



Dr. Jennifer Ross, *President*
Jenny Stepp, *Vice President*
Lauri Perdue, *Secretary/Treasurer,*
Public Member
Dr. Steve Nicholas, *Member*
Dr. John Nixon, *Member*
Marta Wilson, *Member*
Dr. Sheldon Jacobs, *Member*
Sara Pelton, *Member*

MEETING MINUTES
FRIDAY, JULY 18, 2025 at 9:00AM

Teleconference

**Nevada Board of Examiners
For Marriage & Family Therapists and Clinical Professional Counselors
500 N. Rainbow Boulevard, Suite 201
Las Vegas, NV 89107**

Please Note: The Board may (a) address agenda items out of sequence to accommodate persons appearing before the Board or to aid the efficiency or effectiveness of the meeting; (b) combine agenda items for consideration by the public body; and (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, Roll Call, Confirmation of Quorum. The meeting was called to order at 9:02 AM.
 - Board members present: Sara Pelton, Marta Wilson, Jennifer Ross, Lauri Perdue, Sheldon Jacobs, John Nixon, Jenny Stepp, Steve Nicholas
 - Staff present: Joelle McNutt, Stephanie Steinhiser
 - Board Counsel present: Senior Deputy Attorney General Henna Rasul
 - Members of the public: Sabrina Schnur, Emma Crowell, Oscar Sida, Jaime Clemens, Khalileah Daniels, Keyahnah, Anderson, Aiyyeimah Berry, Terri Jackson, Jana Wellman

Public comment is welcomed by the Board. Persons wishing to provide public comments remotely may access the meeting by telephone at (253) 215-8782 or through the electronic link posted on the agenda. Public comment will be limited to three (3) minutes per person and comments based on viewpoint will not be restricted. A public comment time will be available prior to any action items on the agenda and on any matter not specifically included on the agenda prior to adjournment of the meeting. At the discretion of the President, additional public comment may be heard when that item is reached. The President may allow additional time to be given a speaker as time allows and at his/her sole discretion. (NRS 241.020, NRS 241.030) Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment. (NRS 233B.126)

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)

- Emma Crowell: I am here today to share my concerns about the complaint process.

3. Discussion, recommendation, and possible action regarding review and approval of minutes from the June 20, 2025, meeting (For possible action)

- Motion to approve minutes from the June 20th meeting: 1st Sheldon, 2nd Lauri; Steve and Jenny abstain; Motion approved.

4. Review, discussion, and possible action regarding approval of Terri Jackson's application for licensure as a CPC intern and consideration of intern hours accrued under previous license numbers CI0335 & CI5353 (For discussion/possible action) – Joelle McNutt

- Joelle: Ms. Jackson's intern license CI5353 had expired due to a lack of primary supervision. She has a prior history of discipline with the Board and was found to be in violation of her consent decree. The Board decided that if she would like her license reinstated, she would need to come to a meeting. Oscar Sida is here as her supervisor of record for this application.
- Marta: I need to recuse myself because I'm aware of a situation that would influence my decision.
- Steve: My primary interest is were the terms of the consent decree satisfied?
- Joelle: Not as of yet. Terry has paid all of her attorney's fees. I did let Oscar know that her remediation plan is not yet complete. I believe she has to complete CEUs as well.
- Steve: The consent decree says respondent shall complete 10 hours of Board-approved interactive continuing education courses in ethics prior to the approval of the application for full licensure. I believe that full licensure applies to an internship. An internship is indeed of licensure, and that's where my comfort level exists is satisfying them prior to becoming a practicing licensed intern.
- Jenny: I read it the same way, and I think, due to the nature of the case, that those hours must be completed prior to reapplication.
- John: Regardless of that, because there was no movement toward fulfilling the consent decree, I think that should be taken into consideration. I would say that because the applicant is not in compliance with the remediation plan, that would abrogate the wiggle room that is present in the consent decree, because it presumed that the person was doing the remediation, which has not happened. And so, I think that therefore creates a problem.
- Joelle: Terri was working on trying to find a supervisor to submit the supervised plan to, so she has been without supervision. So, when she came to the Board in January for the violation, the supervisor that she had on record did not want to continue. So, Terri has been in the process of

trying to find a supervisor who will agree to supervise her so that she can complete the plan that was outlined in the consent decree. So, I just want to give that clarifying point.

- Oscar Sida: I understand that we can't move forward until, well, it sounds like until those CEUs are completed, we cannot move on to remediation.
- Jennifer: We have two determinations sitting in front of us on this. We've got the approval of the internship license, and we've got the request to transfer hours over into this internship. So, two separate decisions that we get to make. And again, it would be great if we could get to hear from Terri to help us understand where she's been and where she's coming from.
- Steve: Mr. Sida, what would be the counseling environment, the structure of where she would be seeing clients, and in what capacities?
- Oscar Sida: I'll try to answer the best I can. I don't feel comfortable answering for her, but I do know that she has a job offer on the table through CCSD. It's contingent upon her getting a license. It's one of the reasons I took this case into consideration. Even providing supervision during the remediation, because there are some really concerning issues that have occurred here. I do believe people deserve a second chance, but we're pushing the limits of that as well. But that position, while it's clinical in some nature, it's more like wraparound services, where you work in the school, and there's direct supervision. It's more of instead of individual counseling and cases, it's more a supportive role. And I thought that it might be a good transition, while the kind of learning and growth and transformational change that is required in this case, while under scrutinized supervision, would be a good fit. I want to be as neutral as possible. I'm here to seek the board's wisdom and guidance while I am a supervisor in good standing. I still am cautious, but optimistic as well.
- Stephanie: I just want to add a little bit of information just so that the Board is able to make the most informed decision. In September, following the consent decree and the subsequent violation Board order, it was discovered that this intern was still working at an agency unlicensed. So, I made a call. They ended up terminating her, but I think that these things are important and need to be addressed. I agree with Mr. Sida that everybody deserves a second chance, but I do think that all of this information needs to be addressed before the Board makes a decision.
- John: I do recall seeing that in the printed materials and I think that the initial complaint was actually an administrative one because the Board discovered that she was functioning without supervisor and that's what kind of kicked everything off, if I remember if I read it correctly.
- Sheldon: That's how I remember it as well, John. To me, this is more like a third, fourth chance, not a second chance. And so, I would love to hear from Terri as well. It's hard for me to really say anything additional without hearing from her. So that's kind of where I'm at.
- Terri Jackson: I did hear in regard to the CEUs, I thought the CEUs had to be completed before I went for testing for full licensure, not as an intern, and I have not completed any.
- Jenny: Have you been in contact with either Joelle or Stephanie in this process?
- Terri Jackson: I have in regard to getting paperwork prepared and getting ready for the meeting. Yes.

- Jenny: Okay. Did you know that you could call them at any time with any questions or email them if there's any confusion, and that they would be available to answer these questions for you?
- Terri Jackson: I have reached out several times in regard to a few questions that I needed answered. Yes.
- Jenny: Okay. Because there are some questions here about, I think, about your understanding of this process and perhaps even your judgment about what this entails for you. Yes. Okay. Thank you.
- John: Terri, going back to the issue of CEUs, I think there may be a confusion in terms of CEUs acquired while in internship as part of maintaining internship versus I think what the question was asked about was about the CEUs, not those CEUs, but the ones that were part of the remediation that do not accrue toward licensure at all, but accrue only toward the consent agreement in order to come back into good standing. So, could you speak to those?
- Terri Jackson: I believe that's where my confusion was.
- John: If I understand correctly from our records, you have not submitted any of those that were in the consent agreement.
- Terri Jackson: I have not. No.
- Jennifer: Ms. Jackson, help us understand some of your decision-making about how you've progressed through this process since receiving the consent decree. Some months have passed, and I know you've been searching for a supervisor, and there were some tasks ahead of you. We certainly appreciate that you took care of the financial aspect, but I'm just wondering what your plan has been from the beginning about how you might complete these requirements.
- Terri Jackson: Well, as I stated, I thought I had time until I was fully licensed or getting ready to test for the CEUs. Otherwise, I would have completed all or at least some. So, I have not done anything in regard to the CEUs, but as far as trying to get everything done regarding the fees, financially it's been a struggle. It's been quite a struggle. This entire process has been a struggle. As Oscar stated, I did have a job offer, and I was trying to figure out if this meeting basically entailed whether the reissue of the licensure will happen or the steps, I need to take to get there in order to move forward.
- Jennifer: We have a letter as part of our documents from Kara Wattoo, who I believe was initially going to supervise you, and she's written a pretty strongly worded letter about her concerns about your decision-making in this process. I wonder if you can speak to us a bit about your experiences there.
- Terri Jackson: I didn't have much experience with her. I do know that she felt like I wasn't forthcoming with all of my information, and I'll be honest, I was not on day one, I was not. So, she had some concerns with that.
- Jennifer: Okay. And the bit about practicing without a license, what can you tell us about that decision?

- Terri Jackson: Unfortunately, that's something that I did do. I was impatient. I was being impatient and was financially in a bind, and I definitely did something that I should not have done, and I'm totally apologetic for that. That's something I should not have done.
- Steve: Ms. Jackson, I appreciate that you say that you're apologetic and that you were impatient, and that you were financially inclined. However, the stipulations of the consent decree are pretty clear. I'm not sensing that you took any steps toward that remediation through your awareness. I'm not seeing that you demonstrated that awareness, and as you just acknowledged, you weren't completely transparent with a potential supervisor, and you haven't taken active steps toward doing anything since the consent decree was agreed to. I find it very difficult to endorse you moving forward when seemingly nothing has changed. Can you address that?
- Terri Jackson: I definitely feel like there has been over the past six months, while I have not been working as a therapist, I have definitely been thinking about everything that has happened. Like I said, the only thing that I feel like I really had to move forward with, as I did with Oscar, I was upfront with everything. So, if there was something that I did learn from Kara was to be open and honest about everything on day one and not wait, and not carry on, and not let things linger. So that's something that I did pick up from her. But at the same time, over the course, like I said, things have been pretty hard financially to get things moving forward as I would have wanted. And had I known that I had to complete the CEUs, that's something, like I said, I would have at least tried to start, if not have finished, during this whole timeframe. So, I do feel like I have been working on and moving towards something. I was able to get the fees completely paid, and that was definitely something, but it was quite a hassle trying to obtain a supervisor with my consent decree.
- Oscar Sida: Just to provide some clarity on the timeline here, Terri and I made an initial agreement with a remediation plan, a supervision plan, which hopefully you've received. After that, I received the letter that was recently submitted, I think last week, from Kara. I can say, well, her experience with Terri left me kind of thinking, is this something that I want to move forward with? Nothing in the letter was a surprise to me except for that experience with her. So, Terri was forthcoming with all of the concerns that the supervisor had. So, from that standpoint, I can validate that Terri's statement is that she was completely forthcoming and no new information was presented except for the experience.
- Sheldon: Ms. Jackson. My first question is: what have you learned from this experience? Obviously, life can be very, very challenging and throw us many curve balls, and as a result of those curve balls, we have to find a way to persevere, to get through. You have experienced some potential curve balls in the past, and you dealt with some adversity, and unfortunately, at times, you can probably agree that you didn't handle things the best way. So, I want to hear from you right now, what have you learned from those experiences leading up to today?
- Terri Jackson: Like I said, patience was definitely one. Instead of trying to move forward and try to manage things on my own, what I should have done was possibly reach out to the Board, inform them of what was going on, and become a little bit more patient as far as trying to obtain a supervisor the right way. This experience has definitely humbled me. This is something that I love, and this is something I would definitely love to continue, and this is my livelihood. So, this experience has definitely humbled me because, pretty much at one moment, you can have something, then the next moment you lose everything because of the decisions I made.

- Sheldon: Thank you for that. And my second question, I guess, is more of a clarity question because I'm a little confused. I know it was mentioned that you're accepting this job offer with the Clark County School District is contingent upon the outcome today. I think there's some confusion around whether this is a clinical position or not. Can you provide a little more clarity on this position?
- Terri Jackson: This is an intern license position. I was offered a position a few months ago, and they're basically just saying that if you have your intern license by the start of the school year, we will still offer you this position.
- Oscar Sida: I think they're asking if it's a clinical position. They want to confirm if you'll be able to earn clinical hours during this position, or if it's a support position? Do you know the title of the position specifically?
- Terri Jackson: The position is titled Clinical Intern Therapist. So, it's part of a wraparound service, and I would be providing counseling services to the kids while they're in school, before school, and after school. So not only to the kids but to the families as well.
- Steve: So clinical work entails assessments, diagnoses, and treatment plans.
- Terri Jackson: Correct.
- Steve: And that would be happening within a school system?
- Terri Jackson: That's correct.
- Steve: Would there be onsite supervision?
- Terri Jackson: Yes.
- Steve: Which is lacking from an internship proposal. Quite frankly, you did not put any narrative into an internship proposal with anybody in the Clark County School District.
- Terri Jackson: I'm sorry. I didn't know.
- Steve: So that's a profoundly incomplete proposal outside of Oscar's supervision plan with you.
- Terri Jackson: Okay. That was not something that I was aware of.
- Steve: Ms. Jackson, I'm not trying to be disrespectful, but there have been quite a few recurring situations that you claim you weren't aware of. We are at a level of the game of clinical work, or a healthcare model, where we're engaged with people in some very important circumstances, and it is incumbent upon you to not only be aware, but to foresee situations, to anticipate. You should be leading your career more than we're trying to lead your career. So, I find immense hesitation to agree for you to step back into a game that you haven't demonstrated growth from. The letter from Kara is very alarming because that was a golden opportunity for you to be very transparent in the growth or lack of growth that you've demonstrated over the last year. And you haven't demonstrated it; you haven't been stepping forward in your own career. This Board is in a position to keep poking at you to find out, have you taken these steps that were clearly outlined in a consent decree? I'm very familiar with how fluent our Board is at providing direction and emails in addition to the consent

decree. So, it was pretty clearly laid out, and you haven't taken steps toward it. So, can you help me change my mind on how we should grant this internship? Let alone give you credit for hours accrued that you knowingly didn't have any supervision. Can you help me change my mind?

- Terri Jackson: I definitely understand what you're saying. As I stated before, I've had several conversations with Kara and I'm not sure what the letter entails, but basically as I stated, she said that I wasn't forthcoming. The consent decree is a lot and I admit I was not forthcoming with her and that's why I moved the way that I did with Oscar because I did not want to lose another opportunity with obtaining another supervisor. And even prior to Oscar, I actually sent out my decree to several other supervisors to say, "Hey, this is what's going on. I want you to look this over and you can respond back to me and let me know if this is something that you think you can take on". I was told no several times. I've worked with Oscar in the past, I felt like he would actually be a great fit. Like I said, I was very forthcoming with him, and I expressed to him what was going on, how I was handling things in the past and moving forward. As far as moving forward without a supervisor, as I stated, I know that's something that I should not have done.

This experience has been very humbling, as I say again, because at one moment you feel like you're sitting on top of the world and then your world comes crashing down. Once again, this is my livelihood. This is something that I love to do. I have not had any issues with any families that I have served, any individuals that I have served. As far as my work that I have done, no one has been hurt in the process, only me. And I take full accountability and responsibility for that. It is a huge learning lesson. The only thing that I can do moving forward is to step up and show you what I am capable of and what I can do. As far as those hours being unsupervised, if I have to do those hours over again, I'm willing to do just that. I do understand that it was unsupervised.

- Sara: Ms. Jackson, you answered one of my questions, which would be, if we had approved your internship, would you be willing to do all your hours again? I think you just answered that. Have you taken your exam or attempted to take an exam yet?
- Terri Jackson: I have attempted to take the exam in the past, yes, but nothing recent.
- Oscar Sida: I think there's a concern about her taking on this potential position with the school district, and that there wasn't a plan to inform the Board. I don't know if in the order of things, since there is no license, there is no job, so maybe it's kind of a cart before the horse type of thing. I didn't anticipate that. I thought, oh yeah, we at least had to outline some details on how that works. My thoughts, which may be just to add to the plan, are that, of course, I would want to be in constant contact with her site supervisor. So, I would want to make site visits, I would want to review notes, case files. I would be a lot more in the weeds, so to speak, with this license so we could make sure everyone is satisfied.

I want satisfaction as much as the Board, or even more than the Board because I'm putting my license on the line with a very serious case with several infractions, with a lack of clarity moving forward, with a lack of articulation on how this is going to work and why it's going to work, and that the Board is asking, how can we trust you? Help me understand, aside from you're sorry, you take responsibility, what are you going to do? I think what needs to be said is: how are you going to help guarantee that this is never going to happen again?

- Jennifer: I think my concern is less about the job with CCSD and more about the fact that in all of this discussion, Ms. Jackson, I've heard a lot about the implications to you and your profession and

your income with all of this. I haven't heard you speak to any of the legal and ethical implications of the decisions that you've made. I feel like if you had made some movement, taking those CEUs, that you would maybe be able to talk to us more about that. I hear a lack of concern for client wellbeing and a high degree of concern for your own, which is understandable because you're right, this is your livelihood, and it matters, and it is deeply important, and also, it's our job to protect the public.

- Terri Jackson: in regard to what you're saying and for the lack of client wellbeing, I did explain during this process, I have not hurt or harmed any client, any family that I have been with. I absolutely love what I do. I absolutely love that I can make a difference in someone's life. So, I do take accountability for that. And I do understand that the CEUs are very important. I was confused as to when and where, and what timeframe I had. So, it's not something that I plan on just skipping and not completing. Of course, I would like to complete all of this and continue my education and understanding everything that I need to do and move forward. And like I said, this means that I have to complete the hours that I'm willing to do just that. But the client's well-being is very important to me, and it always has been.
- Jenny: Ms. Jackson, did you get any other documentation from the Board other than what you got in the consent decree? Did you get any other documentation from the Board, and what did that include?
- Terri Jackson: Other than the consent decree, I'm not sure what else I received. Maybe an updated plan on what will be discussed during the meeting.
- Jenny: Typically, I believe, an outline or instructions on what your responsibilities are, and that goes out after that discussion. And you probably would've received an outline of the requirements and stipulations, so that could be something to go back and review. And then this is, I believe, your second application for an internship. And so, you actually have done this process before, and I saw and really appreciated Mr. Sida's thorough documentation. And I know you had signed off, but it did look like Mr. Sida put more effort into your internship plan than you did. Quite frankly, there was nothing about a position at CCSD, and there was no narrative from you. And again, I keep hearing about how important this is to you, and then I don't see any kind of effort in your process and your paperwork. And that discrepancy is really, really making it difficult to understand and trust what you're saying, quite frankly.
- Terri Jackson: No, I definitely understand what you're saying. But as far as the proposal plan that was sent to you guys, what I felt like you guys wanted to hear or see was basically how we were going to move forward with the supervision. Had I known that I would have written or included information in regard to the information that was related to the job, I would have done. But I thought the main thing that was most important thing was a detailed supervision plan. I didn't know I was supposed to include anything in regard to the future or potential job offer.
- Jenny: On the internship proposal and primary supervisor contract that you filled out and signed. There is a blank space. It says the detailed plan of the proposed internship, and so it tells you what it's looking for. And so once again, there's been some instructions on what the Board is looking for and just a miss in actually completing the question.
- Terri Jackson: So yeah, so that was a misunderstanding on my end. I do apologize for that, but typically that information is filled out in regard to what's going on at a potential place. But usually in

that instant, I'm actually working at that place and it's somewhere I'm currently at and something I'm currently doing for a future position. I apologize, I wasn't sure if I should include that information because, as of yet, it's still an offer, and it's not completely solidified that I actually had the position without a license.

- Jennifer: I would love some clarification on that. I see exactly what you're saying about how do you describe a job that you don't have or haven't found yet, and that some employers obviously won't or can't bring you on until you have a license. I think you mentioned, correct me if I heard you wrong, that this has been an offer on the table for, did you say a couple of months?
- Terri Jackson: For a few months.
- Jennifer: Okay. So, help us understand your process of getting this job offer, just sort of given what your status has been in terms of licensure, and what their understanding is and what they think they're waiting for. And how did this job offer come to you? What was the process of that?
- Terri Jackson: Well, a friend of mine had told me about the position, and this is something I said, okay, I'll go ahead and apply for, and basically what they told me was that it can take about three to four months before all your paperwork goes through, and we could see where everything goes. So back when everything initially happened, well in February, I figured, okay, so I should have everything in order. I should be able to find a supervisor. We should be able to create a detailed plan, discuss what we're going to do moving forward, and go to the Board, present this information, discuss how things have been during the process, and move forward.
- Jennifer: Got it. And so, when you had an offer or a possibility of a job at that point, did you reach back out to Joelle or Steph to sort of clarify what your next steps would be and get shored up on how to complete all your requirements so that you could get the license and accept a position?
- Terri Jackson: I did not. No, I did not, but I did inform them when I was not placed on the agenda that there is an offer, and what can we do moving forward. So, I did mention that, but other than that, there was no other feedback or anything as far as, okay, make sure you have this, this, and this. The only thing that I can remember as far as what was being told is to make sure you solidify your supervisor, make sure your supervisor is available, make sure you have a detailed plan.
- Jennifer: Yeah. So, part of that implies the assumption that updating the Board that there was an offer on board would then result in them sort of doing the work on your behalf of making sure that all the boxes were checked. Our Board office is so wonderful about answering questions, and it doesn't sound like there was a question in there. And so, part of that I think does fall back on what several of the Board members have had to say about your responsibility in driving this process, and Board members, I think I'm about out of questions. I want to sort of check in and see if there's anything else that we need to know here.
- John: The internship plan is essentially the job description, and part of the documentation that is always good to provide with the internship plan would be the supervision plan. Mr. Sida certainly provided, but what's missing is what will you be doing on the job? Hence, all our questions. Now, you did say that you will be receiving direct supervision. What are the credentials of the person who would be providing that supervision? What is the license of that person?
- Terri Jackson: She is a CPC.

- Steve: Ms. Jackson, does this CPC on-site aware of the consent decree in the infractions that led to said consent decree?
 - Terri Jackson: She is aware of the consent decree. Probably not all of the infractions, but I did inform her that's what's taking so long throughout this process. So, she was aware of all of that?
 - Steve: There's partial responsibility on her license as well as Oscar's. And a supervisor would definitely be interested in that potential liability. And one other concept that has been sticking with me when you say that throughout your years or your time, you have never hurt anybody. On one hand, we're not supposed to, and on the other hand, we're not here to re-litigate the infractions that led to a consent decree, but there was harm to the public in the work that was done. So, to say that there wasn't anybody who got hurt, I suppose on an acute level that's probably true, but there was definitely harm to the public. That was the nature of the complaint. And so, in summary, it is a very incomplete internship proposal. You described your supervision plan, and Oscar is incredibly well-written and thorough with that. Very, very impressive. But your actions in describing the job, as Dr. Nixon was saying, is absolutely incomplete and therefore we don't have anything to go on. At least I don't. In addition, I do not think that you have put much effort into seeking continual education and true growth, other than contemplation in the last few months. That's all I have to say. Thank you.
 - Jenny: Ms. Jackson, did you apply for this specific job with CCSD?
 - Terri Jackson: I did.
 - Jenny: You had an interview?
 - Terri Jackson: Correct.
 - Jenny: Lastly, they told you that they are interested and we'll have an offer for you pending your internship license approval?
 - Terri Jackson: Correct.
 - Motion to deny Terri Jackson's application for licensure as a CPC intern: 1st Steve, 2nd Jennifer; Marta abstains; Sara opposes; Motion approved.
5. Review, discussion, and possible action for approval of renewing our contract with Certemy, Inc. (For discussion/possible action) – Joelle McNutt
- Joelle: When we first started with Certemy, our pricing was based on 2,000 licensees. Our renewal contract is based on 5,232 licensees, which is what accounts for the increase in price. This is accounted for in the budget.
 - Jennifer: I just have a very quick question that I didn't think to ask you before, when you informed me about this, and when we have compact things happening, will that be a completely separate system, or will those also be additional users in Certemy?
 - Joelle: Yes. The Compact will issue privileges through a system called Compact Connect, but if we want their credentials to be visible on our website, I will have to create a workflow in Certemy.

- Jennifer: How would that impact the quote that we have in front of us?
 - Joelle: The quote you have in front of you has an increase built in year-over-year to account for an increase in users.
 - Steve: Is there a reason to think that that projection fits within our projected budgets for the next few years?
 - Joelle: We will be fine for the next two years for sure. We can absorb \$4,000.00. We will be able to figure out how the compact impacts us fiscally over the next two years.
 - John: I just want to be sure that compact licensees are fully paying their way and are not being subsidized by our in-state Nevada licensed practitioners.
 - Sara: Does Certemy have any new features or talking about rolling out or anything new?
 - Joelle: They have rolled out an archive feature that is administrative but makes the user interface more streamlined.
 - Motion to approve the Certemy, Inc. software contract: 1st Steve, 2nd John: No abstentions; Motion approved.
6. Review, discussion, and possible action for approval of using CCE (Center for Credentialing & Education) to develop and administer our jurisprudence exam (For discussion/possible action) – Joelle McNutt
- Joelle: CCE can develop and administer our jurisprudence exam. They are used by several states, as you can see from your supporting documents. There is no cost to the Board for the development or the administration of the exam. The cost to the licensee is \$100.00. We will also need to pick which model we want for the exam.
 - John: Is there any kind of guarantee that the price is going to stay the same for 10 years or something like that? Because it is really starting high, that's one thing. For the state of Arizona, the reading part is a section of the licensure statute, as well as the mental health statute as well as family law as relates to practitioners, things that impact practice. You have to pass each section with a 100% before you go to the next section. So yeah, I think it takes a good hour or so.
 - Steve: What has your experience been with that test? It sounds like it's one of the no-fail models. So those would be self-paced to essentially keep educating the test taker until they demonstrate proficiency of it.
 - John: You have to go back and do the section completely from the start, though. And it's not just you answer the questions that you answered incorrectly before. You have to go back to the beginning of the section and then reread it and then start the test again. And it's maybe different questions too.
 - Steve: What is your opinion about those no-fail versus a pass-fail?

- John: It's unlimited retakes, so you do have to pass, but they don't put a limit on it.
 - Steve: I think that might be more educational for the test taker versus the gotcha questions. And now I don't know what to go look for. I've taken my share of them through different university settings for different tests and if you didn't get the right answer, you got to go hit that tutorial again and then it reinforcing to get that answer. I think if we're looking at a jurisprudence exam that might be the most educational and emotionally safest, they don't freak you out.
 - John: Also, it reflects how the law is applied. It's either you did, or the expectation is 100% compliance with the law and with the code. It parallels that.
 - Steve: In our growing future of telehealth over state lines practice with big conglomerates with compacts, I am super excited to have a Nevada jurisprudence exam that would have 100% pass. Great.
 - Jennifer: Under that curriculum model, while it does sound intense, I think what I like about that is that it ensures the knowledge while avoiding the issue of being a deterrent or another barrier for people who are really good clinicians to be practicing. It's just an assurance that they've done their homework and know what's required of their practice. So, I like the rigor of it while still making it no fail.
 - Motion to use CCE for development and administration of our jurisprudence exam and adopt the curriculum model: 1st Sara, 2nd Steve: No abstentions; Motion approved.
7. Review, discussion, and possible action regarding the selection of our state delegate to sit on the Counseling Compact Commission (For discussion/possible action) – Joelle McNutt
- Joelle: We need to choose a delegate to sit on the Counseling Compact Commission. I included the guidelines from the Commission on the selection of a delegate. They must be a CPC Board member or Board staff.
 - Jennifer: Joelle, I want to honor how much time, work, and energy you've put into understanding the compact. I imagine that of all of us, you are the most well-versed. I don't want to make assumptions. Is this something that you would want or be interested in or would you rather one of our Board members take that on?
 - Joelle: I am willing to do it. I don't mind. If our CPC Board members would like to represent us, then please do.
 - Steve: Would that overload you, Joelle?
 - Joelle: I don't think so.
 - Steve: Does one of our Board members feel strongly? Anyone saying, "this is super cool, and I want to jump in on that."
 - Joelle: So, who do we have? We have John, Marta, and Jenny. Does anyone have a burning desire to be on the Compact Commission?

- John: I could, but I think it's next year that my appointment expires on the Board. So, I'd like someone who is a CPC with more continuity who will be here for a longer time on the Board to do this.
- Marta: I term out shortly after John. So, I would not have the ability to be a long-term person on a compact committee.
- Jenny: I think my appointment goes until 2027. So, I've got a little time, and I'm absolutely open to it. If we need a delegate, I'm happy to do so, but I'm not going to fight anyone for it.
- Jennifer: The beautiful thing that our Board is in a position of right now is that I think that we can trust wholeheartedly that either of you would be able to strongly represent our Board and have a voice in what's good for the public. Thank you. So, I feel very confident either way.
- Joelle: I mean it would be super fun because the majority of my friends are on this. These are all my people from AASCB; these are my folks that I know.
- Jenny: You don't have the time restriction on you as far as when's your appointment's up and so that would provide more continuity. And these are your people.
- Motion to appoint Joelle McNutt, Executive Director, to serve as our state delegate on the Counseling Compact Commission: 1st Lauri, 2nd Jenny: No abstentions; Motion approved.

8. Review, discussion, and possible action regarding topics for future regulation changes (For discussion/possible action) – Joelle McNutt

- Joelle: I know that we have talked about a few things throughout the year and so now is really the time. Well, first, the compact requires us to set our fee, so that will be one of the regulation changes that we have to make to implement this. And then Sara had talked about decreasing fees for internship extensions. I know Jen has supervision things that she would like to talk about. Is there anybody else who has had regulation change items on a list somewhere, or that they've been thinking about?
- Steve: I'm wondering what our opportunity is to either reword or adjust current regs versus putting anything new up.
- Joelle: You will have to decide whether or not you feel someone with a compact privilege is eligible to supervise in our state.
- Sara: What if we do a mini review as part of this? We can adjust as we go along. I wanted to look at the interactive versus non-interactive and make an impassioned plea about disability justice. Also, the internship extension fee was the only one I had a little issue with.
- Jennifer: I really just wanted to make sure that we were considering who was able to supervise. I was also looking at NAC 641A.178, just maybe clarifying that, because in talking with supervisor trainees, there's some confusion about what supervision includes. And I think our language right now just says that supervision includes a list, but I think if we just add some ORs and ands, then it would make that more clear that they're not really optional and that I think it would require make a requirement that case presentations on their own are not sufficient for supervision, that there is a

requirement of some type of observation. So, it would be videotaping or co-therapy or observation and case presentation.

And then the other thing that I had on my list was the possibility of having interns do some ethics prior to their internship, kind of like what the drug and alcohol board is doing. When I think about all of the complaints that have come through and the number of interns who have been coming through on complaints, it has me wondering if we should be requiring at some point during internship, that's the time when they really need extra training in terms of their professional ethics. And so, I just wanted to throw that out there. I'm curious about everybody else's thoughts on that. I think that's all I have for now.

- John: This is John. I certainly agree. We like to think that their graduate programs prepare them for practice-oriented ethics and law, but the legal part always trips people up in their internships, and their graduate programs are not adequately preparing them. So, I think there is grounds to say, yeah, I think that's a good idea that we should have some sort of training and requirement for that to help get interns set on the right foot.
- Sara: We also increased those additional training hours from 50 to 200. So that would allow us to get them in the habit of taking the required amount of ethics CEUs anyway.
- Joelle: So, NAC 641A.146 states, the training category is part of the 1200 hours of work experience related. Sometimes people don't get training hours. So, if you want it to be mandatory, you're going to have to move that up to number four to obtain the hours of supervised experience required. Can we do that in NAC, or is there anything in NRS that we would have to change in order to require interns to do CEUs? It's in NRS that CEUs are required to renew a license.
- Henna: So, if it's a requirement under NRS and it's not specific to any of the types of licenses you have, then you probably could put it in the NAC.
- Joelle: Okay, so you want ethics specifically. Is that all, or should we consider other subjects, or is ethics the concern?
- Jennifer: I'm open to everyone else's thoughts, but my main concern definitely fell more in ethics. The jurisprudence exam will be a part of that. How will the implementation of the jurisprudence exam impact current and future licensees? At what point would other folks be taking that?
- Joelle: I have to gather more information on that.
- Marta: Several years ago, we had talked about state supervisor requirements specifically those people taking a university level course. People have to renew the ACS or AAMFT certificates and get the required supervision CEUs each year for renewal. The people that take the course only have to complete the yearly CEUs. We have had some issues come up with supervisors in the last couple of years. I'd like us to revisit that.
- Joelle: There are some supervisors that we've seen who have had issues. I don't have a mechanism to get things in front of you that I think are a problem.
- Stephanie: I feel like that enforcement piece is really important. We need a mechanism to be able to enforce what the statute says, where we can put someone before the Board.

- Jenny: I have a couple of thoughts. I was thinking would the jurisprudence exam be good for supervisors every two years. This is the beginning workings of a thought, an intern supervisor evaluation form.
- Sheldon: So, when would the intern be required to submit something? I mean, would it be towards the end of there? Would it be the beginning? Think about the interns, they're in a one-down position. How transparent are they going to be with something like that is my question.
- Jennifer: There's really not a lot of equity and follow-through in how people become supervisors. And so, if we were, I don't love the idea of giving myself as a supervisor and a licensee like another fee to pay. I do think that there's some merit to discussing making this a bit more formal, that it is not just an endorsement, but that it is a separately governed certificate or license. Again, we do this with other boards in our state as well, but then if there were a complaint, it's against my supervisor's license, not my clinical license. And that does sort of make it separate, but also gives us a mechanism to ensure that, regardless of the entry into the supervisor status, there is a consistent requirement for everybody, regardless of how they came to be a supervisor. And so, I know that's a different process, but maybe worth figuring out how to move that. So that was my thought.
- Joelle: There wasn't any legislation that came through this year to add anything in terms of CEUs, as we've seen in past years with cultural competency and such. So that's good. So that all of our stuff is maintained at six, four, and six now. We do have to clean that up too in terms of the language.
- Sheldon: I know we talked about our cap on fees. A lot of interns are having a hard time affording supervision, and some of the fees that some supervisors are charging in this community are outrageous, to be quite honest. It is somewhat of an ethical concern.
- Joelle: I'm going to see if we have purview to do that or not.
- Steve: I don't know if we can. That's almost getting into employment autonomy right there. I suppose the intern, as the consumer in this case, has the opportunity to buy or not, but that's almost like regulating what a session fee is for a clinician. But Sheldon, I agree with you a hundred percent. Some of it's unconscionable.
- Jennifer: Something that I hear pretty frequently is students say that their programs won't talk to them about how to get licensed. And the programs will say, well legally we're not allowed to advise on licensure. Or at least that's what I have been told as a faculty not to do that. So, I'm looking at some faces and that's a different conversation maybe. But so, Joelle, I would have you come to my internship class early in the spring semester to give, not from me, but from the board, here's how this works. And I do know that a lot of students have questions. And so from the consumer standpoint too, if could offer before the spring cohorts graduate and before the winter cohorts graduate, not just, here's what you need to do and think about, but also here's what it means to find a supervisor and here's how to ask questions about what that costs and here's the range of what you might expect and you do have a choice. And how can they be a mindful consumer of supervision, which might also then force some of us as supervisors to be more mindful about how we deliver our supervision. What about our public comment earlier and wanting to demystify some of what happens when you file a complaint, when you submit an application?

- Stephanie: In regard to our complaint process, there actually is a whole page that outlines what to expect, and we are tasked with protecting the confidentiality of the investigations.
 - Henna: It's really important to maintain the confidentiality of these investigations. So, we are doing exactly what is required at the maximum level.
 - Steve: I imagine that our Board members all recognize due process and how professional you two are. I think for some CEU-type opportunities, maybe talking about common pitfalls that have happened with clinicians not maintaining good note keeping, those kinds of little slippery slopes.
9. Review, discussion, and possible action regarding determining our fee for privilege to practice through a counseling compact application (For discussion/possible action) – Joelle McNutt
- This agenda item was tabled.
10. Report from President (Advisement)
- Jennifer: I do not have anything to report.
11. Report from Treasurer (Advisement)
- Lauri: Everything is in good standing. We have very healthy reserves. Joelle's budget is completely on track for the next fiscal year, and there are no pressing issues. I'm doing the fraud questionnaire for the auditors.
12. Report from Executive Director (Advisement)
- Joelle: I included the productivity spreadsheet, so you do know our numbers and our productivity through June. As far as updates: I'm working on the project timeline for the launch of the counseling compact, which is a majority of what our discussion was today. I have heard from Nikki Haag twice since the close of the session, and Business & industry are working on developing regulations. I'm working on contracts now for bookkeeping, and now with your approval today, Certemy. I wanted to let you know of a constituent inquiry with the Governor's office. Mainly, my response to that inquiry was a recitation of our regulations.
13. Report from Senior Deputy Attorney General Henna Rasul (Advisement)
- Henna: No report.
14. Discussion regarding future agenda items and possible future meeting dates
- Jennifer: We will finish our discussion of regulation changes and setting the fee for the compact application.
 - Joelle: Everyone is free on September 26, 2025.
15. Board member comments
- Marta: I just want to say that Joelle, Stephanie, and Henna, you guys are doing such a great job. So, thank you for maintaining that confidentiality at that end and continuing on with the work. Even though it grabs our heartstrings, it has to be done that way.

16. 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)

- No public comment.

17. Adjournment

- The meeting was adjourned at 12:15 PM.