the Board's review. **Strategies 360** was the responding vendor, proposing a 2 year contract at a flat rate of \$3,000 monthly. A follow-up inquiry indicates that this rate and contract length are negotiable.

For context, the Board's last solicitation in 2019/2020 resulted in two proposals that offered the following options for different rates based on the interim and legislative session periods:

	<b>Interim Monthly</b>	<b>Session Monthly</b>	<b>Per Bill Add-On</b>	<b>FY20 Total (Jan – June)</b>	<b>FY21 Total</b>
<b>Vendor A</b>	\$ 3,000	\$4,500	0	\$ 18,000	\$48,000
<b>Vendor B</b>	\$ 750	\$ 3,000	\$ 2,000*	\$ 4,500	\$27,000 – \$33,000*

**Attachments on next page:** *Strategies 360 Proposal*

**Action:** Approve, Table, or Take No Action on the Matter

PROPOSAL CREATED BY STRATEGIES 360 FOR

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

CONTACT US

**Strategies 360**

Izack Tenorio / [izackt@strategies360.com](mailto:izackt@strategies360.com) / (702)917-3756

Visit us online at [www.strategies360.com](http://www.strategies360.com)

OFFICES DEDICATED  
TO THIS EFFORT

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**Southern Nevada**

**Las Vegas**

10801 W. CHARLESTON BLVD  
SUITE 520  
LAS VEGAS, NV 89315

**Northern Nevada**

**Reno and Carson City**

810 E. 5TH STREET  
CARSON CITY, NV 89701

January 11, 2024

Dear Jennifer,

Strategies 360 is pleased to provide you with a proposal for government and regulatory affairs services representing the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board. This is a crucial time to support the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board's goals of securing a bill sponsor and conducting outreach, coordination, liaison, and advocacy activities with legislators, stakeholders, state agencies, associations, and other organizations.

Our robust and deeply connected Nevada team is an ideal strategic partner for the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board. Our experiences demonstrate a proven ability to turn sound policy ideas into laws and regulations or prevent promulgating harmful policies and rules when necessary. We are staffed by a team of former lawmakers and leaders as well as policy experts, and we know Nevada politics – the players, legislative process, and procedures – with total clarity. An example of how this bears out is how we approach our work – during the interim period, we will target work with state regulators and constitutional officers. We will target state elected officials and the executive branch during the legislative session. We help clients succeed by developing calculated strategies, implementing our strategy with persistence and professionalism, and always anticipating change.

Strategies 360 is a full-service communication, public affairs, research, and marketing firm. The entire firm provides a wide variety of services to a diverse array of clients, including state government relations, communications, marketing, polling, research, creative, social media, and website design services. We believe that this interdisciplinary model allows us to serve our clients best. While this proposal describes our firm's services, experience, and approach to supporting the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board, our broad footprint and diverse services will allow us to serve you with innovative and broad solutions.

Thank you again for the opportunity to share our services and our vision for partnership with you. We are the right team for you and look forward to discussing this opportunity.

Thank you,

Izack Tenorio

## ABOUT US

We are Strategies 360, and our calling is to drive lasting change.

With offices in 13 states as well as Washington, D.C., Vancouver, BC, and Ontario, Canada, Strategies 360 is a leading public affairs, communications, research, and marketing firm. Our team is drawn from the worlds of communications, advertising, marketing and design, the news media, quantitative and qualitative research, government, and politics. We bring deep expertise, integration, and sharp, strategic thinking to all our clients. By offering more services under one roof, we guarantee the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board a seamless, tailored approach crafted to meet your specific needs and overall objective of legislative and regulatory representation in Nevada.

Our services include:

### ■ Communications

- Crisis Communications
- Media Relations
- Public Relations
- Reputation Management

### ■ Creative Services

- Branding
- Design & Copy
- Digital Marketing
- Marketing & Advertising
- Media Strategy
- Videography
- Web Engineering

### ■ Cultura

- Cultural and minority engagement outreach and advocacy

### ■ Government Relations

- Policy and Lobbying
- State, Federal, and Local Strategy

### ■ Public Affairs

- Coalition Building
- Initiatives & Campaigns (*Bonds & Levies, Siting & Permitting*)

### ■ Research

- Campaign Polling
- Executive and Opinion Leader Research
- Message Development
- Targeting and Segmentation

## MEET OUR TEAM



**John Ocegüera**

Executive Vice President, Nevada



**William Horne**

Vice President, Nevada



**Edith Duarte**

Vice President, Culture & Nevada



**Dan Musgrove**

Vice President, Nevada



**Brett Scolari**

Vice President of Government Relations, Nevada



**Jennifer Lanahan**

Director of Government Affairs, Nevada



**Izack Tenorio**

Director of Government Affairs, Nevada



**Michelle Van Geel**

Manager of Government Relations, Nevada



**Samantha Fletcher**

Executive Assistant, Nevada

Strategies 360 Nevada team has an exceptional in-house team of qualified individuals capable of performing the services required. The beauty of the Nevada S360 team is that the bench is deep, and we work very hard to make sure that each of our 10 team members will be acutely aware of important issues that are crucial to our clients' legislative success. Because each of our team members have different strengths, each team member can take the lead when an issue requires their specific skill set. In this way, our clients benefit from the diversity that we bring as a team.

### **John Ocegüera, Executive Vice President**

John runs our Nevada operations, overseeing a diverse mix of clients from corporations and nonprofits to campaigns and candidates.

John formerly served as Speaker of the Nevada Assembly and was an elected representative in the Nevada Legislature for 12 years. He held a variety of leadership positions and chaired numerous committees, including Commerce and Labor, and Transportation. As Speaker of the Assembly in 2011, John worked with his colleagues in both houses and parties to ensure the state budget was balanced, while providing additional funding for education and other essential state services.

In addition to his legislative service, John had a 20-year career with the North Las Vegas Fire Department, working as a firefighter, paramedic, engineer, captain, battalion chief and retiring as an assistant chief in 2011. As assistant chief, he developed and implemented a comprehensive emergency operations program and managed 220 personnel and a multi-million-dollar budget.

John has also served on numerous boards and in many different leadership positions. He was named “Elected Official of the Year” by the American Heart Association and the National Association of Social Workers, Nevada Chapter. John received a “Top 40 Under 40” award from In Business Las Vegas and was named “Consumer Advocate of the Year” by the Nevada Trial Lawyers. John’s most cherished honor was having his name placed on the Distinguished Service Wall at the Nevada Firefighters Memorial, joining only 17 other firefighters who have been so honored. Since leaving office, John has built a successful consulting practice.

### **William Horne, Vice President**

William Horne brings nearly 20 years of legal and legislative experience to S360. He served 12 years in the Nevada Assembly and retired as the Majority Leader in 2014. During his legislative career William also served as Chairman of the Correction, Parole & Probation Committee, Judiciary Committee, Majority Whip, Chairman of the Advisory Commission on the Administration of Justice, Chairman of the Law and Criminal Justice Committee of the National Conference of State Legislatures (NCSL), and member of the Nevada Gaming Policy Committee and Nevada Homeland Security Commission. He was voted “Freshman of the Year” in 2003 and “Outstanding Legislator” in 2013. William also enjoys being the first legislator in Nevada to pass an online gaming bill and have it signed into law by the Governor. He accomplished this in record fashion (just one single day).

In addition to his legislative career, William is a licensed attorney in the State of Nevada and has practiced criminal defense, workers comp defense, construction litigation, and family law. He remains involved with his alma mater as a UNLV Alumni Board member and is a previous member of the Boyd School of Law Alumni Board. Prior to joining Strategies 360, William was founder and principal of Horne-Duarte Government & Public Affairs, a lobbying firm with various business, health, and cannabis clients.

### **Edith Duarte, Vice President, Cultura**

Edith received her bachelor’s degree from the University of Nevada, Reno in 2010 and her master’s degree from the University of Nevada, Las Vegas in 2015.

In 2009, Edith gained her introduction to the legislative process. Edith was a legislative intern for then Speaker Barbara Buckley. Edith has since gained experience by working for lobbying firms,



working for the State of Nevada Health Division, and as a founding member of Horne-Duarte Government and Public Affairs in 2015. Edith has been teaching undergraduate U.S. Constitution courses at various University of Nevada System of Higher Education Institutions since 2014.

In addition to her interpersonal skills, Edith is an excellent policy researcher and a valuable asset in the fast-paced legislative session environment. She enjoys lobbying because she can directly apply data and evaluation tools to analyze a policy and convey that to decision makers. Edith brings tremendous experience and relationships that help clients meet their legislative priorities.

Edith also leads the Cultura practice at Strategies 360. She offers a wealth of policy and research knowledge, paired with a deep understanding of the unique makeup of Latino communities across the Southwest. Edith guides S360 teams to engage in culturally competent practices across service areas, including contextualized research, public outreach and engagement, policy development, and communications. Through Cultura, Edith is leading the charge to implement S360's long-held commitment to cultural understanding and engagement. As the West continues to grow and diversify, Cultura aims to serve Strategies 360 clients and communities with deep cultural understanding and unique solutions that catalyze lasting, positive change.

### **Dan Musgrove, Vice President**

Dan Musgrove has over 30 years' experience in the fields of communications, labor relations, and government affairs advocacy, in both the private and public sector. He has successfully negotiated labor contracts, developed, and executed communication strategies and delivered on major legislative and government relations advocacy strategies at the city, county, state, and federal level.

Prior to S360, he founded his own government affairs practice, Dan Musgrove Advocacy, in 2010. Dan also served as Vice President of Government Affairs for a large Nevada-based law firm and was the chief legislative advocate for Clark County, Nevada; the University of Nevada Las Vegas (UNLV); and a principal lobbyist for the City of Las Vegas.

Throughout his private sector career, Dan has represented the largest Hospital System in Nevada, the City of North Las Vegas, the Nevada League of Cities and the Southern Nevada Health District. He also has experience with health insurance and property casualty insurance companies, commercial construction sub-contractors and their affiliate local unions, and large national corporations such as Dell, Google Fiber, Safelite, and AAA Travel Club.

As a native Nevadan, born in Reno and a resident of Las Vegas for over 50 years, Dan loves Nevada and works to make his community better. He was a Governor appointee to the State's Grants Management Advisory Committee and currently serves on the Clark County Children's Mental Health Consortium where he served as the chair for 8 of his 10-year tenure and is also a board member of the Clark County Regional Behavioral Health Policy Board, both of which are focused on studying the mental health needs of Nevada's children and adults, advocating for service delivery reform. Both committees were created by the Nevada Legislature.

### **Brett Scolari, Vice President of Government Relations**

With over twenty years of experience, Brett has a proven track record of navigating complex regulatory frameworks through a blend of relationship building, legal knowledge, political savvy, and policy expertise. In his role as Vice President of Government Relations for S360 Nevada, Brett

will advocate on behalf of clients to advance their interests in the Nevada Legislature and with key stakeholders at every level of government.

Brett previously served as General Counsel and Director of Government and Regulatory Affairs for Tryke Companies where he oversaw their day-to-day legal, regulatory, political and government affairs, activities and strategies. As part of Tryke's founding Executive Team, he helped guide the company from a start-up to a pioneering 500+ employee organization. With over seven years of direct regulated cannabis experience and previous experience in land use, regulated liquor, gaming and privileged licensing markets, Brett successfully managed the legal and regulatory issues for the company and its multiple licensed operations in the states of Utah, Nevada and Arizona. This included overseeing Tryke's critically important interactions with government agencies and elected officials in the highly regulated cannabis industry and leading the organization through a recent acquisition.

After earning his law degree from Santa Clara University, Brett worked in private law practice in Nevada. He began his practice and was mentored at the Nevada based law firm Jones Vargas, focusing on state regulatory, land use, privileged licensing, gaming, taxation, redevelopment, clean energy and many other state and local government issues. Later on in his career he helped build the government affairs practice for Gordon Silver LLP. He also represented the Reno-Sparks Convention and Visitor's Authority for over ten years as its outside general counsel.

### **Jennifer Lanahan, Director of Government Affairs**

Jennifer serves as the Senior Manager of Government Affairs in the Strategies 360 Nevada office. Having both a legal and legislative background, she provides strong expertise on broad-ranging issues involved in government affairs. Jennifer offers clients a sharp, strategic focus in policy conversations while taking into account the nuance that exists at the intersection of policy and law.

While in law school, Jennifer worked as a legislative extern in the government affairs branch of the national law firm, Snell & Wilmer. She then served as executive assistant to Assemblyman Elliot T. Anderson, where she helped support his robust legislative priorities. Following law school, Jennifer practiced in the realm of civil rights law and whistleblower actions while working as an associate attorney at Gilbert Employment Law, P.C. Prior to joining S360, she worked as an associate attorney at Lewis Brisbois Bisgaard & Smith LLP, where she litigated matters involving general liability and hospitality law for the firm's corporate and institutional clients.

Jennifer earned her bachelor's degree from the University of Wisconsin-Green Bay, where she majored in Spanish. Jennifer is bilingual and speaks both English and Spanish. She earned her master's degree from the Sandra Day O'Connor College of Law at Arizona State University, and she earned her juris doctor degree from the William S. Boyd School of Law at the University of Nevada, Las Vegas.

### **Izack Tenorio, Director of Government Affairs**

Izack serves as Director of Government Affairs with S360's Nevada team. With decades of experience in campaigns, public policy, and government relations, Izack confidently guides clients through their goals in government affairs to ensure effective outcomes. His expertise includes healthcare, education, social innovation, and elections.

Before returning to S360, Izack served as the Pete for America's Nevada Latino Constituency Director during the 2020 Democratic Presidential Primary. He then served as a Voter Protection Associate for the Nevada State Democratic Party and later the Biden Harris Campaign for the 2020 Presidential Election. Izack was first part of the S360 team in 2019 before leaving to serve directly in elections.

In previous advocacy roles, Izack conducted outreach to the Latino community during the 2012 election cycle for Mi Familia Vota. Here he enhanced the political voice of the Latino community through a voter registration drive and engagement. He has also done local advocacy work with Patrick Smith LLC, including work on the successful 2016 Fix Our Roads campaign, a nonpartisan initiative to pass a fuel indexing measure in Clark County.

He has previously worked for the Clark County School District and the University of Nevada, Las Vegas (UNLV). In addition, he served on the UNLV Faculty Senate and Alumni Association. As the son of two Mexican immigrants, he understands the opportunities a quality education can provide for a student's future.

He earned a Bachelor of Business Management, a Bachelor of Entrepreneurship, and a Master of Public Administration from the University of Nevada, Las Vegas. Izack holds a Doctorate of Public Policy from UNLV's School of Public Policy and Leadership.

### **Michelle Van Geel, Manager of Government Relations**

Michelle is the Manager of Government Relations in the Strategies 360 Nevada office. In this role, Michelle advises clients on government affairs, specifically legislative process, and procedure. She also conducts background research to support the Nevada team. With over 25 years of project management experience in a legislative environment, Michelle brings a wealth of expertise in navigating the ins and outs of policymaking.

Starting as the Office Technician and Research Assistant at the Nevada Legislative Counsel Bureau (Nevada LCB), Michelle served in many roles over her tenure, concluding her service there as the Administrator of Publications. At the Nevada LCB, Michelle was responsible for publishing all major Research Division publications, advising on administrative needs for the Research department, and supporting various legislative sessions and committees through policy analysis.

Michelle earned her Bachelor of Arts in political science from the University of Nevada, Reno as well as her Master's of Public Administration and Policy from the University of Nevada. She is also a graduate of the Legislative Staff Management Institute.

## APPROACH

### LEGISLATIVE LOBBYING & STYLE

At S360, our lobbying style relies upon advocacy efforts using modern political tools. This starts with developing a strategy early to increase our chances of successful outcomes significantly. The most effective advocacy tool is developing a message or narrative and then deploying it in relationships with policymakers, regulators, and staff. Targeted messaging to our stakeholders – both champions and detractors – during the legislative process through briefs, media, formal and information discussion is our strongest tool. The legislative calendar is divided into In-Session and Interim periods. While our overall goals may remain the same, our strategies, focus, and implementation will depend on where we are in the legislative cycle.

Our relationships throughout the Nevada state government and agencies have been built over the years our team members have worked in politics. By design, they grant us opportunities to meet with legislators and key decision-makers on issues. We reinforce the supporters of our message and persuade the undecided. We engage other stakeholders to build alliances or obtain opposition research, which was demonstrated by S360's representation with other states. Once a strategy has been adopted, we will tactically use media, mobilization, and research to inform our talking points and testimony to provide a well-rounded advocacy product to our clients that yields a positive return on investment.

### BOARD EXPERIENCE

An advantage of having a firm of S360's size, with our breadth and number of clients, is our experience representing state and local boards. S360 can significantly help ensure that the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board issues are heard and considered. S360 has currently or previously represented the following state and local boards:

- Chiropractic Physicians' Board of Nevada (current)
- Nevada State Board of Dental Examiners (previous)
- Reno-Sparks Convention & Visitors Authority (previous)

### LOCAL GOVERNMENT

Nevada has 17 counties. However, the population centers rest in Clark and Washoe counties. While Washoe County is significantly smaller than Clark County, it cannot be overlooked because it's a significant swing county in the state. Additionally, most of the Republican leadership represents Washoe and rural counties. A positive message in Washoe County and rural counties will be essential throughout 2024.

Clark County is the largest county in the state, having more than two thirds of the state's population. This is where most of the legislative body resides. Having a presence in Clark County and a good relationship with the city council, county commission, and legislators is critical.

## **PRIORITIES FOR THE LEGISLATIVE SESSION**

S360 will continue to work during legislative sessions to develop a comprehensive and aggressive legislative strategy that will be deployed before the commencement of each Legislative Session.

When the Nevada legislature is in session, S360 is fully engaged in monitoring and reporting on legislative developments, emerging challenges, and opportunities. We will develop a strategy based on the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board goals that direct our engagements with state legislators and other elected officials and legislative monitoring. To prepare for the session, we will:

- Identify legislative targets;
- Develop key messages;
- Mount a grassroots effort when necessary;
- Facilitate effective communication between the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board, local advocates, legislative leaders, and other elected officials;
- Establish regular communication and visibility for the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board through meetings, thought leadership, and site visits targeting key influencers;
- Strengthen the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board's impact on policies through collaboration and coalition building.

Additionally, Strategies 360 will conduct legislative research to include:

- Continuous monitor the legislative pipeline for upcoming legislation or regulations that will affect the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board;
- Attend legislative hearings and markups on appropriations to assess opportunities in each priority area;
- Research legislative history and the background of relevant programs to develop innovative strategies and tactics for matching programs with priorities.

## SCOPE OF WORK

1. Secure a bill sponsor.
2. Conduct outreach, coordination, liaison, and advocacy activities with legislators, stakeholders, state agencies, associations, and other organizations.
3. Assist in determining the needs from a legislative and regulatory perspective.
4. Assist in navigating any legislative or regulatory obstacles.

## DELIVERABLES & MEASURING SUCCESS

We primarily gauge success based on the results we obtain for clients, so we insist on defining measurable success metrics in partnership with our clients. Measuring our success in promoting and advocating the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board's interests in Nevada will depend on our outreach efforts on your behalf. Some illustrative examples of how we will assess our success in outreach include:

- **Providing opportunities for clients to appear before committees in order to testify on behalf of your interest.** We have been instrumental in coordinating committee hearings and utilizing our clients as experts. Testifying before a committee does several things -- it provides you with the opportunity to show your expertise as well as educate committee members on the priorities that align with the committee's legislative priorities.
- **Consistently soliciting verbal feedback from the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board.** Strategies 360 will continually engage with you to strengthen communication around your projects and advocacy goals. Communicating complex subject matters to legislative staff and parlaying that into plain language is vital to how well staff will understand your "ask." This is particularly important for a client such as the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board, where some of the issues and vocabulary are technical in nature.
- **Regular communication.** Strategies 360 prides itself on our clear, open, and concise communication with both our clients and political and agency representatives. We will schedule a weekly or bi-weekly standing call with the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board. Additionally, we will communicate with Nevada policymakers on behalf of the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board.
- **Reporting.** Provide monthly activity reports on what S360 has done to further the issues relevant to the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board legislative priorities. During the legislative session, we will provide weekly written reports.

- **Legislative Monitoring.** Monitor current, pending, and potential future legislation and regulation that could affect the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board's legislative priorities. Deliver memos explaining the ramifications of any legislative/regulatory changes.
- **Responsiveness.** Strategies 360 is available to hold informal conversations and meetings on the status of priorities, including any trends or intelligence that will help the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board staff stay up to date on priorities.

## COST PROPOSAL

### NEVADA GOVERNMENT AFFAIRS REPRESENTATION

We believe in giving you the best value for your investment. We propose a flat monthly retainer fee for a two year contract for state advocacy in support of the Nevada Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board.

This year's budget is estimated based on the scope of services outlined in this proposal.

Description			Price
<b>Retainer Budget</b>	<b>\$ / Month</b>	<b>[MONTHS]</b>	
	\$3000	24	
<b>TOTAL RETAINER:</b>			<b>\$72,000</b>





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



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 12

### Reports from Board Chair and Board Members

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- a. Report from Board Chair and Board Members
- b. 2024 Proposed Meeting Schedule: Next meeting proposed: **Wednesday, April 24, 2024 at 4:30pm.**  
Teleconference hosted via Zoom and in-person at the Reno Board Office
- c. Future Agenda Items
  - 1) Public Hearing on Proposed Revisions to NAC 637B LCB File R108-23P
  - 2) Work Session on Future Legislative Efforts to Revise NRS 637B
  - 3) Other Items As Proposed

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**Action:** Approve, Table, or Take No Action on the Matter



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



State of Nevada

Speech-Language Pathology, Audiology & Hearing Aid Dispensing Board

## AGENDA ITEM 14

### Adjournment

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**Action:** Meeting Adjourned