

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS**

DATE OF MEETING: Friday, October 24, 2025

Time: 8:00 a.m.

The meeting of the State of Nevada Board of Psychological Examiners (Board) will be conducted and may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting from the Zoom website at <https://us06web.zoom.us/j/87428855305>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **874 2885 5305**. (The Board office recommends that individuals unfamiliar with ZOOM visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The meeting may also be attended at the Board office, located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117.

The Board will accept public comment via email. Those wishing to make public comment should email their public comments to the Board office at nbop@govmail.state.nv.us. Written public comments must be received prior to the start of the meeting and will be forwarded to the Board for their consideration. Public comments will be included in the public record (meeting minutes) but will not necessarily be read aloud during the meeting. In compliance with Nevada Revised Statutes (NRS) Chapter 241 (Open Meeting Law), the Board is precluded from taking action on items raised by public comment which are not already on the agenda.

The Board may take items out of order, combine items for consideration, and items may be pulled or removed from the agenda at any time. Public comment will be taken at the beginning and end of the meeting. The public may provide comment on any matter whether or not that matter is a specific topic on the agenda. However, prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment on that item. (NRS 233B.126) Public comment that is willfully disruptive is prohibited, and individuals who willfully disrupt the meeting may be removed from the meeting. (NRS 241.030(5)(b)). The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person (NRS 241.030). Once all items on the agenda are completed, the meeting will adjourn.

AGENDA

1. Call To Order/Roll Call to Determine the Presence of a Quorum.

2. Public Comment. Note: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

3. (For Possible Action) Public Hearing to Solicit Comments on a Regulation (Legislative Counsel Bureau File Number R001-25) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B. (See Public Notice for Information on the Draft Regulation – Attachment A)

4. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners' August 22, 2025, Meeting.

5. Financials

- (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer's Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).

6. Legislative/Regulation Update

- (For Possible Action) Report, Discussion and Possible Action on Regulation Activities and Legislative Activities, including the work of Interim Committees, the Nevada Legislature, the Legislative Counsel Bureau, and any position or action the Board may take on or in response to Bills that have been signed into Law, Legislative Bills, and Bill Draft Requests that the Board is tracking, following, or that may impact the Board and its Operations.

7. Report from the Nevada Psychological Association.

8. Board Office Operations.

A. Report From the Board Office on Operations.

B. Board Officer Voting.

- i. (For Possible Action) Discussion and Possible Action to Select Officers for the State of Nevada Board of Psychological Examiners for a One-Year Term from July 1, 2025, through June 30, 2026, from the Current Board Membership:

Monique Abarca
Lorraine Benuto
Soseh Esmaeili
Stephanie Holland

Robert Moering
Catherine Pearson
Stephanie Woodard

Officers to be selected may include:

- Board President
- Secretary/Treasurer
- Continuing Education Review Officer
- Non-Resident Consultant Application Review Officer
- Exam Officer

- ii. For Possible Action) Discussion and Possible Action to Select the Membership of the Application Tracking Equivalency and Mobility (ATEAM) Committee for a One year Term from July 1, 2025, through June 30, 2026, from the Current Board Membership:

Monique Abarca
Lorraine Benuto
Soseh Esmaeili
Stephanie Holland

Robert Moering
Catherine Pearson
Stephanie Woodard

Current Members of the ATEAM Committee are Soseh Esmaeili, Stephanie Holland, and Catherine Pearson.

9. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:

- A. Complaint #19-0626
- B. Complaint #23-0918
- C. Complaint #24-0103
- D. Complaint #24-0312(1)
- E. Complaint #24-0607
- F. Complaints #24-0711
#24-0719
#24-0726
#24-0823
- G. Complaint #24-0730
- H. Complaint #24-0903
- I. Complaint #25-0110

- J. Complaint #25-0331
- K. Complaint #25-0410
- L. Complaint #25-0414
- M. Complaint #25-0715
- N. Complaint #25-0721
- O. Complaint #25-0728
- P. Complaint #25-0812(1)
- Q. Complaint #25-0812(2)
- R. Complaint #25-0818(1)
- S. Complaint #25-0818(2)
- T. Complaint #25-0909
- U. Complaint #25-0925(1)
- V. Complaint #25-0925(2)
- W. Complaint #25-1001

10. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern, or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session. *Note: Applicant names are listed on the agenda to allow the Board to discuss applicants when necessary to move the applicant through the licensure process. The listing of an applicant's name on the agenda indicates only that an application for licensure/registration has been received. It does not mean that the application has been approved or that the applicant must appear at the meeting in order for the applicant's application to move forward through the licensure process. If an applicant needs to attend the meeting for the Board to take action, the applicant will be notified in writing prior to the meeting. Please, direct questions or comments regarding licensure applications to the Board office.*

PSYCHOLOGISTS

Kaitlyn Abrams	Katia Arroyo Carrion	Rachel Bangit	Debra Berry-Malmberg
Andrew Ahrendt	Anna Arya	Adam Barkey	Jennifer Blitz
Onyinyechi Anukem	Meredith Avedon	Blair Batky	Leah Bonilla
Erick Arguello	Elsa Baena	Brian Benjamin	David Bridgett

Hunter Brown	Mindia Gabichvadze	Genna Mashinchi	Taraneh Rostami
Keri Brown	Saacha Gates	Sarah Mauck	Benjamin Rubin
Lauren Buchanan	Kylie Gelin	Katherine McKenzie	Daniel Schellenberg
Brian Burgess	Teresa George	Paul McLaughlin	Jared Seltzer
Ramona Burroughs	Shahla Gorovoy	Carol McLean	Laura Sheridan
Jonathan Campos	Kimberly Gray	Linda McWhorter	Dianne Shumay
DeAnn Cary	Lisa Gunderson	Lorena Michel	Laljit Sidhu
Andrew Cecil	Michelle Haines	Shantay Mines	Katelyn Steele
Jerry Chen	Marilyn Harris	Christine Moberg	Willann Stone
Brandi Chew	Jennifer Harrison	Mark Mochin	Michelle Strong
Christine Chew	Fredrica Hendrix	Luzviminda Morrow	Thalia Sullivan Nicholson
Taylor Chille	Beverly Howze	Missi Nadeau	Amy Swope
Chad Christensen	Kelly Humphreys	Mary Nelson	Tara Tanaka
Tasman Cleaver	Jennifer Im	Robert Nemerovski	Matthew Tatum
Brian Clemente	Mark Ingram	Stephanie Northington	Michelle Tatum
Alyssa Cohen	Tina Jimenez	Judith Nurik	Clary Tepper
David Contreras	Deborah Johnson	Mili Parikh	Lee Underwood
Wanda Crews	Natalie Jones	Hae Kyung Park	Keith Valone
Danine Dean	Kathi Jones-Lorenz	Beverly Paschal	Marissa Vasquez
Shannon Dillon	Jorge Juarez-Asturias	Stephanie Phan	Cynthia Villaverde
Elizabeth Dimovski-Jackson	Robin Kay	Renata Pleshchuk-Kowalski	Brittany Voelker
Anna Dolatabadi	Kristopher Kern	Amy Prescott	Ina Von Ber
Christine Dozier	Veronica King	Stephanie Procell	Michelle Vorwerk
Alana Duschane	Kele Kirschenbaum	Maxwell Rappoport	Allison Vreeland
Ahmed Elsokkary	Paul Krebs	Wendy Raskey	Bethany Walters
Julian Filoteo	Charalambos Kyriacou	Lee Rather	Nelson Walters
Glory Finnegan	Joseph Latham	Rachelle Rene	Charlotte Watley
John Fite	Sandra Lawrence-Clarke	Jason Richardson	Jazmin White
Ross Flowers	Robert Leach	Jacquelyn Rinaldi	Michael Whitman
Gratia Foerster	Andrew Leone	Kristin Robinson	Christine Winter
Deborah Fraser	Angela Lewis	Shannon Rocker	Shengtian Wu
Sylva Frock	Benjamin Loew	Jessica Roos	Caedy Young
Vanessa Fuentes	Chelsea Mackey	Jay Rosen	Elisa Youngblood
Tyson Furr	Heather Manor	Eric Rosmith	Gordon Zilberman

PSYCHOLOGICAL ASSISTANTS

Rachel Ballard	Althea Cook	Dorota Krotkiewicz	Eric Prince
Rosalind Banks	Amelia Evans	Taylor Levine	Audrie Reilly
Rachel Barry	Gianna Famolare	Erica Marino	Dominic Roberts
Tracy Basile	Ryan Fechner	Genna Mashinchi	Hannah Salanoa
Mark Beverly	Kylie Fraga	Michael McNamara	Shweta Sharma
Keerat Bhatti	Milagro Gonzalez	Shantay Mines	Sharon Simington
Amira Blake	Kimberly Gray	Danielle Morabito	Mary Smirnova
Judit Brissette	Jaqueline Green	Michellane Mouton	Barbara Sommer
Candis Carswell Mitchell	Akiko Hinds	Blake Oldfield	Michelle Strong
Angelica Castro Bueno	Tiffany Hunter	Dylena Pierce	Michelle Tatum
Julia Catlin	Madison Hurley	Ashley Poston	Monica Zepeda Rojo
Taylor Chille	Dimitra Kourtesi	Amy Prescott	

PSYCHOLOGICAL INTERNS

Adaeze Chike-Okoli	Jacqueline Friar	Tiaira Green	Michael McNamara
Lallabrigida Cooper-Singleton	Sussan Fung	Ludyvina Hernandez	Sara Moore
Jacqueline Eddy	Daniel Gonzalez	Chiante' Jemison	Bianca Reaves

PSYCHOLOGICAL TRAINEES

Hoor Ul Ain	Delaney Collins	Michelle Harden	Mattea Pezza
Lily Akana	Regine Deguzman	Haleigh Harris	Sherley Pierre
Marissa Alvarez	Monica Done	Bianca Islas	Savannah Quach
Vanni Jefferson Arcaina	Ashley Dorsey	Sierra Ann Jarvis	Bianca Reaves
Linnea Bacon	Erin Dunn	Edwin Jurado	Melanie Rede
Kylie Baer	Randolph Dupont	Jordan Kaye	Lauren Reyes
Nandita Banik	Addison Duvall	Sarah Lage	Shannon Sagert
Glenn Blessington	Rosha Feizi Lighvan	Poorvi Minns	Madison Thomasson
Lilla Brody	Tatev Gaboyan	Eibhlis Moriarty	Karen Valle Frias
Maayra Butt	Tyler Gamlen	Maegan Nation	Teresa Walker
Carter Causse	Sneha Gupta	Frank Nieblas	Brenda Zavala
Kieffer Christianson	Ariadna Gutierrez	Ananda Peixoto-Couto	

- A. (For Possible Action) Discussion and Possible Action on Candis Mitchell’s EPPP efforts Update.
 - B. (For Possible Action) Discussion and Possible Action on Dr. Eric Prince’s request to extend his registration as a Psychological Assistant for a fourth year and to retake the EPPP a fourth time.
 - C. (For Possible Action) Discussion and Possible Action to Approve Dr. Akiko Hinds’ request to extend her registration as a Psychological Assistant for a fourth year.
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- 11. (For Possible Action) Discussion and Possible Action to Appoint the Members of and Identify the Scope of Work for the 2025 SB165 Behavioral Health and Wellness Practitioner Advisory Group.**
 - 12. (For Possible Action) Discussion and Possible Action to Approve the Draft Audit Report for FY2025.**
 - 13. (For Possible Action) Discussion and Possible Action to Approve Moving Forward with Regulatory Language that Provides for Criminal and Other Conduct as a Basis for Disciplinary Action and the Duty of Licensees to Report Such Conduct.**
 - 14. (For Possible Action) Discussion and Possible Action to Approve Revisions to the Psychological Assistant and Psychological Intern Policies to Align with 2025 SB251 and to reflect current practices.**
 - 15. (For Possible Action) Discussion and Possible Action to Approve the Proposed Changes to the Board Office Structure.**

16. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.

- The next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, December 12, 2025, beginning at 8:00 a.m.

17. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)

18. Public Comment - Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

19. (For Possible Action) Adjournment

The Board may recess for lunch for approximately one hour, at a time to be determined.

The Board is pleased to make reasonable accommodations for members of the public who are disabled and wish to participate in the meeting. If such arrangements are necessary, please contact the board office at (702) 276-0926 no later than 4 p.m. on Thursday, October 23, 2025.

For supporting materials, visit the Board's website at <https://psyexam.nv.gov/> or contact the Board office by telephone (702-276-0926), e-mail (nbop@govmail.state.nv.us), or in writing at Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, Nevada 89117.

In accordance with NRS 241.020, this public meeting notice was properly posted at or before 8 a.m. on Tuesday, October 21, 2025, at the following locations:

- Board office located at 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117;
- Nevada Public Notice website: <https://notice.nv.gov/>; and
- Board's website at https://psyexam.nv.gov/Board/2025/2025_BOARD_MEETINGS/.

In addition, this public meeting notice has been sent to all persons on the Board's meeting notice list, pursuant to NRS 241.020(3)(c).

Attachment A

REVISED
NOTICE OF INTENT TO ACT UPON A REGULATION

Notice of Hearing for the adoption of Regulations of the
State of Nevada Board of Psychological Examiners

The State of Nevada Board of Psychological Examiners will hold a public hearing at 8:05 a.m. on October 24, 2025. The hearing may be attended through a remote technology system (video- or teleconference). To participate remotely, individuals are invited to enter the meeting from the Zoom website at <https://us06web.zoom.us/j/87428855305>. To access the meeting via audio only, dial 1-669-900-6833 and enter the meeting ID: **874 2885 5305**. (The Board office recommends that individuals unfamiliar with ZOOM should visit the website in advance to familiarize themselves with the format by viewing the online tutorials and reading the FAQs. To learn more about Zoom, go to <https://zoom.us>.) The hearing may also be attended at the Board office, 3080 South Durango Drive, Suite 102, Las Vegas, Nevada, 89117.

The purpose of the hearing is to receive comments from all interested persons regarding the revisions to regulations that pertain to chapter 641 of the Nevada Administrative Code. The Board will accept public comment via email. Those wishing to make public comment should email their public comments to the Board office at nbop@govmail.state.nv.us. Written public comments must be received prior to the start of the hearing and will be forwarded to the Board for their consideration.

The following information is provided pursuant to the requirements of NRS 233B.0603:

1. The need for and the purpose of the proposed regulation or amendment.

LCB File No. R001-25: A REGULATION relating to psychology; revising provisions relating to continuing education requirements to renew a license to practice psychology; and providing other matters properly relating thereto.

2. If the proposed regulation(s) is a temporary regulation, either the terms or the substance of the regulations to be adopted, amended, or repealed, or a description of the subjects and issues involved. If the proposed regulation(s) is a permanent regulation, a statement explaining how to obtain the approved or revised version of the proposed regulation prepared by the Legislative Counsel pursuant to NRS 233B.063.

A copy of the proposed regulation(s) can be obtained from the meeting materials that are posted on the Board's website no less than two days prior to the meeting during which the hearing will take place at <https://psyexam.nv.gov/Board/BoardMtgs/>, or by contacting and requesting the proposed regulations from the Board of Psychological Examiners at nbop@govmail.state.nv.us. If applicable, a reasonable fee for copying may be charged.

3. A statement identifying the methods used by the agency in determining the impact on a small business prepared pursuant to subsection 3 of NRS 233B.0608.

A request for input regarding impact was posted and made available to the public and licensees of the Board of Psychological Examiners. A workshop to present the proposed changes and hear public input on R001-25 was held on October 11, 2024, December 6, 2024, and January 10, 2025.

4. The estimated economic effect of the regulation on the business which it is to regulate and on the public. These must be stated separately and in each case must include:

(a) Both adverse and beneficial effects; and

There should be no adverse effects from R001-25 to Psychologists in Nevada. The beneficial effects of the proposed revisions are intended to expand the options for the Board's licensees to satisfy the continuing education requirements to renew their license.

(b) Both immediate and long-term effects.

Once the regulation revisions are approved and codified into NAC Chapter 641, the effects stated above will be immediate and long term.

5. The estimated cost to the agency for enforcement of the proposed regulation.

The Board does not believe there will be a cost for enforcement of the proposed revisions, as the revisions expand options for the Board's licensees to comply with the continuing education requirements for licensure renewal.

6. A description of the citation to any regulations of other state or local governmental agencies which the proposed regulation overlaps or duplicates and a statement explaining why the duplication or overlapping is necessary. If the proposed regulation overlaps or duplicates a federal regulation, the notice must include the name of the regulating federal agency.

The Board is not aware of any overlapping or duplicating of federal or state regulations.

7. If the regulation is required pursuant to federal law, a citation and description of the federal law.

The Board is not aware of any requirement pursuant to federal law.

8. If the regulation includes provisions which are more stringent than a federal regulation that regulates the same activity, a summary of such provisions.

There should be no duplication of a federal regulation.

9. Whether the proposed regulation establishes a new fee or increases an existing fee.

R001-25 does not establish a new fee or an increase in an existing fee.

Persons wishing to comment upon the proposed action of the State of Nevada Board of Psychological Examiners may appear at the scheduled public hearing or may address their comments, data, views, or arguments, in written form, to State of Nevada Board of Psychological Examiners, 3080 South Durango Drive, Suite 102, Las Vegas, NV 89117. Written submissions must be received by the State of Nevada Board of Psychological Examiners on or before October 23, 2025 at 5:00 p.m. If no person who is directly affected by the proposed action appears to request time to make an oral presentation, the State of Nevada Board of Psychological Examiners may proceed immediately to act upon any written submissions.

A copy of this notice and the regulations to be adopted will be available at the State of Nevada Board of Psychological Examiners for inspection and copying by members of the public during business hours. This notice and the text of the proposed regulation are also available in the State of Nevada Register of Administrative Regulations, which is prepared and published monthly by the Legislative Counsel Bureau pursuant to NRS 233B.0653, and online at <http://www.leg.state.nv.us>. Copies of this notice and the proposed regulation will also be provided to members of the public upon request. A reasonable fee may be charged for copies if it is deemed necessary.

Upon adoption of any regulation, the agency, if requested to do so by an interested person either before adoption or within 30 days thereafter, will issue a concise statement of the principal reasons for and against its adoption and incorporate therein its reason for overruling the consideration urged against its adoption.

This notice of hearing has been sent to persons on the agenda's mailing list, licensed psychologists, posted at the Board's website at <http://psyexam.nv.gov> and the State of Nevada website (<https://notice.nv.gov/>), and posted at the office of the Board of Psychological Examiners (3080 South Durango Drive, Suite 102, Las Vegas, NV 89117).

Posted September 9, 2025

From: [Brian Gotti](#)
To: [NBOP Admin](#); [NBOP ED](#)
Cc: [Brian Gotti](#)
Subject: Public Comment – Board Policy on Evaluator Accountability (October 24, 2025 Hearing)
Date: Thursday, October 9, 2025 11:49:04 AM

WARNING - This email originated from outside the State of Nevada. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Members of the Board of Psychological Examiners,

I appreciate the opportunity to submit written comment for the October 24 hearing. While the agenda concerns continuing-education rules, I ask that the Board also re-examine its complaint-review policy for evaluators classified as “court-appointed.”

That classification—when applied to evaluators privately retained by stipulation—eliminates oversight and erodes public trust. It conflates two very different processes: a **stipulation-identified private engagement** and an **explicit judicial appointment** under the established rules of the Eighth Judicial District Court (EDRC). In a true court appointment, the evaluator is selected or approved by the judge, the scope is defined in the appointment order, and all payments are processed through the court or its clerk under judicial supervision. None of those procedural safeguards exist in a privately retained stipulation.

Importantly, Nevada case law and related precedent make clear that **a professional’s work product does not become a “court appointment” or enjoy derivative immunity merely because it is later filed in a court record**. The act of submitting or relying on a report in litigation does not transform a private contractual service into a judicial function. Board policy should reflect this established legal distinction to avoid granting immunity by proximity rather than by actual appointment or statutory authority.

The Board’s current policy should recognize and reconcile this difference. Treating a privately contracted evaluator as “court-appointed” misclassifies the engagement, shields misconduct from review under Appendix A, and contradicts the intent of NRS Chapter 641 and the APA Ethical Standards that prioritize transparency and accountability.

I urge the Board to open a future agenda item to clarify that only evaluators formally appointed and paid through the court qualify for Appendix A protection, and that privately retained evaluators remain subject to standard complaint review. This change would better protect the public and restore confidence in the Board’s oversight process.

Respectfully,

Brian Gotti-Gingras

Las Vegas, NV

brian.gotti@mac.com

(609) 870-1540

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: October 24, 2025

ITEM:

3 - (For Possible Action) Public Hearing to Solicit Comments on a Regulation (Legislative Counsel Bureau File Number R001-25) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B.

During the December 6, 2024, and January 10, 2025, Regulation Workshops on proposed revisions to NAC 641.136, the Board made a determination as to the language on which to move forward as it concerns continuing professional development satisfying a portion of the Board's continuing education requirements for licensees. That proposed language was forwarded to the Legislative Counsel Bureau for an LCB file number and a regulation draft. The LCB subsequently assigned the regulation file number R001-25 and on July 28, 2025, provided a draft of the regulation.

Included in the meeting materials is LCB draft of R001-25 that will be addressed during the October 24, 2025, meeting, notice of which was posted on September 9, 2025.

**PROPOSED REGULATION OF THE BOARD OF
PSYCHOLOGICAL EXAMINERS**

LCB File No. R001-25

July 28, 2025

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

AUTHORITY: § 1, NRS 641.100, 641.110 and 641.220.

A REGULATION relating to psychology; revising provisions relating to continuing education requirements to renew a license to practice psychology; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law provides for the regulation of the practice of psychology by the Board of Psychological Examiners and requires the Board to adopt regulations regarding continuing education requirements for renewal of a license to practice psychology. (NRS 641.100, 641.220) Existing regulations require a licensed psychologist to complete 30 hours of continuing education courses approved by the Board in the 2 years immediately preceding the date he or she submits an application for renewal of his or her license. (NAC 641.136) This regulation revises provisions relating to that continuing education requirement to include the acceptance of not more than 15 hours of approved continuing professional development toward the requirement. This regulation also sets forth the types of continuing professional development the Board will accept in satisfaction of the continuing education requirement.

Section 1. NAC 641.136 is hereby amended to read as follows:

641.136 1. To renew his or her license, a psychologist must certify to the Board that during the 2 years immediately preceding the date he or she submits an application for renewal, he or she has completed 30 hours of continuing education ~~[in courses]~~ approved by the Board ~~[.]~~ *At*, *which must include:*

(a) *At* least 6 hours ~~[must include]~~ *of* instruction in scientific and professional ethics and standards, and common areas of professional misconduct ~~[.]~~ ;

(b) At least 2 hours ~~must include~~ of instruction in evidence-based suicide prevention and awareness ~~;~~ ;

(c) At least 6 hours ~~must include~~ of instruction relating to cultural competency and diversity, equity and inclusion ~~;~~ ;

(d) Not more than 15 hours ~~may be obtained~~ of instruction from an approved home study course ~~[- A licensee may not receive credit for continuing education for a course in which he or she is the instructor.] ; and~~

(e) *Not more than 15 hours of approved continuing professional development.*

2. Except as otherwise provided in subsection ~~3;~~ 4, the Board will accept the following types of continuing education courses or programs ~~;~~ *towards satisfaction of the continuing education required by subsection 1:*

(a) Formally organized workshops, seminars or classes which maintain an attendance roster and are conducted by or under the auspices of an accredited institution of higher education offering graduate instruction.

(b) Workshops, seminars or classes which maintain an attendance roster and are certified or recognized by a state, national or international accrediting agency, including, but not limited to:

- (1) The American Psychological Association;
- (2) The American Psychiatric Association;
- (3) The American Medical Association;
- (4) The American Association for Marriage and Family Therapy;
- (5) The American Counseling Association;
- (6) The International Congress of Psychology; or
- (7) The National Association of Social Workers.

(c) Other workshops, classes, seminars and training sessions in psychology or a closely related discipline which have a formal curriculum and attendance roster and receive approval by the Board.

(d) Home study courses in psychology or a closely related discipline that are approved by the Board.

3. *The Board will accept towards satisfaction of the continuing education required by paragraph (e) of subsection 1:*

(a) Not more than 3 hours of continuing education credit in each of the following areas:

(1) One hour of continuing education credit for each hour of peer consultation;
(2) One hour of continuing education credit for each hour of service on the governing board, committee, editorial board, scientific grant review team or in a position of leadership of a psychological association; and

(3) Three hours of continuing education credit for each full day of attendance at a conference or convention related to psychology, where continuing education credits are not earned or offered for attending the conference or convention.

(b) Not more than 6 hours of continuing education credit in each of the following areas:

(1) A number of hours of continuing education credit equivalent to the number of course credits earned in completing a doctoral-level psychology course;
(2) One hour of continuing education credit for teaching a continuing education course that is approved by the Board;

(3) Six hours of continuing education credit for teaching a semester of a graduate-level applied psychology course that is accredited by the American Psychological Association, including preparation of materials for such a course; and

(4) Six hours of continuing education credit for authoring a book, a chapter in a book or a peer-reviewed manuscript in the field of psychology that is accepted for publishing, for each book, chapter or manuscript.

4. Before a licensee may receive credit for continuing education for a course in scientific and professional ethics and standards and common areas of professional misconduct, for a course in evidence-based suicide prevention and awareness, or for a course relating to cultural competency and diversity, equity and inclusion, the licensee must submit information concerning the course to the Board for approval of the course unless the Board has previously approved the course. The Board will make available at its office a list of courses and programs that are currently approved by the Board.

**PUBLIC NOTICE OF A MEETING FOR
STATE OF NEVADA BOARD OF PSYCHOLOGICAL EXAMINERS
MEETING MINUTES**

August 22, 2025

1. Call To Order/Roll Call to Determine the Presence of a Quorum.

The meeting of the Nevada State Board of Psychological Examiners was called to order by President Lorraine Benuto, PhD, at 8:04 a.m. on August 22, 2025, online via "Zoom" and physically at the office of the Board of Psychological Examiners, 3080 S. Durango Drive, Suite 102, Las Vegas, Nevada 89117.

Roll Call: Board President, Lorraine Benuto, PhD, Secretary/Treasurer, Stephanie Woodard, PsyD, members, Soseh Esmaeili, PsyD, Monique Abarca, LCSW, Stephanie Holland, PsyD, and Robert Moering, PsyD were present at roll call. Catherine Pearson, PhD was absent. There was a quorum of the Board members.

Also present were Deputy Attorney General (DAG) Harry Ward; Board Consultant Gary Lenkeit; Board Investigator Sheila Young; Executive Director Laura Arnold; Administrative Director Sarah Restori; members of the public: Donald Hoier, Jodi Thomas, Michelle Paul, Traci Waters, Tara Raines, Brian Lech, Akiko Hinds, Brian Gotti, Krisanne Alvarez, Lindsey Bondiek, Charlie Smith, Sabrina Schnur, Lorna Harrison, Mary Marcu, Peter Jones, and Becky Savio.

2. Public Comment. Note: Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020).

DAG Ward wanted to remind any members of the public who may be here to comment on a pending complaint that our Deputy Attorney General has requested that no public comment be made on pending complaints.

There was no public comment.

3. (For Possible Action) Workshop to Solicit Comments on Proposed Regulation Revisions to Align with 2025 SB251 (Provisional Licensure for

Psychological Assistants and Psychological Interns) and 2025 AB196 (repealing the requirement to register firms, partnerships, or corporations with the Board) (See Public Notice – Attachment A) and Possible Action to Forward the Proposed Regulation Revisions to a Hearing at a Future Meeting of the Nevada Board of Psychological Examiners in Accordance with NRS Chapter 233B.

Dr. Benuto shared that at its June 13, 2025 meeting, the Board approved moving forward with a regulation workshop to update its regulations in line with two newly passed laws: Senate Bill 251, which changes the status of Psychological Assistants and Interns from "Registered" to "Provisionally Licensed," and Assembly Bill 196, which removes the requirement for firms, partnerships, and corporations to register with the Board.

There was no public comment.

On motion by Stephanie Holland, second by Stephanie Woodard, the Nevada Board of Psychological Examiners approved moving the regulation forward to a regulation hearing at a future Board meeting. Catherine Pearson approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

4. (For Possible Action) Public Hearing to Solicit Comments on a Regulation (Legislative Counsel Bureau File Number R192-24) Proposed for Adoption; Possible Action to Make Revisions to and/or Forward the Proposed Regulation(s) to the Legislative Counsel Bureau in Accordance with NRS Chapter 233B. (See Public Notice for Information on the Draft Regulation – Attachment B)

Dr. Benuto shared that on May 15, 2024, the Legislative Counsel Bureau (LCB) completed a codification of NAC Chapter 641, incorporating 13 regulation revisions from 2017 to 2022. During review, the executive director identified discrepancies, particularly regarding NAC 641.120, which governs the national exam. This regulation was repealed in 2017 but mistakenly reappeared in 2019 without Board approval. The LCB clarified that the 2017 repeal was valid and the 2019 inclusion was an error. Because NAC 641.120 addresses critical exam retake policies (similar to NAC 641.112 for the state exam), the Board decided at its June 7, 2024 meeting to reinstate it with updated language reflecting current practices. A revised version was reviewed and approved with a minor edit at the July 12, 2024 meeting, moving it forward to a regulation workshop.

The workshop was held on August 9, 2024, where the Board approved sending the draft to the LCB. The LCB returned Draft R192-24, which is now scheduled for a regulation hearing, properly noticed on July 21, 2025.

There was no public comment.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved LCB draft R192-24. Catherine Pearson approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

5. Minutes. (For Possible Action) Discussion and Possible Action to Approve the Minutes of the State of Nevada Board of Psychological Examiners' June 13, 2025, Meeting.

On motion by Stephanie Woodard, second by Stephanie Holland, the Nevada Board of Psychological Examiners approved the meeting minutes of the Regular Meeting of the Board held on June 13, 2025. Robert Moering approved the minutes as to form, but not content. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

6. Financials

A. (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer's Report for Fiscal Year 2025 (July 1, 2024 - June 30, 2025).

The Executive Director presented the Treasurer's Report. She shared that as of June 30, 2025, which marked the end of FY25, Board had just under a combined total of \$523,000 in checking and savings. The total amount of income for FY25 (the amount allocated in deferred income to FY25 plus the regular FY25 income) was just about \$301,000. After accounting for the expenses for FY25, there was about \$64,400 left over, which will be cast into the budget for FY26.

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in this Treasurer's report.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the Treasurer's Report for Fiscal Year 2025. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

B. (For Possible Action) Discussion and Possible Action to Approve the Budget for Fiscal Year 2026.

The Executive Director explained the deferred revenue flow and presented the proposed budget for fiscal year 2026.

On motion by Stephanie Woodard, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the proposed budget for Fiscal Year 2026. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

C. (For Possible Action) Discussion and Possible Action to Approve the Treasurer's report for Fiscal Year 2026.

The Executive Director shared the FY26 treasurer's report and shared that it covers only the first month, with no major updates. The only notable item is higher legal fees due to delayed AG billings from FY25 (March–May), all received in July. Legal expenses will be monitored and adjusted as needed.

On motion by Robert Moering, second by Stephanie Woodard, the Nevada Board of Psychological Examiners approved the Treasurer's Report for Fiscal Year 2026. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

D. (For Possible Action) Discussion and Possible Action to Revise the Board's Renewed Independent Contractor Agreement with its bookkeeper, Michelle Fox.

The Executive Director has revised the Bookkeeper's contract to state that it is not to exceed \$2,000. Michelle agreed this is doable considering that she only provides at most a few hours of service each month, which is within that amount.

On motion by Stephanie Woodard, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the revised agreement for the Board's bookkeeper. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

E. (For Possible Action) Discussion and Possible Action to designate Board Members and/or Staff to Attend the Association of State and Provincial Psychology Boards (ASPPB) annual meeting, October 22-26, 2026, in St. Louis, Missouri for a combined total expenditure of approximately \$6,500.00.

The ASPPB conference is set for October 22–26 in St. Louis. Ms. Restori, Dr. Woodard, and Dr. Young will attend (Dr. Woodard's registration fees will be waived). Board

approval is requested to send all three, with a total estimated cost of \$6,500. Ms. Restori shared she applied for and received a grant for \$1000 for these expenses.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the designated Board representatives to attend ASPPB's annual conference. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

7. Legislative/Regulation Update

The Executive Director shared a regulation update and stated that the hearing for R192-24 is complete, and next steps will be submitted to the LCB for Legislative Commission review. She has received the LCB draft of R001-25 (continuing education/CPD) and will schedule its hearing for the October meeting.

For legislation, she shared that work is progressing on key items from today's regulation workshop and the SB165 agenda item on the Board's new licensure designation.

8. Report from the Nevada Psychological Association.

There were no updates from NPA.

9. Report from the Board Office on Operations.

A. Report From the Board Office on Operations.

The Administrative Director presented the Board office statistics. She shared that in June and July, the Board licensed 14 new Psychologists, received 16 licensure applications, and administered 17 state exams. As of the end of July, the Board has 716 active licensees and 147 applicants for licensure. She went on to share that for those they register, the psychological assistants, psychological interns, and psychological trainees, there were a total of 77 that are registered and 35 active applications.

The Executive Director showed a graph detailing the increase in licensure activity and Board activity in the last 3 years which showed a significant increase.

B. (For Possible Action) Discussion and Possible Action to Renew Dr. Gary Lenkeit as the Nevada PsyPact Commissioner for a One-Year Term Beginning July 1, 2025, and Ending June 30, 2026; or Announce the Position as Open to the Licensed Psychologists in the State of Nevada for Selection by the Board at a Future Meeting.

On motion by Stephanie Woodard, second by Robert Moering, the Nevada Board of Psychological Examiners approved renewing Dr. Lenkeit as the PsyPact commissioner for the Board. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

C. (For Possible Action) Discussion and Possible Action on Dr. Gary Lenkeit's PsyPact Update.

Dr. Lenkeit shared that there are currently 43 participating jurisdictions with PsyPact with legislation in several states. He also shared that ASPPB through the Mobility Committee has provided equivalency standards for those who have not graduated from APA-accredited programs effective July 1, 2025.

D. Board Officer Voting.

Tabled for future Board meeting.

10. (For Possible Action) Discussion and Possible Action on Pending Consumer Complaints:

A. Complaint #19-0626

DAG Ward shared the hearing is scheduled for November 12-14, 2025. The location has yet to be decided on. The respondent had filed motions for summary judgment in both cases, on which the hearing officer conducted a hearing. On July 15, 2025, the hearing officer entered orders denying the respondent's summary judgment motions, except for one claim for relief in Complaint #19-0626. A pretrial motion has also been submitted and ruled on.

B. Complaint #23-0918

DAG Ward shared this complaint alleging various claims of improper conduct. Respondent is represented by counsel, with whom potential resolution has been discussed. A proposed disciplinary consent decree was forwarded to counsel for respondent, with whom DAG has followed up.

C. Complaint #24-0103

DAG Ward shared the hearing is scheduled for November 12-14, 2025. The respondent had filed motions for summary judgment in both cases, on which the hearing officer conducted a hearing. On July 15, 2025, the hearing officer entered orders denying the respondent's summary judgment motions, except for one claim for relief in Complaint #19-0626. A pretrial motion has also been submitted and ruled on.

D. Complaint #24-0312(1)

DAG ward shared this Cease and Desist letter regarding language on websites was sent and to which a response was provided. The Cease and desist letter and response were also forwarded to the NY and CA Boards. DAG to send follow up cease and desist to remove additional language from all online presences.

E. Complaint #24-0312(2)

DAG Ward shared this is a complaint regarding failure of timely reporting. The respondent agreed to a disciplinary consent decree, which is included in the meeting materials for the Board's review. This is the consent decree that was before the Board last month and for which approval was withdrawn so that it could be revised to include supervision in the disciplinary measures.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved the Consent Agreement for Complaint #24-0312(2). (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

F. Complaint #24-0605

DAG Ward shared this complaint was received regarding misrepresentation of credentials and practicing without a license based on online services being offered, and providing information regarding discipline in 2 other jurisdictions for the same conduct. The complainant was concerned the respondent would seek licensure in Nevada without reporting disciplinary history. Cease and desist letter served on and answered by the respondent. DAG and investigator have monitored respondent's online information, which has remained in compliance with the cease and desist letter ever since.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved closing Complaint #24-0605. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

G. Complaint #24-0607

DAG Ward shared this is a self-report from licensee regarding 2 recent misdemeanor convictions. A proposed negotiated draft consent decree has been forwarded to counsel for respondent without response from counsel. Complaints team continues to discuss and consider the case.

H. Complaints #24-0711

#24-0719

#24-0726

#24-0823

DAG Ward shared these are four complaints against same psychologist. The respondent, though counsel, has responded to the complaints, and all complaints have been forwarded to appropriate federal agencies. Witness interviews have taken place,

DAG has received information from a federal agency that is involved, and continues to work with certain federal agencies to obtain additional information.

On motion by Stephanie Holland, second by Monique Abarca, the Nevada Board of Psychological Examiners approved a 90-day investigation deadline for Complaints #24-0711, 0719, 0726, 0823. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

I. Complaint #24-0730

DAG Ward shared this is a complaint for unlicensed practice, in response to which the DAG sent Cease and Dease letters via restricted delivery, but had been unable to perfect service. The cease and desist letter has now been personally served, and a response was due July 25, 2025. No response has been provided. The respondent's non-response to repeated cease and desist letters has been forwarded to MFT Board, which licenses respondent.

J. Complaint #24-0829

Complaint regarding client documentation. The investigation is complete, and a draft consent decree has was forwarded to and signed by the respondent.

On motion by Monique Abarca, second by Robert Moering, the Nevada Board of Psychological Examiners approved the Consent Agreement for Complaint #24-0829. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

K. Complaint #24-0903

DAG Ward shared this is a complaint received regarding an individual advertising unlicensed activity. A cease and Desist letter served and answered. The Board Investigator continued to monitor respondent's social media and had it interpreted into English. A follow up cease and desist was served based on the information in the English translation, and respondent has responded. Further communications with the respondent are pending.

L. Complaint #24-1202

DAG Ward shared this is a complaint regarding unlicensed practice. Complaint forwarded to respondent, who responded to the complaint. Investigator requested cease and desist letter from DAG, which has been sent to respondent and answered.

A complaint alleged that a Registered Behavior Technician (RBT) conducted an autism evaluation and provided a diagnosis without proper supervision or qualifications, violating NRS 641.025 and the RBT Ethics Code. The respondent admitted to using a screening tool (CARS 2-HF) but denied giving a formal diagnosis. However, their report included potentially misleading diagnostic language. A cease-and-desist was issued for

practicing psychology without a license, which the respondent agreed to follow. The investigator and DAG Ward recommended dismissing the case.

On motion by Stephanie Holland, second by Robert Moering, the Nevada Board of Psychological Examiners approved dismissal of Complaint #24-1202. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

M. Complaint #25-0110

DAG Ward shared this is a complaint for unlicensed practice, which was forwarded to the respondent, and which the respondent answered. Based on the information in the respondent's answer, DAG has prepared draft consent decree to forward to respondent.

N. Complaint #25-0324

DAG Ward shared this is a complaint regarding unethical conduct in a professional setting. Complaint and additional information forwarded to respondent, who retained counsel. All available information in the case was forwarded to counsel for respondent. Response has been received and based on the information provided and reviewed, dismissal is recommended and requested.

The complainant accused the respondent of unethical conduct, intimidation, emotional manipulation, retaliation, and misogynistic behavior in a professional psychology setting. The respondent, through legal counsel, denied the allegations, arguing that they do not violate NRS statutes or APA ethical codes, and that the Nevada Board of Psychological Examiners (NBOPE) lacks jurisdiction. The respondent also submitted evidence that the complainant had been sanctioned by their mutual professional organization, suggesting the complaint was retaliatory. After reviewing documentation from both parties, including emails and disciplinary records, the NBOPE found insufficient evidence to support the complainant's claims and determined no violations of NRS 641, NAC 641, or the APA Code of Ethics occurred.

On motion by Robert Moering, second by Monique Abarca, the Nevada Board of Psychological Examiners approved dismissal of Complaint #25-0324. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

O. Complaint #25-0331

Tabled for a future Board meeting.

P. Complaint #25-0410

Update to be provided at a future Board meeting,

Q. Complaint #25-0414

Update to be provided at a future Board meeting.

R. Complaint #25-0519(1)

DAG Ward shared this is a complaint for unethical conduct via PsyPact authorization services into NV. A response to the complaint has been received. Based on the information provided in the complaint and the answer, the investigator and DAG Ward recommends and requests dismissal.

On motion by Stephanie Holland, second by Monique Abarca, the Nevada Board of Psychological Examiners approved dismissal of Complaint #25-0519(1). (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

S. Complaint #25-0519(2)

DAG Ward shared this is a complaint against former supervisor regarding training verification. Records release from complainant requested and received. Complaint and records release forwarded to the respondent for a response, which has been provided. Based on information provided, investigator and DAG Ward recommends and requests dismissal.

On motion by Monique Abarca, second by Robert Moering, the Nevada Board of Psychological Examiners approved dismissal of Complaint #25-0519(2). (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

T. Complaint #25-0616

DAG Ward shared this is a complaint alleging Negligence, Patient abandonment, and malpractice. Respondent has responded to the complaint; investigator and DAG Ward recommends dismissal.

On motion by Monique Abarca, second by Stephanie Holland, the Nevada Board of Psychological Examiners approved dismissal of Complaint #25-0616. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

U. Complaint #25-0715

Update to be provided at a future Board meeting.

V. Complaint #25-0721

Update to be provided at a future Board meeting.

W. Complaint #25-0812(1)

Update to be provided at a future Board meeting.

X. Complaint #25-0812(2)

Update to be provided at a future Board meeting.

11. (For Possible Action) Review and Possible Action on Applications for Licensure as a Psychologist or Registration as a Psychological Assistant, Intern, or Trainee. The Board May Convene in Closed Session to Receive Information Regarding Applicants, Which May Involve Considering the Character, Alleged Misconduct, Professional Competence or Physical or Mental Health of the Applicant (NRS 241.030). All Deliberation and Action Will Occur in an Open Session.

The following applicants are recommended for approval of licensure contingent upon completion of licensure requirements: **Alyssa Cohen, Ahmed Elsokkary, Troy Bruner, Genna Mashinchi, Clary Tepper, Jacqueline Rinaldi, Anna Lujan Sondgroth, Michael Whitman, Shoshana Katz Shumaker, Shantay Mines, Marissa Vasquez, Jay Rosen, Judith Nurik, Cynthia Villaverde, Joseph Latham, Paul Krebs, Jazmin White, and Yana Ryjova.**

On motion by Monique Abarca, second by Robert Moering, the Nevada State Board of Psychological Examiners approved the following applicants for licensure contingent upon completion of licensure requirements: Alyssa Cohen, Ahmed Elsokkary, Troy Bruner, Genna Mashinchi, Clary Tepper, Jacqueline Rinaldi, Anna Lujan Sondgroth, Michael Whitman, Shoshana Katz Shumaker, Shantay Mines, Marissa Vasquez, Jay Rosen, Judith Nurik, Cynthia Villaverde, Joseph Latham, Paul Krebs, Jazmin White, and Yana Ryjova. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

- **(For Possible Action) Discussion and Possible Action on whether a licensure applicant's background check findings and professional conduct history will constitute disqualification for licensure.**

Dr. Benuto reported that the applicant has background and conduct issues that the review panel wanted the full Board to consider regarding possible disqualification from licensure. The applicant is not currently licensed elsewhere: her license was suspended in one state in 2017, not renewed, and her 2022 re-licensure application was denied for failing to disclose prior disciplinary action. She had surrendered her license in California in 2020 due to that disciplinary matter stemming from a 2017 incident. The applicant has submitted a letter of explanation and supporting documents for the Board's review.

Dr. Waters did not feel it was necessary to discuss her application in closed meeting. She acknowledged the bases for the prior licensure issues, and shared that she has been in recovery for the last eight years. The Board acknowledged the efforts that Dr. Waters had put into her recovery.

Ms. Restori confirmed that Dr. Waters has completed all other requirements for licensure including passing the State Exam.

On motion by Robert Moering, second by Stephanie Woodard, the Nevada Board of Psychological Examiners approved Dr. Rhea Tracy Waters application for licensure. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

12. (For Possible Action) Discussion and Possible Action to Establish a Behavioral Health and Wellness Practitioner Advisory Group as Required by 2025 SB165.

President Benuto shared that during its 2025 session, the Nevada legislature passed SB165, which creates a new licensure designation that is to be housed in and regulated by the Board of Psychological Examiners. That new licensure designation is the Behavioral Health and Wellness Practitioners. The Board's first task is to establish the Behavioral Health and Wellness Practitioner Advisory Group to assist the Board in all that will be required of the Board by the new legislation.

Dr. Paul recommended an interdisciplinary composition for the advisory group. The Board raised concerns about an advisory group being too large to meet draft timelines. The Executive Director made the recommendation of starting with five members of the advisory group so they may start working on the regulations and then expand the advisory group. The Board agreed to start with a small advisory group then revisit the advisory group and add more professionals as the different tasks change.

There was consensus among the Board to start with an advisory group that consisted of the following four members: one representative from the NSHE education and training curricular programs who communicates with the other two core curriculum programs, one national expert possibly from the Ballmer Institute, one regulatory expert, and one NBOPE Board representative.

Dr. Raines shared that she did have individuals in mind that would be ready to serve in the different roles. Dr. Raines and Dr. Paul shared that they would be able to provide these names to the Board, including finding an APRN within the nursing community.

On motion by Stephanie Woodard, second by Robert Moering, the Nevada Board of Psychological Examiners approved establishing an SB165 Behavioral Health and Wellness Practitioner Advisory Group of four members with the intention to add more members. Catherine Pearson approved the minutes as to

form, but not content. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

13. (For Possible Action) Discussion and Possible Action to Approve Revisions to the Psychological Assistant and Psychological Intern Policies to Align with 2025 SB251.

Tabled for a future Board meeting.

14. (For Possible Action) Discussion and Possible Action to Approve Providing One Continuing Education Credit to Licensees who Complete the ASPPB's Job Task Analysis (JTA) Survey and Provide Proof of Completion.

Dr. Young is requesting 1 continuing education credit be offered to those who provide proof of completing ASPPB's Job Task Analysis.

On motion by Monique Abarca, second by Robert Moering, the Nevada Board of Psychological Examiners approved the Board providing one continuing education credit to Licensees who complete the ASPPB's Job Task Analysis Survey and provide proof of completion. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

15. (For Possible Action) Discussion and Possible Action to Approve the Executive Director's Vacation request.

The Executive Director requested using 10 vacation days.

On motion by Monique Abarca, second by Robert Moering, the Nevada Board of Psychological Examiners approved the Executive Director's vacation request. (Yea: Lorraine Benuto, Stephanie Holland, Soseh Esmaeili, Monique Abarca, Robert Moering, and Stephanie Woodard.) Motion Carried: 6-0.

16. (For Possible Action) Schedule of Future Board Meetings, Hearings, and Workshops. The Board May Discuss and Decide Future Meeting Dates, Hearing Dates, and Workshop Dates.

The next regular meeting of the Nevada Board of Psychological Examiners is currently scheduled for Friday, October 24, 2025, beginning at 8:00 a.m.

17. Requests for Future Board Meeting Agenda Items (No Discussion Among the Members will Take Place on this Item)

There were no requests for future Board Meeting agenda items.

18. Public Comment - Public comment is welcomed by the Board and may be limited to three minutes per person at the discretion of the Board President. Public comment will be allowed at the beginning and end of the meeting, as noted on the agenda. The Board President may allow additional time to be given a speaker as time allows and in their sole discretion. Comments will not be restricted based on viewpoint. No action may be taken upon a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action may be taken (NRS 241.020)

There was no public comment.

19. (For Possible Action) Adjournment

There being no further business before the Board, President Dr. Benuto adjourned the meeting at 10:30 a.m.

**Nevada Board of Psychological Examiners
Board Meeting Staff Report**

DATE: October 24, 2025

ITEM:

- 5 - (For Possible Action) Discussion and Possible Action to Approve the Final Treasurer's Report for Fiscal Year 2026 (July 1, 2025, through June 30, 2026).

SUMMARY:

As of September 30, 2025, the Board had just under a combined total of over \$435,000 in checking and savings. The Board is currently at 29% of its budgeted expenses, and about 54% of its budgeted income, most of which is from the deferred income allocated to this second 2025-26 biennium quarter (and the first half of FY26).

The Board's bookkeeper, Michelle Fox, has verified and validated the information being provided in this Treasurer's report.

NV State Board of Psychological Examiners
Budget to Actual - Fiscal Year 2026

9/30/25

		FY26 Budgeted Amount	FY26 Actual (FY26-First Half, 7/1/2025 to 12/31/2025)	% actual to budget
INCOME				
Cash (Checking) as of 7/1/2025		64,395.70	64,395.70	
Deferred Revenue				
2600	Renewals - 7/1/24 and 1/1/25	202,646.74	101,323.37	50.00%
2600	Late Renewals - 1Q 25-26	17,990.30	8,995.15	50.00%
40201 40281-3 40203	New Licensure, Registrations, Reinstatements	27,350.00	10,744.77	39.29%
Total Deferred Income		247,987.04	121,063.29	48.82%
	Deferred PP fees	800.00	291.38	
	Total NET Deferred Income	247,187.04	120,771.91	
Regular Revenue	25-26 Biennium Q4 New Licensure and Registrations			

	Applications			
40100	Psychologist Application	22,500.00	3,862.50	17.17%
40101	PA Application	3,750.00	1,165.50	31.08%
40102	Intern Application	1,150.00		0.00%
40103	Trainee Application	4,500.00	1,085.40	24.12%
4010	Reinstatement/Reactivation	200.00		0.00%
4015	Psychologist State Exam	17,500.00	5,961.00	34.06%
4030	Non-Resident Consultant	1,000.00	200.00	20.00%
4040	CE App Fee	1,050.00	183.86	17.51%
	Other			
4025/4050	Late and License Restoration Fees	250.00		0.00%
40251/40252	New and Duplicate License	2,750.00	461.05	16.77%
4045	Verification of Licensure	650.00	162.80	25.05%
4075	Cost Recovered (Disciplinary)	2,200.00		
4999	Interest, Misc	45.00	10.60	23.56%
Total Regular Revenue		57,545.00	13,092.71	
Total Revenue + Cash		\$369,127.74	\$198,260.32	53.71%

Payroll Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
5100	Board Salary/Per Diem	6,500.00	750.00	11.54%
2700	Executive Director (net)	57,500.00	13,295.97	23.12%
2700	Administrative Director (net)	50,000.00	12,596.96	25.19%
2700	Staff Salary (Part-Time)	2,500.00	1,821.02	72.84%
9110	Staff Benefits	30,000.00	7,613.45	25.38%

2700	Investigator/Consultant Salary	15,000.00	4,608.00	30.72%
5250	Workers Compensation	1,500.00	447.73	29.85%
2108/5300	PERS	55,000.00	15,697.90	28.54%
2100	Federal Payroll Taxes	35,000.00	6,887.41	19.68%
9100	Other Payroll Expenses	2,200.00	258.00	11.73%
	Total Payroll	255,200.00	63,976.44	25.07%

Operating Expenses		FY25 Budgeted Amount	FY25 Actual	% actual to budget
6100	Out of State	7,500.00	-223.90	-2.99%
6200	In-State Travel	500.00	362.70	72.54%
7015	Office Supplies/furniture	1,000.00	43.69	4.37%
	Office expenses:			
7040	- Print-Copy	300.00	9.47	3.16%
7050	- Rent	20,000.00	4,905.00	24.53%
7100	- Postage	500.00		0.00%
7210	- DoIt Web SV	1,000.00	155.24	15.52%
7290/72902 7200	- Telephone/Internet & Utilities	1,500.00	387.70	25.85%
7500	- Copy Lease	1,500.00	227.48	15.17%
7020	- Water/Misc	400.00	628.14	157.04%
7770/7777	Software & Database	4,500.00	446.81	9.93%
8000/8010	Legal & Professional Fees	40,000.00	23,337.16	58.34%
8015	Tort Claim	1,550.00	1,507.00	97.23%
8050/8055	Professional Services (Auditor, Bookkeeper, Lobbyist)	20,000.00	8,591.25	42.96%
8250	Dues & Reg (ASPPB, Conf, Continuing Ed)	5,000.00	2,387.00	47.74%

8520	Admin Services (LCB)	1,000.00		0.00%
9001/9002	Banking Fees	100.00	10.00	10.00%
	PayPal Fees (against regular revenue)	2,500.00	386.75	15.47%
90100	Miscellaneous Expense	0.00		
	Uncategorized Expense	0.00		
Total Expenses		\$108,850.00	\$43,161.49	39.65%
Total Expenses + Payroll		\$364,050.00	\$107,137.93	29.43%
Total Income + Cash		\$ 369,127.74	\$198,260.32	53.71%
Final Balance		\$5,077.74	\$91,122.39	

October 03 ,2025

Statement of Financial Position

As of August 31, 2025

Nevada Board of Psychological Examiners

As verified by Michelle Fox

The following accounts have been reconciled for the month of August 2025, and all transactions reviewed for accuracy.

Main Checking Account per bank statement dated 08/31/2025 -\$360,923.01

Savings Account per bank statement dated 08/31/2025 -\$105140.07

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

Michelle Fox

October 03 ,2025

Statement of Financial Position

As of September 30, 2025

Nevada Board of Psychological Examiners

As verified by Michelle Fox

The following accounts have been reconciled for the month of September 2025, and all transactions reviewed for accuracy.

Main Checking Account per bank statement dated 09/30/205 -\$330,295.11

Savings Account per bank statement dated 09/30/2025 -\$105,143.53

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

Michelle Fox

Statement of Activity

NV State Board of Psychological Examiners

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
4010 Psychologist Application	
40100 Psychologist Application	3,862.50
40101 PA Application	1,165.50
40103 Trainee Application	1,085.40
Total for 4010 Psychologist Application	\$6,113.40
4015 Psychologist State Exam	5,961.00
4020 Psych Biennial	\$113,504.84
40201 Prorated Psych Biennial	7,841.44
Total for 4020 Psych Biennial	\$121,346.28
4025 Psychologist Licensing Fee	
40251 New License	400.00
40252 Change/Duplicate/Reinstatement	61.05
Total for 4025 Psychologist Licensing Fee	\$461.05
4028 Registration Fee	
40281 Psych Asst fee	1,863.00
40282 Psych Intern Fee	77.63
40283 Psych Trainee	186.30
Total for 4028 Registration Fee	\$2,126.93
4030 Non-Resident Consultant	200.00
4040 CE App Fee	183.86
4045 Verification of Licensure	162.80
4999 Interest	10.60
Total for Income	\$136,565.92
Cost of Goods Sold	
Gross Profit	\$136,565.92
Expenses	
307910 7210 Dolt Web SVb	155.24
5100 Board Sal	750.00
5175 Board Staf	
51753 Investigator Salary	4,608.00
Total for 5175 Board Staf	\$4,608.00
5250 Workers Compensation	447.73
5300 PERS	11,404.92
6100 Out of State Travel	-\$900.75
6106 Air TvI	676.85
Total for 6100 Out of State Travel	-\$223.90
6200 In State Travel	\$102.29
6201 Meals	260.41
Total for 6200 In State Travel	\$362.70

Statement of Activity

NV State Board of Psychological Examiners

July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
7015 Supplies	43.69
7020 Office Expense	\$539.14
7040 Print-Copy	9.47
7050 Rent	4,905.00
85100 Shredding	89.00
Total for 7020 Office Expense	\$5,542.61
7200 Utilities	\$195.43
7290 Telephone	
72902 Internet	192.27
Total for 7290 Telephone	\$192.27
Total for 7200 Utilities	\$387.70
7500 Copy Lease	227.48
7770 Software	446.81
8000 Legal & Professional Fees	\$10,250.00
8010 Legal	17,337.16
8015 Tort Claim	1,507.00
Total for 8000 Legal & Professional Fees	\$29,094.16
8050 Prof Servs	4,341.25
8250 Dues & Reg	
8255 Membership	2,387.00
Total for 8250 Dues & Reg	\$2,387.00
9001 Banking Fees	
9002 Bank Crgs	10.00
Total for 9001 Banking Fees	\$10.00
9100 Payroll Expenses	\$2,079.02
9110 Company Contributions	
Health Insurance	7,613.45
Retirement	7,719.32
Total for 9110 Company Contributions	\$15,332.77
9130 Wages	42,739.25
Taxes	
9111 Federal Taxes (941/944)	10,509.47
NV Unemployment Tax	0.00
Total for Taxes	\$10,509.47
Total for 9100 Payroll Expenses	\$70,660.51
PayPal Fees	653.13
Reimbursements	2,518.88
Total for Expenses	\$133,817.91
Net Operating Income	\$2,748.01
Other Income	

Statement of Activity

NV State Board of Psychological Examiners
July 1-September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Other Expenses	
Net Other Income	
Net Income	\$2,748.01

Statement of Financial Position

NV State Board of Psychological Examiners

As of September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
1100 Cash in Bank	330,295.11
3309 Savings	105,143.53
Total for Bank Accounts	\$435,438.64
Accounts Receivable	
1200 Accounts Receivable	3,099.29
Total for Accounts Receivable	\$3,099.29
Other Current Assets	
12000 Undeposited Funds	0.00
Uncategorized Asset	0.00
Total for Other Current Assets	\$0.00
Total for Current Assets	\$438,537.93
Fixed Assets	
Other Assets	
1300 Deferred outflows of resources	0.00
Total for Other Assets	\$0.00
Total for Assets	\$438,537.93
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
1106 Accounts Payable	3,903.93
Total for Accounts Payable	\$3,903.93
Credit Cards	
Other Current Liabilities	
2100 Federal Income Withholding	19,637.77
2100 Payroll Liabilities	\$4,337.10
2107 Federal Taxes (941/944)	-76.15
2108 PERS	19,975.73
Health Insurance	2,069.52
NV Unemployment Tax	0.00

Statement of Financial Position
 NV State Board of Psychological Examiners
 As of September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Total for 2100 Payroll Liabilities	\$26,306.20
2101 Federal FICA Withholding	0.00
2102 Federal Medicare Withhold	0.00
2105 Employment Security	0.00
2110 Direct Deposit Liabilities	0.00
2200 Unearned Revenue	0.00
2300 Liability	0.00
2302 Accrued PTO	6,877.88
2450 Deferred inflow-pension	0.00
2455 Net pension liability	0.00
2600 Deferred Revenue	227,109.69
2700 Direct Deposit Payable	0.00
Total for Other Current Liabilities	\$279,931.54
Total for Current Liabilities	\$283,835.47
Long-term Liabilities	
Total for Liabilities	\$283,835.47
Equity	
3000 Opening Bal Equity	-60.41
3900 2550 Fund Balance	152,014.86
Net Income	2,748.01
Total for Equity	\$154,702.46
Total for Liabilities and Equity	\$438,537.93

Regulation Revisions Table

<u>Legislative File No.</u>	<u>Description</u>	<u>Status</u>
R192-24	National Exam Regulation	Regulation hearing occurred during August 22, 2025, meeting; to be submitted to LCB in a regulation submission packet after the Board approves 8/22/2025 meeting minutes
R001-25	Continuing Education Regulation	LCB has issued a regulation number and draft; Regulation hearing noticed for 10/24/2025 Board meeting.
R041-25	Regulation revisions per SB251 and AB196	LCB has issued a regulation number and draft; Regulation hearing to be noticed for 12/12/2025 Board meeting.

2025 Legislative Session

<u>Bill No</u>	<u>Description</u>	<u>Status</u>
<u>SB165</u>	Revises NRS Chapter 641 (Psychologists) to provide for the licensure, regulation, investigation, and discipline of Behavioral Health and Wellness Practitioners	Passed and approved by the Governor on 6/6/2025; Requires creation of advisory group and regulation drafting.
<u>SB251</u>	Revises NRS Chapter 641 (Psychologists) relating to Psychological Assistants, Psychological Interns, and Psychological Trainees.	Passed and approved by the Governor on 5/31/2025; Requires regulation revisions, for which a regulation hearing will be noticed for the 12/12/2025 Board meeting.
<u>AB196</u>	Revises certain provisions of NRS Chapter 641 related to the term "psychometrist", the registration of business entities, and creating a limitations period for complaints.	Passed and approved by the Governor on 5/29/2025; Requires regulation revisions, for which a regulation hearing will be noticed for the 12/12/2025 Board meeting.

**Board Office Statistics
Fiscal Year 26**

Item 8A

		7/25	8/25	9/25	10/25	11/25	12/25	1/26	2/26	3/26	4/26	5/26	6/26	FY25 Totals
Psychologists	Licenses Issued	4	7	5										16
	Applications Received	6	7	9										22
Psychological Assistants	Registrations Issued	1	1	5										7
	Applications Received	4	1	1										6
Psychological Interns	Registrations Issued	2	1	0										3
	Applications Received	0	0	0										0
Psychological Trainees	Registrations Issued	4	11	1										16
	Applications Received	2	1	1										4
Non-Resident Consultants	Registrations Issued	0	0	1										1
Background Checks	Reviewed	0	0	0										0
Continuing Education	Applications Reviewed	3	2	2										7
State Exams	Administered	8	9	11										28
Complaints	Received	6	3	5										14
Totals		40	43	41	0	0	0	0	0	0	0	0	0	124

Current (10/17/2025) Active Licensees - 2025-26 biennium: 732

Current Applications and Registrations:

	App	Reg
Psychologists	146	
Psychological Assistants	15	32
Psychological Interns	6	7
Psychological Trainees	9	38

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: October 24, 2025

ITEM:

- 11 - (For Possible Action) Discussion and Possible Action to Appoint the Members of and Identify the Scope of the Work for the 2025 SB165 Behavioral Health and Wellness Practitioner Advisory Group.

SUMMARY:

During its 2025 session, the Nevada Legislature passed Senate Bill 165 (SB165), which, among other things, creates a new licensure designation that is to be housed under and regulated by the Psychology Board. That new licensure designation is Behavioral Health and Wellness Practitioners (BHWP), and those who hold a BHWP license will practice Behavioral Health Promotion and Prevention (BHPP).

In carrying out the requirement that it house/regulate the newly-created BHWP licensure designation, the Board is required to, among other things, establish a Behavioral Health and Wellness Practitioner Advisory Group (BHWP Advisory Group) of those familiar with the practice of BHPP to provide the Board with the expertise and assistance relating to the regulation of BHWPs. In so doing, the Board is required to:

- Determine the number of members of the Advisory Group,
- Appoint the members of the Advisory Group,
- Establish the terms of the members of the Advisory Group;
- Determine the duties of the Advisory Group.

During its August 22, 2025, meeting, the Board approved forming a 4-member advisory group that SB165 requires, as follows:

- One Regulatory expert
- One National expert
- One Board representative
- One Educational representative

Those who have expressed interest in being a part of the BHWP Advisory Group in various capacities are:

- Dr. Michelle Paul (UNLV) – Regulatory Expert
- Dr. Tara Raines – National Expert
- Dr. Whitney Owens – Board Representative
- Dr. Eugenia Weiss (UNR) – Educational Representative

During its October 24, 2025, meeting, the Board will appoint the BHWP Advisory Group members from those who have expressed interest and establish their terms, and will determine the BHWP Advisory Group's scope of work. Dr. Michelle Paul has provided for the Board's consideration a recommended charge and phased scope of work for the SB165 BHWP Advisory Group, which is included in the October 24, 2025, meeting materials.

Once the BHWP Advisory Group is established, its members appointed, and its scope of work determined, the Board, with the advisory group's assistance and input, can then undertake the work that SB165 requires, such as adopting regulations to carry out the provisions of SB165, approving of an examination or alternative competency evaluation for BHWP applicants, and determining the continuing education requirements for BHWP renewal. The work of the BHWP Advisory Group will also help inform the administrative and other tasks that will be required to add the BHWP licensure designation to the Board.

Recommended Charge and Phased Scope of Work for the SB165 Behavioral Health and Wellness Practitioner (BHWP) Advisory Group

Purpose

Pursuant to Section 14 of SB165, the Nevada State Board of Psychological Examiners (NBOPE) shall establish a Behavioral Health and Wellness Practitioner (BHWP) Advisory Group consisting of persons familiar with behavioral health promotion and prevention. The Advisory Group will provide expertise and assistance to the Board in developing and refining regulations for this new professional category.

Phased Scope of Work

Phase I – Foundational Development

Focus: Establishing the professional framework and regulatory foundation.

1. **Define the Scope of Practice** for BHWPs (per SB165 Sec. 11), clarifying prevention boundaries and distinctions from independently licensed, treatment-based disciplines.
 - Specify **education and training standards**, including fidelity to behavioral health promotion and prevention principles, core competencies (knowledge, skills, and attitudes), and minimum supervised practical training requirements, in collaboration with the education & training community.
2. **Review National and International Models** to align Nevada's framework with best practices in prevention and wellness promotion (e.g., models and national expertise by and through groups in Oregon, Washington state, Ballmer Institute and the United Kingdom).
3. **Draft Regulatory Recommendations** for Board consideration, including licensure standards, continuing education (with ethics requirements), and supervision protocols.

Phase II – Implementation and Refinement

Focus: Supporting early implementation and feedback loops.

4. **Monitor Implementation** of BHWP regulations and advise the Board on clarifications or refinements to supervision, CE, or regulatory structures.

Phase III – Regulatory Review and Quality Assurance

Focus: Supporting ongoing quality and accountability.

5. **Review Disciplinary Reports (as appropriate)** and provide recommendations to the Board following NBOPE investigative procedures. *(This function is recommended for a later phase once the credential is established.)*

Ongoing Review

There would be value in the **Board reviewing and updating the Advisory Group's composition, scope, and charge annually** to ensure alignment with the Board's evolving needs as regulation and implementation progresses through the various phases.

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: October 24, 2025

ITEM:

- 13 - (For Possible Action) Discussion and Possible Action to Approve Moving Forward with Regulatory Language that Provides for Criminal and Other Conduct as a Basis for Disciplinary Action and the Duty of Licensees to Report Such Conduct.

SUMMARY:

The Nevada Board of Psychological Examiners (NBOPE) was recently made aware that, unlike many other Nevada licensing boards, it does not provide for disciplinary action against a licensee who is charged with and/or been convicted of criminal conduct beyond that which is related to the profession – in NBOPE’s case, the practice of psychology. Also unlike some other licensing boards, NBOPE does not have a specific conduct reporting requirement beyond its biennial renewal disciplinary/conduct reporting form. To that end, it was suggested that NBOPE consider adopting regulations similar to those of other licensing boards that:

- permit disciplinary action against a psychologist for criminal and other conduct so that it can pursue disciplinary action for a licensee’s conduct beyond that which only concerns the practice of psychology; and
- require that licensees report to the Board within a certain time frame any criminal and other conduct.

Before considering specific regulatory language that provides for criminal and other conduct as a basis for disciplinary action, NBOPE needs to determine whether it wants to draft and include some version of the language that other licensing boards have that permits them to pursue disciplinary action against a licensee for criminal and/or other conduct beyond that which is related to the profession, and whether it wants to impose a reporting requirement for such conduct. The publicly-available statutes and regulations of other licensing boards that provide for disciplinary action for criminal and other conduct range:

- from broadly stated provisions to listing specific criminal activity and other conduct; and
- permitting disciplinary action based on both criminal charges/civil actions and convictions/judgments to only permitting disciplinary action on criminal convictions and/or civil judgments.

As for other licensing boards’ conduct reporting requirements, they vary in the timeframes for reporting (i.e., 24 hours, 10 days, 15 days, 30 days) and on what is required to be reported.

Should NBOPE decide to draft and include regulatory language related to criminal and/or other conduct that extends beyond the practice of psychology and any reporting requirements, it will need to determine the scope and extent of that regulatory language. The examples from other licensing boards may be informative as to that determination.

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: October 24, 2025

ITEM:

- 14 – (For Possible Action) Discussion and Possible Action to Approve Revisions to the Psychological Assistant and Psychological Intern Policies to Align with 2025 SB251 and to reflect current practices.

SUMMARY:

During the 2025 Legislative Session, Senate Bill 251, which changes Psychological Assistants' and Psychological Interns' designation with the Board from Registered to Provisionally Licensed, was passed and became law. The change in the law became effective:

- upon passage and approval for the purpose of adopting regulations and performing any other preparatory administrative tasks that are necessary to carry out the provisions of this act (May 31, 2025), and
- On January 1, 2026, for all other purposes.

In their current form, the Board's policies that govern Psychological Assistants and Psychological Interns address their registration. The proposed revisions to those policies are to update the language to reflect the provisional licensure in place of registration for Psychological Assistants and Psychological Interns pursuant to SB251.

Additionally, there is a proposed revision to the policy that governs Psychological Assistants to address the grace period that is available for provisional licensure to reflect Board office practice and the basis for permitting a provisional license grace period.



~~POLICY OF THE~~ *STATE OF* NEVADA ~~STATE~~ BOARD OF PSYCHOLOGICAL EXAMINERS

Psychological Assistant (Post-Doctoral) Application and ~~Registration~~ *Provisional Licensure* Policy and Procedures

Purpose

The Nevada State Board of Psychological Examiners ("Board") has adopted this policy and accompanying forms and procedures to establish the process for *the* application and ~~registration~~ *provisional licensure* as a psychological assistant.

Procedure

1. General

- a. A person who wishes to obtain any postdoctoral supervised experience that is required for licensure as a psychologist must ~~register with~~ *be provisionally licensed by* the Board as a psychological assistant. (NRS 641.226, NAC 641.151)
- b. ~~Unless otherwise approved by the Board, a~~ A person may be ~~registered~~ *provisionally licensed* as a psychological assistant only after providing proof of having:
 - i. graduated from a doctoral program that is accredited by the American Psychological Association or is equivalent to an APA-accredited program. Accredited institutions may also include:
 1. In the United States, all institutions which are regionally accredited by regulatory bodies approved by the Council for Higher Education Accreditation and the United States Department of Education;
 2. In Canada, all institutions holding membership in the Association of Universities and Colleges of Canada; or
 3. In any other country, all institutions accredited by the respective official organization having such authority.
 - ii. completed not less than 2,000 supervised hours as a psychological intern in an internship that is accredited by the American Psychological Association (APA) or that otherwise complies with Nevada Administrative Code (NAC) Chapter 641, and specifically NAC 641.080, such as that of the Association of Psychology Postdoctoral and Internship Centers (APPIC).
- c. Eligible candidates must ~~register~~ *be provisionally licensed* as a psychological assistant under the license of a Nevada psychologist who will serve as the primary supervisor. A psychological assistant may not provide psychological services unless the psychological assistant is properly supervised and ~~registered~~ *provisionally licensed*.
- d. Psychological assistant candidates are encouraged to apply for ~~registration~~ *provisional licensure* once they have met all requirements for their doctoral degree [NAC 641.151] and have found and secured a supervisor. ~~Registration~~ *Provisional licensure* can take a minimum of three weeks to complete and may take eight weeks or more.

- e. It is the psychological assistant candidate's responsibility to ensure all provisions of Nevada state laws and regulations, as well as this policy and accompanying procedures, have been met and approved by the Board and/or its designee prior to providing psychological services and accruing training hours.

2. Application.

- a. Those who wish to apply ~~to register~~ *for provisional licensure* as a psychological assistant may submit their applications online, by mail, or in person at the Board office. A \$150 application fee must accompany the application.
- b. Upon the Board office's approval of the psychological assistant candidate's application, the Board office shall provide the psychological assistant with a ~~registration~~ *provisional license* number, after which the psychological assistant may begin providing services and accruing training hours. Should a psychological assistant candidate's application indicate the need for referral to the Board's Application Tracking Equivalency and Mobility (ATEAM) ~~Committee review process~~, ~~registration~~ *provisional licensure* shall not be issued and hours shall not be accrued until the ATEAM ~~Committee~~ reviews and approves the application, and the psychological assistant candidate has otherwise satisfied the requirements for ~~registration~~ *provisional licensure*. Additional information regarding the Board's ATEAM ~~Committee and its~~ procedures is provided below and is available in the Board's written Application Tracking Equivalency and Mobility (ATEAM) ~~Committee~~ Procedures.
- c. ~~Registration~~ *Provisional licensure* requires submission of information and/or documents including, but not limited to:
 - i. Verification of Credentials including, but not limited to, education, internship experience, conduct, and character references;
 - ii. Verification of fingerprinting, generally in the form of a dated receipt from a recognized fingerprinting provider;
 - iii. Fingerprinting / background check waiver;
 - iv. ~~Registration~~ *Provisional licensure* fee (\$150) for the initial ~~registration~~ *provisional licensure* of a psychological assistant (the ~~registration~~ *provisional licensure* fee is separate from the application fee);
 - v. Supervised Practice Plan (SPP);
 - vi. Employment Agreement; and
 - vii. Any other documents or information the Board deems necessary to make a determination of eligibility for ~~registration~~ *provisional licensure*, which may include, but is not limited to, educational transcripts, course guides, and/or course syllabi.
- d. Psychological assistant candidates:
 - i. whose applications do not require ATEAM review and approval may be provided a 60-day grace period to complete the process of credential verification through the Psychology Licensure Universal System (PLUS) report and, if necessary, for the return of their background check results *if*

1. *the Board office is in receipt of an affirmation from the ASPPB that the psychological assistant candidate has submitted all necessary documents for the PLUS report, including, if applicable, a letter from the psychological assistant candidate's doctoral program that all degree requirements have been completed (including coursework and dissertation defense)¹, and*
 2. *the psychological assistant candidate's conduct attestation does not indicate any previous adverse professional or criminal conduct; and*
 - ii. whose applications have received ATEAM review and approval *and whose conduct attestation does not indicate any previous adverse professional or criminal conduct* but have not yet satisfied the background check requirements shall be provided a 60-day grace period for the return of their background check results.
- If a psychological assistant who is provided a 60-day grace period fails to complete and submit the PLUS report and/or satisfy the background check requirements within the grace period, that psychological assistant's ~~registration~~ *provisional licensure* may be suspended. The Board office may provide an extension to the grace period when appropriate.
- e. If, upon receipt of the application, PLUS report, or background check report, any potentially disqualifying information is found, the ~~registration~~ *provisional licensure* may be suspended until a determination on that information is made. Such determination may require referral to the ATEAM ~~Committee~~ and/or Board. Examples of reasons for suspension of ~~registration~~ *provisional licensure* and/or referral to the ATEAM/Board include, but are not limited to:
 - i. Educational program is not accredited by the American Psychological Association (APA);
 - ii. Insufficient internship training and/or supervised hours; and/or
 - iii. A significant finding on the background check report.
 - f. *Provisional licensure* suspension ~~of registration~~ prohibits a psychological assistant from providing any services or accruing any training hours until the matter is resolved and the Board office notifies the psychological assistant accordingly.
3. ~~Registration~~ *Provisional Licensure* Packet Defined.
 - a. Credential Verification / PLUS Report. The Board shall verify the educational program, internship, and professional references through PLUS, ~~administered by which~~ the Association of State and Provincial Psychology Boards (ASPPB) *administers*. The

¹ *A psychological assistant candidate who is eligible for a 60 day grace period under this provision should be prepared to time their registration start date to coincide with the 60 day grace period in relation to the degree conferral. The psychological assistant candidate's degree must confer no more than two months after registration, or the registration may be suspended.*

psychological assistant candidate is responsible for any costs associated with the use of PLUS.

- b. Background Check / Fingerprinting. In accordance with Nevada state law (NRS 641.226), all psychological assistant candidates are required to pass a criminal background check.
 - i. Fingerprints shall be taken at an approved location and at the candidate's own expense.
 1. Fingerprints taken in Nevada are generally submitted electronically to the Nevada Department of Public Safety (NDPS) by the agency taking the fingerprints.
 2. Applicants having their fingerprints taken outside of Nevada will be provided a fingerprint card and are responsible for submitting the fingerprint card and fee to the NDPS.
 - ii. A fingerprinting waiver (provided by the Board Office) and proof that the fingerprints were sent to the Nevada Department of Public Safety (NDPS) must be submitted to the Board office before ~~registration~~ *provisional licensure* will be completed. Without proof of fingerprinting, ~~registration~~ *provisional licensure* cannot be completed with a grace period pending the Board office's receipt of the final background check report, which generally takes 4 to 8 weeks from fingerprint submission.
 - iii. A background check that reflects a finding of an arrest, conviction, or registration on the sexual offender's registry shall be reviewed by the Board's background check review panel in accordance with established procedures.
 - c. Supervised Practice Plan (SPP). Psychological assistant candidates shall submit a completed Supervised Practice Plan, by which the psychological assistant candidate and the supervisor acknowledge the training requirements.
 - d. Employment Agreement (NAC 641.153).
 - i. The Board requires an employment agreement to ensure that appropriate standards are in place for the supervision of the psychological assistant, that the supervisor is qualified, and that the supervisor and psychological assistant have agreed to terms relating to salary, supervision, and workload.
 - ii. An employment agreement must acknowledge that the psychological assistant's employment complies with the Board's adopted regulations relating to the practice of psychological assistants.
 - iii. A psychological assistant is entitled to be paid a fixed wage on a periodic basis and may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan, or a percentage of the fees received. A psychological assistant may not receive fees for professional services except as the agent of the employing supervisor or agency.
4. Supervision
- a. A psychological assistant shall be employed by the supervisor. If not employed by the supervisor, the psychological assistant must be subject to the control and direction of a

supervisor who is affiliated with the same agency or institution at which the psychological assistant works. Evidence of the supervisor's contractual relationship with the agency or institution must be submitted to the Board along with the SPP and employment agreement.

- b. Supervisors of psychological assistants shall:
 - i. Employ methods of proper and diligent oversight of a psychological assistant under their supervision to meet their ethical and legal responsibilities. Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological assistant commensurate with the psychological assistant's professional developmental level.
 - ii. Maintain primary responsibility for the psychological assistant's treatment plan for each client and patient the psychological assistant treats or assesses.
 - iii. Review and sign all clinical documentation, including, but not limited to, reports, treatment plans, and progress notes for all services the psychological assistant provides, including, but not limited to, those services for which reimbursement will be sought under the State Plan for Medicaid.
 - iv. Be available to the psychological assistant while the psychological assistant is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider to be on site in the case of the supervisor's absence.
 - v. Provide a full-time psychological assistant with at least 1 hour of face-to-face individual supervision each week or a proportional level of supervision for a part-time psychological assistant.
- c. Supervisor Qualifications. A psychological assistant's primary supervisor must:
 - i. be licensed by the Board; and
 - ii. have appropriate and sufficient training that provides the ability to provide competent clinical supervision, including:
 - 1. 15 Continuing Education Credits in clinical supervision, half of which may be obtained via self-study, from an approved accrediting agency.
 - 2. One semester of supervised clinical supervisory experience.
A psychological assistant may provide clinical supervision to a junior psychological assistant, psychological intern, or psychological trainee under the supervision of a supervising psychologist as part of a graduate-level supervision course or other formal training plan to develop supervision competencies.
 - 3. A formal graduate course in clinical supervision.
 - 4. A combination of the above that are equivalent to any one of the above.
- d. A psychologist who has not had training as provided above may submit the training experience that psychologist has had for the Board's equivalency evaluation for purposes of being able to provide clinical training.

- e. The Board does not preapprove supervisors and does not assist with finding a supervisor for a candidate.
 - f. Change of supervision. Any change of supervisor must be submitted to the Board Office with a new SPP and employment agreement. The requested change may be referred to the Board for approval at the Executive Director's discretion.
 - g. Where applicable, the term "supervisor," as used in this procedure and Nevada Administrative Code, includes primary and secondary supervisors.
5. Expiration or Withdrawal of Application
- a. An application ~~to register~~ *for provisional licensure* as a psychological assistant is valid for two years.
 - b. An application ~~to register~~ *for provisional licensure* as a psychological assistant shall be deemed withdrawn and all fees forfeited if ~~registration~~ *provisional licensure* is not completed within 2 years after the date on which the Board first received the application materials.
 - c. If an application is deemed withdrawn, the applicant may reapply and must pay any application fees in effect at the time of reapplication.
6. Expiration and/or Renewal of Application/~~Registration~~ *Provisional Licensure* (NAC 641.151)
- a. Once ~~registered~~ *provisionally licensed* as a psychological assistant, ~~registration~~ *provisional licensure* is valid for one year after the date of ~~registration~~ *provisional licensure*. A candidate may indicate upon initial application that the ~~registration~~ *provisional licensure* is for two years. This must be noted on the SPP and, if applicable, the employment agreement.
 - b. To renew ~~registration~~ *provisional licensure* for an additional year beyond the initial ~~registration~~ *provisional licensure* period, the psychological assistant shall, on or before the expiration of the ~~registration~~ *provisional licensure*:
 - i. submit a request, in writing, to the Board office that includes confirmation that the supervisor of record, supervised practice plan, and employment agreement will not change;
 - ii. Pay the \$150 ~~registration~~ *provisional licensure* renewal fee pursuant to NAC 641.019; and
 - iii. Provide any other information the Board may require to complete the renewal.

Requests to renew ~~registration~~ *provisional licensure* for an additional year beyond the initial ~~registration~~ *provisional licensure* period shall be processed by the Board Office, but may be referred to the Board at the Executive Director's discretion.
 - c. Where renewal would result in a psychological assistant being ~~registration~~ *provisional licensure* for more than three years, Board approval is required.
 - d. A psychological assistant who has obtained the required amount of postdoctoral supervised experience in another jurisdiction, but has not completed the other requirements for licensure as a psychologist, must ~~register~~ *be provisionally licensed* as a psychological assistant. Unless otherwise approved by the Board, ~~registration~~ *provisional*

licensure under those circumstances shall not be approved if it would cause the psychological assistant to be ~~registered~~ *provisionally licensed* for more than 2 years.

7. Requirements for Licensure as a Psychologist

- a. Supervised Hours. To be considered for licensure, a psychological assistant shall accrue not less than 1,750 supervised hours. The Board shall monitor progress through the submission and review of quarterly hour logs. Logs may be submitted electronically, by mail, or in person at the Board office.

b. Exams

- i. EPPP Part-1. Candidates may take the EPPP Part-1 at any time as a ~~registered~~ *provisionally licensed* psychological intern (*upon approval*) or psychological assistant. *Candidates must* contact the Board office to request access to register for the exam.
- ii. EPPP Part-2. Candidates who have passed the EPPP Part-1, are a ~~registered~~ *provisionally licensed* psychological assistant, have accrued at least 1,400 of the required 1,750 training hours, and are required to take the EPPP-2, may request *from the Board office* access to register for the EPPP Part-2.
- iii. Nevada State Examination in Psychology (Jurisprudence and Ethics). ~~Registered~~ *Provisionally licensed* psychological assistants who have accrued at least 1,400 of the required 1,750 training hours may apply to take the state exam. Qualifying psychological assistants will need to contact the Board office for information *on taking the state exam*.

8. A psychological assistant candidate's failure to ~~register~~ *become provisionally licensed* may result in:

- a. any hours accrued in Nevada prior to ~~registration~~ *provisional licensure* not being accepted for licensure; and
- b. Board action against a candidate for unlicensed practice in the state and the supervising psychologist for supporting unlicensed activity.

Revision History

Adopted August 13, 2021; revised May 10, 2024; revised May 9, 2025; *revised August 22, 2025*

Addenda

- 1. Addendum A - Employment Contract Guidelines
- 2. *Addendum B – Clinical Supervisor Handbook*

ADDENDUM A – Employment Contract Guidelines

1. An [employment] contract serves as the foundation for establishing the supervisory relationship by specifying the roles, tasks, responsibilities of supervisee and supervisor and performance expectations of the supervisee (Bernard & Goodyear, 2014; Osborn & Davis, 2009; Thomas, 2007, 2010).
2. Content
 - a. Content, method, and context of supervision— logistics, roles, and processes
 - i. Who is the primary supervisor, who are the secondary supervisors (if any)
 - ii. When will supervision be held
 - iii. In addition to individual supervision, what other methods of supervision shall be utilized (group, didactics)
 - b. Roles and expectations of the supervisee and the supervisor, and supervisee goals and tasks.
 - i. When is the supervisor available
 - ii. What are the clinical and non-clinical responsibilities of the supervisee
 - iii. What are the hours the supervisee will be expected in the office
 - iv. What are the training goals of the supervisee
 - c. Criteria for successful completion and processes of evaluation with sample evaluation instruments and competency documents.
 - i. How will you evaluate your supervisee's progress?
 - ii. How will you determine competency of your supervisee?
 - iii. This is not needed for the board, but should be a part of your contract for informed consent of your student
 - d. Payment contract (Required)
 - i. What will your supervisee be paid for their work.
 - ii. What are the policies of your organization for time off, vacation, medical leave, and how your supervisee can request time off.

See the “APA Guidelines for Clinical Supervision in Health Service Psychology” for additional information.

ADDENDUM B

Clinical Supervisor Handbook



STATE OF NEVADA

BOARD OF PSYCHOLOGICAL EXAMINERS

Clinical Supervisor Handbook

Purpose

The State of Nevada Board of Psychological Examiners (the Board) has created this Supervisor Handbook as a guide for Clinical Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.¹ The Supervisor Handbook and associated Nevada regulations and rules for clinical supervision have been created to safeguard public welfare by ensuring that high-quality training is provided for Psychological Assistants, Psychological Interns, and Psychological Trainees, and that exceptional services are delivered to the public. These rules and regulations are designed to ensure that clinical supervision methods align with the training level of the supervisee, and to emphasize the importance of both effective training and the protection of the supervisee throughout the supervisory process.

Supervisor Qualifications – [NAC 641.1519](#)

A Psychologist is qualified to provide clinical supervision of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee if that Psychologist:

- Is licensed by the Board to practice Psychology.
- Has appropriate and sufficient training that provides the ability to provide competent clinical supervision, including:
 - 15 Continuing Education Credits in clinical supervision, half of which may be obtained via self-study, from an approved accrediting agency.
 - One semester of supervised clinical supervisory experience.

A Psychological Assistant, Psychological Intern, or Psychological Trainee may provide clinical supervision to a junior Psychological Assistant, Psychological Intern, or Psychological Trainee under the supervision of a supervising Psychologist as part of a graduate-level

¹ Clinical supervision, as that term is used and addressed in this Supervisor Handbook, is specific to clinical supervision of Psychological Assistants, Psychological Interns, and Psychological Trainees. It does not include, and is expressly distinguished from, supervision / monitoring that is provided by a licensed psychologist to another licensed Psychologist under Board-imposed disciplinary measures, as disciplinary supervision / monitoring is subject to different rules.

supervision course or other formal training plan to develop supervision competencies.

- A formal graduate course in clinical supervision.
- A combination of the above that are equivalent to any one of the above.

A Psychologist who has not had training as provided above may submit the training experience that Psychologist has had for the Board's equivalency evaluation for purposes of being able to provide clinical training.

As used in this Handbook, the term "supervising Psychologist" is defined as a Psychologist who is qualified to provide clinical supervision of a Psychologist Assistant, Psychological Intern, and/or Psychological Trainee.

Supervision Requirements – [NAC 641.15195](#), [641.152](#), [641.154](#), [641.157](#)

Psychological Assistants and Psychological Interns must be employed by: (1) the supervising Psychologist; or (2) the agency or institution with which the supervising Psychologist is affiliated.

- Psychological Assistants and Psychological Interns must be paid a salary/stipend in equal amounts on a fixed schedule over the course of the training. The amounts paid to a Psychological Assistant or Psychological Intern may not be based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan, or a percentage of fees received.²
- If a Psychological Assistant or Psychological Intern is employed by an agency or institution with which the supervising Psychologist is affiliated, the supervising Psychologist must provide the Board with evidence of the supervising Psychologist's affiliation with the agency or institution.
- Psychological Assistants and Psychological Interns are not permitted to be independent contractors of the supervising Psychologist or agency for whom/which the supervising Psychologist works.
- Supervising Psychologists are not permitted to accept compensation from a Psychological Assistant, Psychological Intern, or Psychological Trainee for providing clinical supervision.

A supervising Psychologist is required to:

- Employ methods and modes of proper and diligent oversight of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee who is under that supervising Psychologist's supervision to meet the applicable ethical and legal responsibilities. The methods of proper and diligent oversight must include the

² Psychological Trainees who are paid are subject to the same salary/stipend requirements.

implementation of policies and procedures that ensure the accessibility of the supervising Psychologist to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee commensurate with the professional developmental level of the particular supervisee.

- Maintain primary responsibility for the treatment plan of each client and patient that the Psychological Assistant, Psychological Intern, or Psychological Trainee treats or assesses.
- Review and sign all clinical documentation, including but not limited to reports, treatment plans, and progress notes, for all services the Psychological Assistant, Psychological Intern, and/or Psychological Trainee provides, and including services for which reimbursement will be sought under the State Plan for Medicaid.
- Be available to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee while the supervisee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.
- Provide the following:
 - For a full-time Psychological Assistant, at least 1 hour of individual supervision for each 40 hours worked in a week or, if the Psychological Assistant works less than 40 hours in a week or a proportional level of supervision for a Psychological Assistant who works less than 40 hours in a week.
 - For a Psychological Intern, at least 4 hours of supervision each week, at least 2 hours of which must be face-to-face individual supervision by the licensed Psychologist supervisor(s) with primary professional responsibility for the cases on which face-to-face individual supervision is provided. A proportional level of supervision may be provided to a Psychological Intern who works less than 40 hours in a week.
 - For a Psychological Trainee, at least 1 hour per week of individual supervision for every 10 hours of service delivery (activities that involve direct contact with a client) per week. At least one-half of the individual supervision each week must be provided by the supervisor, and not more than 1 hour of supervision each week may be provided by a Psychological Assistant or Psychological Intern.

Supervision Types and Limitations – [NAC 641.152](#), [641.158](#)

Supervision Types. In addition to providing direct supervision, a supervising Psychologist may use a nested supervision model and may provide for specific skill training:

- *Nested Supervision Model:* A supervising Psychologist may use a nested supervision model, such as clinical supervision of a Psychological Trainee or Psychological Intern by a Psychological Intern or Psychological Assistant, so long as the supervising Psychologist's case supervision responsibility does not exceed a total of 4 full time equivalent supervisees (up to 40 hours per work week). A supervising Psychologist who uses a nested model of supervision must, at least once a week, engage in supervision activities with a Psychological Assistant or Psychological Intern who is providing clinical supervision.
- *Specific Skill Training:* a supervising Psychologist of a Psychological Assistant, Psychological Intern, or Psychological Trainee may assign the supervisee to a specialist, including a person licensed/certified in Nevada as a Psychiatrist, Behavior Analyst, Social Worker, Marriage and Family Therapist, Clinical Professional Counselor, or Alcohol and Drug Counselor; provided, however, that not more than one-quarter (25%) of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists.

Supervision Limitations. A supervising Psychologist may only supervise the number of Psychological Assistants, Psychological Interns, and/or Psychological Trainees for which adequate clinical supervision can be provided.

- A supervising Psychologist may provide clinical supervision to a combination of *not more than* four full-time equivalent Psychological Assistants, Psychological Interns, Psychological Trainees, or other interns licensed, registered or certified, as applicable, under NRS Chapter 641A, 641B, or 641C at the same time.
- A supervising Psychologist shall not provide clinical supervision to anyone with whom the supervising Psychologist has a familial or other multiple relationship.

Appendix A

Application and Registration Process:
Psychological Assistants, Psychological Interns, and Psychological Trainees

Appendix B

NAC Chapter 641 – Supervision Provisions

APPENDIX A

Application and Registration Process: Psychological Assistants, Psychological Interns, and Psychological Trainees

All who apply to register with the Board for supervised training – Psychological Assistants, Psychological Interns, and Psychological Trainees – are required to provide to the Board:

- ☐ A \$150 application fee;
- ☐ A Fingerprint submission verification and a signed Fingerprinting / Background Check Waiver;
- ☐ A signed Open Meeting Law Waiver;
- ☐ A Supervised Practice Plan (SPP);
- ☐ An Employment Agreement;
- ☐ A registration fee; and
- ☐ Any other documents or information the Board deems necessary to make a determination of eligibility for registration.

Upon applying for registration with the Board as a Psychological Assistant, Psychological Intern, or Psychological Trainee, each applicant will receive from the Board a “Welcome Packet” with an explanation regarding and instructions for the registration requirements, as well as any forms that the applicant is required to complete and return to the Board office.³

Psychological Assistants.

A Psychological Assistant is one who is obtaining postdoctoral supervised clinical experience that is required for licensure. Psychological Assistants must be registered with the Board under the supervision of a Psychologist who meets the qualifications required for supervising Psychologists.

Those seeking to register with the Board as a Psychological Assistant may apply for registration with the Board once all requirements for the applicant’s doctoral degree have been met and, preferably, after finding a supervising Psychologist. In addition to

³ When an applicant identifies a supervising Psychologist, the Board office generally copies the supervising Psychologist on its communications with the applicant for the purpose of keeping the supervising Psychologist informed on the applicant’s progress through the application and registration process.

the requirements for registration listed above, an applicant for registration as a Psychological Assistant must:

- ☐ Complete a PLUS application / report⁴; and
- ☐ Pay a \$150 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Assistant's registration is valid for one (1) year unless the application, SPP, and employment agreement indicate that the term of postdoctoral employment is for two (2) years. Registration as a Psychological Assistant may be renewed for an additional year upon written request to the Board and payment of a \$150 registration extension fee; however, registrations that extend beyond three (3) years require Board approval.

Psychological Interns.

A Psychological Intern is one who is in a doctoral training program in psychology approved by the Board in both subject matter and extent of training, and who wishes to engage in a predoctoral clinical internship pursuant to the training program's requirements. A Psychological Intern may register with the Board as a Psychological Intern, unless the Psychological Intern's services will be billed to Medicaid, in which case the Psychological Intern must register with the Board. Psychological Interns who are registered with the Board must be under the supervision of a psychologist who meets the qualifications required for supervising Psychologists.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Intern must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training;
- ☐ Complete a PLUS application / report⁵; and
- ☐ Pay a \$75 registration fee (a fee that is separate from and in addition to the application fee).

⁴ PLUS is an acronym for the Psychology Licensure Universal System, which is administered by the Association of State and Provincial Psychology Boards (ASPPB), and through which a Psychological Assistant applicant's educational program, internship, and professional references are verified.

⁵ A Psychological Intern applicant's educational program and professional references are verified through his or her PLUS report.

A Psychological Intern's registration is valid for two (2) years unless otherwise approved by the Board, and may be renewed for an additional year upon written request to the Board and payment of a \$75 registration extension fee.

Psychological Trainees.

A Psychological Trainee is one who is in a doctoral training program in Psychology approved by the Board in both subject matter and extent of training, and who wishes to perform professional activities or services under the clinical supervision of a Nevada-licensed Psychologist. A Psychological Trainee may register with the Board as a Psychological Trainee, but is **not required** to register with the Board as a Psychological Trainee unless the Psychological Trainee's services will be billed to Medicaid, in which case the Psychological Trainee must register with the Board. Psychological Trainees who are registered with the Board must be under the supervision of a Psychologist who meets the qualifications required for supervising Psychologists.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Trainee must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training; and
- ☐ Pay a \$30 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Trainee's registration is valid for two (2) years. Upon written request to the Board and payment of the \$30 registration extension fee, a Psychological Trainee's registration may be renewed once for a two (2) year period and a second time for one (1) year.

APPENDIX B

For Informational Purposes Only

The following is an unofficial recitation of NAC Chapter 641's Provisions regarding Supervision that integrates the approved revisions of [R002-24](#) with the version of NAC Chapter 641 that is [currently published and publicly available](#). The Nevada Board of Psychological Examiners offers this version of the select provisions of NAC Chapter 641 that concern supervision for informational purposes only pending the Legislative Counsel Bureau's publication of NAC Chapter 641 with the approved amendments in R002-24 integrated and codified.

NAC Chapter 641 – Supervision Provisions (NAC 641.1506 – 641.168)

PSYCHOLOGICAL ASSISTANTS, INTERNS AND TRAINEES; UNLICENSED PERSONNEL

General Provisions

- [641.1506](#) Definitions.
- [641.15065](#) Face-to-face” defined.
- [641.1507](#) “Supervisor” defined.

Psychological Assistants, Interns and Trainees

- [641.151](#) Psychological assistants: Registration.
- [641.1515](#) Psychological interns: Registration.
- [641.1516](#) Psychological trainees: Registration.
- [641.15165](#) Psychological assistants, interns and trainees: Application for registration deemed withdrawn; reapplication.
- [641.1517](#) Psychological interns and trainees: Agreement between supervisor and doctoral training program.
- [641.1519](#) Qualifications of supervisor.
- [641.15195](#) Powers and duties of supervisor.
- [641.152](#) Psychological assistants, interns and trainees: Requirements for supervision and control of work; assignment to specialist for specific skill training.
- [641.153](#) Agreement regarding employment.
- [641.154](#) Requirements for payment of stipend, wages or fees; compensation of supervisor; emphasis of supervision.
- [641.1565](#) Supervision involving potential conflict of interest prohibited.
- [641.1567](#) Duties of supervisor regarding preparation and maintenance of records and notification of Board.

- [641.157](#) Duties of supervisor regarding meetings and face-to-face individual supervision; documentation; grounds for discipline of supervisor for failure to comply.
- [641.158](#) Limitations on number of assistants, interns, trainees and supervisors; limitation on number of training sites for psychological trainees.
- [641.159](#) Log of supervised experience.
- [641.161](#) Responsibility to inform clients of status of assistant, intern or trainee; ethical and legal responsibility of supervisor for professional activities of assistant, intern or trainee; restrictions on advertising or listing.

Unlicensed Personnel

- [641.168](#) Psychological testing.

PSYCHOLOGICAL ASSISTANTS, INTERNS AND TRAINEES; UNLICENSED PERSONNEL

General Provisions

NAC 641.1506 Definitions. ([NRS 641.100](#)) As used in [NAC 641.1506](#) to [641.168](#), inclusive, the words and terms defined in [NAC 641.15065](#) and [641.1507](#) have the meanings ascribed to them in those sections.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15065 “Face-to-face” defined. ([NRS 641.100](#)) “Face-to-face” means an in-person interaction or an interaction through the use of audiovisual communication technology, not including standard telephone, facsimile or electronic mail.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1507 “Supervisor” defined. ([NRS 641.100](#)) “Supervisor” means a psychologist who supervises a psychological assistant, psychological intern or psychological trainee pursuant to this chapter, whether or not he or she seeks reimbursement under the State Plan for Medicaid for the services rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#).

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R209-09, 10-15-2010; R111-13, 10-24-2014; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.017)

Psychological Assistants, Interns and Trainees

NAC 641.151 Psychological assistants: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A person must register with the Board as a psychological assistant if the person wishes to obtain any postdoctoral supervised experience that is required pursuant to paragraph (b) of

subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) for licensure as a psychologist by submitting the appropriate application to the Board.

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological assistant only after he or she graduates with a doctoral degree from:

(a) A training program which is accredited by the American Psychological Association or a program which meets the requirements of:

(1) [NAC 641.061](#) if the applicant graduated before January 1, 2018; or

(2) [NAC 641.062](#) if the applicant graduated on or after January 1, 2018; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Initial registration as a psychological assistant is valid for 1 year. Except as otherwise provided in subsection 4, a psychological assistant may not renew his or her registration if it would cause the psychological assistant to be registered as a psychological assistant for more than 3 years unless otherwise approved by the Board.

4. A person who has obtained the amount of postdoctoral supervised experience required pursuant to paragraph (b) of subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) in the District of Columbia or another state or territory of the United States, but has not completed the other requirements for licensure as a psychologist, must register as a psychological assistant. A psychological assistant may not renew his or her registration pursuant to this subsection if it would cause the psychological assistant to be registered as a psychological assistant for more than 2 years unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; 1-24-94; 12-28-95; R089-03, 1-18-2005; R117-08, 12-17-2008; R209-09, 10-15-2010; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1515 Psychological interns: Registration. ([NRS 641.100](#), [641.170](#))

1. Unless the person is participating in a federally-regulated internship program, a person may register with the Board as a psychological intern by submitting the appropriate application to the Board if the person wishes to obtain any predoctoral supervised experience that is required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#).

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological intern only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.061](#) or [641.062](#), as applicable; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Registration as a psychological intern is valid for 2 years unless otherwise approved by the Board.

4. After a psychological intern has obtained the amount of predoctoral supervised experience required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#), he or she may not apply for renewal of his or her registration as a psychological intern.

(Added to NAC by Bd. of Psychological Exam'rs by R111-13, eff. 10-24-2014; A by R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1516 Psychological trainees: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological trainee only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.062](#); or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

2. Initial registration as a psychological trainee is valid for 2 years.

3. Registration as a psychological trainee may be renewed once for 2 years and for a second renewal period of 1 year unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15165 Psychological assistants, interns and trainees: Application for registration deemed withdrawn; reapplication. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. An application for registration as a psychological assistant, psychological intern or psychological trainee shall be deemed withdrawn if the application is not completed within 2 years after the date on which the Board first received the application materials.

2. If an application is deemed withdrawn pursuant to this section, the applicant may reapply for such registration and must pay any application fees in effect at the time of the reapplication.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1517 Psychological interns and trainees: Agreement between supervisor and doctoral training program. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A supervisor shall provide to the Board a copy of a written agreement between the supervisor and the doctoral training program of each psychological intern or psychological trainee whom he or she supervises. The agreement must include, without limitation:

(a) An outline of the skill level of the psychological intern or psychological trainee at the beginning of the supervised experience.

(b) The goals for the supervised experience of the psychological intern or psychological trainee.

(c) A format and procedure for reporting to the doctoral training program the following information concerning the psychological intern or psychological trainee:

- (1) His or her progress in building skills;
- (2) His or her progress toward meeting the goals specified in paragraph (b); and
- (3) Any areas requiring continued growth.

(d) An acknowledgment that the written agreement must be in place in order for the psychological intern or psychological trainee to:

- (1) Have lawful and ethical access to clients and the protected health information of clients; and
- (2) Use his or her supervised experience to make progress toward a degree, certification or license.

(e) The schedule of meetings between the supervisor and the psychological intern or psychological trainee relating to the supervision of the psychological intern or psychological trainee.

2. If a psychological intern or psychological trainee has multiple supervisors, the schedule of meetings included in the written agreement pursuant to paragraph (e) of subsection 1 must include the name of each supervisor of the psychological intern or psychological trainee who is scheduled to attend each meeting.

(Added to NAC by Bd. of Psychological Exam'rs by R038-16, eff. 12-21-2016; A by R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.1519 Qualifications of supervisor. ([NRS 641.100](#), [641.170](#))

1. A psychologist who wishes to serve as a supervisor of a psychological assistant, psychological intern or psychological trainee must:

- (a) Except as otherwise approved by the Board, be licensed by the Board to practice psychology; and
- (b) Have successfully completed the training in clinical supervision described in subsection 2.

2. Training in clinical supervision pursuant to paragraph (b) of subsection 1 may consist of any of the following:

- (a) Fifteen hours of continuing education concerning the supervision of psychological assistants, psychological interns and psychological trainees provided by an accrediting agency described in paragraph (b) of subsection 2 of NAC 641.136. Not more than one-half of those hours of continuing education may be obtained through self-study performed through such an accrediting agency.
- (b) One semester, or its equivalent as determined by the Board, of supervised supervisory experience as a psychological assistant, psychological intern or psychological trainee in a nested model of supervision as described in NAC 641.152
- (c) A formal graduate-level course in supervision.
- (d) Any combination of the training described in paragraphs (a), (b) and (c) that is determined by the Board pursuant to subsection 3 to be equivalent to the training described in paragraph (a), (b) or (c).

3. A psychologist who wishes to serve as a supervisor but has not successfully completed the training described in paragraph (a), (b) or (c) of subsection 2 may submit any combination of the training described in those paragraphs to the Board for review. The Board will approve the combination of training if it determines that the combination of training is equivalent to the training described in paragraph (a), (b) or (c) of subsection 2.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R117-08, 12-17-2008; R038-16, 12-21-2016; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.1563); ~~R002-24, 9-16-2024~~)

NAC 641.15195 Powers and duties of supervisor. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall employ methods of proper and diligent oversight of a psychological assistant, psychological intern or psychological trainee who is under his or her supervision to meet his or her ethical and legal responsibilities set forth in subsection 2 of [NAC 641.161](#). Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological assistant, psychological intern or psychological trainee commensurate with the professional developmental level of the psychological assistant, psychological intern or psychological trainee as required by the agreement submitted to the Board pursuant to [NAC 641.1517](#) or [641.153](#), as applicable. Such methods may include:

- (a) The physical presence of the supervisor;
- (b) Availability of or observation by the supervisor electronically or by fiber optics; and
- (c) Availability of another licensed medical or behavioral health provider affiliated with the site at which the psychological assistant, psychological intern or psychological trainee is providing services.

2. To ensure compliance with subsection 1, a supervisor may employ various modes and methods of supervision of a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation:

- (a) Individual supervision;
- (b) Group supervision;
- (c) Tracking the progress of clients and patients treated or assessed by the psychological assistant, psychological intern or psychological trainee;
- (d) Conducting therapy or an assessment with the psychological assistant, psychological intern or psychological trainee;
- (e) Discussing the cases of clients and patients with the psychological assistant, psychological intern or psychological trainee;
- (f) Directly observing the delivery of services by the psychological assistant, psychological intern or psychological trainee, either in person or through the use of a remote technology system which uses electronic, digital or other similar technology; or
- (g) Reviewing audio or video recordings of the delivery of services by the psychological assistant, psychological intern or psychological trainee.

3. A supervisor shall:

- (a) Maintain primary responsibility for the care plan of each client and patient treated or assessed by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (b) Review and sign all clinical documentation, including, without limitation, reports, treatment plans and progress notes, for all services provided by a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation, those services for which he or she is seeking reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#), as applicable.

4. Except as otherwise provided in this subsection, a supervisor shall be available to a psychological assistant, psychological intern or psychological trainee whom he or she supervises while the psychological assistant, psychological intern or psychological trainee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.

5. A supervisor shall provide to the Board:

- (a) Evidence of the manner in which he or she meets his or her supervisory duties as outlined in subsections 1 and 2.
- (b) Upon the registration of a psychological assistant, psychological intern or psychological trainee, a training plan that includes, without limitation, the policies the supervisor will put in place to ensure the availability of the supervisor or a designee thereof and the modes, methods, procedures or policies the supervisor intends to employ to ensure compliance with this section and [NAC 641.161](#).

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019; A by R121-21, 9-28-2022; ~~R002-24~~, 9/16/2024)

NAC 641.152 Psychological assistants, interns and trainees: Requirements for supervision and control of work; assignment to specialist for specific skill training. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in subsection 9, a psychological assistant or psychological intern may work only under the supervision and control of a psychologist who satisfies the requirements of [NAC 641.1519](#).
2. The Board hereby adopts by reference the following publications:
 - (a) The Standards of Accreditation for Health Service Psychology, as approved by the American Psychological Association in February 2015, which is available, free of charge, at the Internet address <https://www.apa.org/ed/accreditation/standards-of-accreditation.pdf>, or, if that Internet address ceases to exist, from the Board.
 - (b) Section C of the Implementing Regulations of the Commission on Accreditation of the American Psychological Association, as revised most recently by the Commission in February 2024, which is available, free of charge, at the Internet address <https://accreditation.apa.org/policies>, or, if that Internet address ceases to exist, from the Board.
3. If a publication adopted by reference in subsection 2 is revised, the Board will review the revision to determine its suitability for this State. If the Board determines that the revision is not suitable for this State, the Board will hold a public hearing to review its determination and give notice of that hearing within 90 days after the date of the publication of the revision. If, after the hearing, the Board does not revise its determination, the Board will give notice that the revision is not suitable for this State within 90 days after the hearing. If the Board does not give such notice, the revision becomes part of the publication adopted by reference pursuant to subsection 2.
4. Except as otherwise provided in subsection 9, a psychological trainee may work only under the supervision and control of a supervisor who is formally assigned by his or her home doctoral training program in compliance with required practicum training elements set forth in the publications adopted by reference in subsection 2.

5. Subject to the conditions set forth in this section and [NAC 641.161](#), a supervisor may use a nested model of supervision wherein:

- (a) A psychological assistant who is under the supervision of the supervisor supervises a psychological intern or psychological trainee; or
- (b) A psychological intern who is under the supervision of the supervisor supervises a psychological trainee.

6. A supervisor who uses a nested model of supervision described in subsection 5 shall, at least once each week, engage in supervision activities with a psychological assistant or psychological intern who is providing supervisions pursuant to paragraph (a) or (b) of subsection 5, as applicable. Such supervision activities:

- (a) May occur at a time other than when the psychological assistant or psychological intern is actively providing supervision; and
- (b) May include, without limitation:
 - (1) One-on-one or group supervision;
 - (2) Face-to-face supervision; and
 - (3) Didactic teaching.

7. The supervisor of a psychological assistant, psychological intern or psychological trainee is responsible for:

- (a) The adequate supervision of the psychological assistant, psychological intern or psychological trainee; and
- (b) The care plan of each client and patient treated or assessed by a psychological intern or psychological trainee under the supervision of the psychological assistant or psychological intern, as applicable, pursuant to subsection 5.

8. A supervisor shall ensure that:

- (a) A psychological trainee receives at least 1 hour of individual supervision for each 10 hours of service delivery per week. At least one-half of such individual supervision each week must be performed by the supervisor. Not more than 1 hour of such supervision each week may be performed by a psychological assistant or psychological intern in accordance with subsection 5. As used in this paragraph, "service delivery" means activities that involve direct contact with a client in person or through telehealth, as defined in NRS 629.515, as amended by section 1 of Assembly Bill No. 276, chapter 19, Statutes of Nevada 2023, at page 78.
- (b) A psychological intern receives at least 4 hours of supervision each week. At least 2 hours each week of such supervision must be face-to-face individual supervision by one or more psychologists who have an ongoing supervisory relationship with the psychological intern and primary responsibility for the cases on which the supervision is provided. The remainder of the supervision required by this paragraph may be provided in an individual or group setting by:

- (1) A psychologist; or
 - (2) A psychological assistant in accordance with subsection 5.
- (c) A psychological assistant receives at least 1 hour of individual supervision for each 40 hours worked in a week or, if the psychological assistant works less than 40 hours in a week, an amount of individual supervision that is proportionate to the amount of supervision that would be required if the psychological assistant worked 40 hours in the week.
9. For specific skill training, the supervisor of a psychological assistant, psychological intern or psychological trainee may assign the psychological assistant, psychological intern or psychological trainee to a specialist, including, without limitation, a person who is licensed in this State as a psychiatrist, behavior analyst, social worker, marriage and family therapist or clinical professional counselor or a person who is licensed or certified in this State as an alcohol and drug counselor. The specialist must have clearly established practice and teaching skills that are demonstrable to the satisfaction of the Board. Not more than one-quarter of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists. Any services submitted by a supervisor for reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of a psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#) while under the supervision of a specialist pursuant to this subsection must also be supervised by the supervisor.
10. A psychological assistant or psychological intern must be:
- (a) An employee of the supervisor; or
 - (b) If the psychological assistant or psychological intern is not employed by the supervisor and the supervisor is not employed by the agency at which the psychological assistant or psychological intern is based, a party to a written agreement with the supervisor and agency specifying payment terms and the role of the supervisor or training committee over the training of the psychological assistant or psychological intern, including, without limitation, acknowledgement by all parties that:
 - (1) The supervisor or training committee will have access to all patient medical records and full oversight and responsibility for the work and training plan of the psychological assistant or psychological intern; and
 - (2) The psychological assistant or psychological intern may not be an independent contractor of the supervisor or agency during the term of the contract.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; R089-03, 1-18-2005; R111-13, 10-24-2014; R133-17, 12-19-2018; R074-18, 1-30-2019; R115-19, 2-28-2022; *R002-24, 9-16-2024*)

NAC 641.153 Agreement regarding employment. ([NRS 641.100](#), [641.170](#)) An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and his or her employing supervisor or agency must:

1. Acknowledge that such employment complies with regulations adopted by the Board relating to the practice of psychological assistants or psychological interns, as applicable; and
2. Be submitted in writing to and approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.154 Requirements for payment of stipend, wages or fees; compensation of supervisor; emphasis of supervision. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in this subsection, a psychological assistant or psychological intern is entitled to be paid a stipend in equal amounts on a fixed schedule over the course of his or her training. The stipend may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received. An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and does not provide for the payment of a stipend may be approved by the Board pursuant to [NAC 641.153](#) if the Board determines that the agreement is in the best interest of the psychological assistant or psychological intern.

2. If a psychological trainee is paid, he or she must be paid a fixed wage on a periodic basis, and may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received.

3. A psychological assistant, psychological intern or psychological trainee may not receive fees for professional services except as the agent of his or her employing supervisor or agency.

4. Except as otherwise provided in this subsection, a supervisor may not accept compensation from a psychological assistant, psychological intern or psychological trainee for his or her supervision. In extenuating circumstances, the Board may approve the acceptance of such compensation by a supervisor. Any agreement concerning compensation of a supervisor by a psychological assistant, psychological intern or psychological trainee for his or her supervision must:

(a) Clearly establish which licensed mental health or behavioral health professional accepts responsibility for the practice of the psychological assistant, psychological intern or psychological trainee pursuant to subsection 2 of [NAC 641.161](#); and

(b) Be approved by the Board before it becomes effective.

5. A supervisor shall ensure that the emphasis of the supervised experience of a psychological assistant, psychological intern or psychological trainee whom he or she supervises is on training the psychological assistant, psychological intern or psychological trainee, as applicable, rather than on the raising of revenue by the psychological assistant, psychological intern or psychological trainee, as applicable.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.1565 Supervision involving potential conflict of interest prohibited. (NRS 641.100, 641.170)

1. A supervisor shall not supervise a psychological assistant, psychological intern or psychological trainee if that supervision involves a potential conflict of interest, including, without limitation, supervision of a psychological assistant, psychological intern or psychological trainee:

- (a) Who is a member of the supervisor's household;
- (b) Who is related to the supervisor by blood, adoption or marriage, within the third degree of consanguinity or affinity;
- (c) With whom the supervisor has had or is having a dating relationship;
- (d) With whom the supervisor has a financial or business relationship, including, without limitation, an agreement concerning compensation of the supervisor by the psychological assistant, psychological intern or psychological trainee for his or her supervision, unless the financial or business relationship is approved by the Board or authorized by [NAC 641.154](#); and
- (e) With whom the supervisor has a psychologist-patient relationship.

2. As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement. The term does not include a casual relationship or an ordinary association between persons in a business or social context.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.1567 Duties of supervisor regarding preparation and maintenance of records and notification of Board. (NRS 641.100, 641.170)

1. A supervisor shall prepare records that will enable him or her to:

- (a) Effectively train and evaluate each psychological assistant, psychological intern or psychological trainee whom he or she supervises; and
- (b) Accurately determine the number of hours of supervised experience obtained by each psychological assistant, psychological intern or psychological trainee whom he or she supervises.

2. A supervisor shall maintain all records relating to the supervision of a psychological assistant, psychological intern or psychological trainee, including, without limitation, the records required to be maintained pursuant to [NAC 641.1517](#), [641.157](#), [641.159](#) and [641.219](#), for not less than 5 years after the last date of supervision. Upon request, such records must be available for inspection by the Board.

3. A supervisor shall notify the Board within 10 days after his or her supervision of a psychological assistant, psychological intern or psychological trainee is completed or terminated.

4. A supervisor shall notify the Board of any change in his or her residential address or business address within 30 days after the change.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.157 Duties of supervisor regarding meetings and face-to-face individual supervision; documentation; grounds for discipline of supervisor for failure to comply. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall meet individually with the psychological assistant, psychological intern or psychological trainee whom he or she supervises commensurate with the professional development level of the psychological assistant, psychological intern or psychological trainee.

2. A supervisor shall provide a full-time psychological assistant whom he or she supervises with at least 1 hour of face-to-face individual supervision each week or a proportional level of supervision for a part-time psychological assistant.

3. A supervisor shall provide a full-time psychological intern whom he or she supervises with at least the number of hours of face-to-face individual supervision each week required pursuant to subparagraph (2) of paragraph (q) of subsection 5 of [NAC 641.080](#) or a proportional level of supervision for a part-time psychological intern.

4. A supervisor shall provide a psychological trainee whom he or she supervises with at least 1 hour of face-to-face individual supervision each week for every 10 hours of placement of the psychological trainee at his or her assigned training site.

5. The supervisor shall document the hours of face-to-face individual supervision provided pursuant to subsections 2, 3 and 4, as applicable.

6. A supervisor who does not adequately supervise a psychological assistant, psychological intern or psychological trainee is subject to disciplinary action by the Board for committing an unethical practice contrary to the interest of the public.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-7-82; A 8-3-88; R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.158 Limitations on number of assistants, interns, trainees and supervisors; limitation on number of training sites for psychological trainees. (NRS 641.100, 641.170)

1. A psychologist may serve as a supervisor to a combination of not more than four full-time equivalent psychological assistants, psychological interns, psychological trainees or other interns licensed, registered or certified, as applicable, under the provisions of [chapter 641A](#), [641B](#) or [641C](#) of NRS at the same time.

2. A psychologist shall not supervise:

- (a) A person described in subsection 1 with whom the psychologist has a familial or other multiple relationship; or
- (b) More persons described in subsection 1 than the psychologist is capable of ensuring adequate supervision.

3. A psychological assistant or psychological intern may not be employed by more than two supervisors at the same time.

4. A psychological trainee may not be assigned to more than two training sites at the same time.

5. As used in this section, "multiple relationship" means a professional relationship between a psychologist and another person where:

- (a) The psychologist and the other person currently have another type of relationship;
- (b) The psychologist is currently in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship; or
- (c) The psychologist plans to enter into another relationship in the future with the person with whom the psychologist is in a professional relationship or a person closely associated with or related to that person.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019; [R002-24, 9-16-2024](#))

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

"Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.159 Log of supervised experience. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee shall keep a regular log of supervised professional experience intended to meet the requirements of paragraph (d) of subsection 1 of [NRS 641.170](#).

2. The log must show:

- (a) The nature of the professional activities and services rendered by the psychological assistant, psychological intern or psychological trainee;
- (b) The population or clients served; and
- (c) Any supervisory contacts.

3. Entries to the log must be verified by the supervisor and the psychological assistant, psychological intern or psychological trainee.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.161 Responsibility to inform clients of status of assistant, intern or trainee; ethical and legal responsibility of supervisor for professional activities of assistant, intern or trainee; restrictions on advertising or listing. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee are responsible for informing clients of the status of the psychological assistant, psychological intern or psychological trainee.

2. The supervisor is ethically and legally responsible for:

- (a) All professional activities undertaken by the psychological assistant, psychological intern or psychological trainee;
- (b) The welfare of the patients and clients treated by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (c) The development in competency of any psychological assistant, psychological intern or psychological trainee under his or her supervision.

3. A psychological assistant, psychological intern or psychological trainee may not independently advertise or misrepresent himself or herself as independently licensed. When listed on any roster, panel or directory or named in any professional materials or correspondence,

a psychological assistant, psychological intern or psychological trainee must indicate his or her title and status as a psychological assistant, psychological intern or psychological trainee and the name of his or her supervisor.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

Unlicensed Personnel

NAC 641.168 Psychological testing. ([NRS 641.100](#))

1. A licensed psychologist may have personnel who are not licensed pursuant to [chapter 641](#) of NRS perform the following types of psychological testing under the psychologist's direct supervision and periodic observation:

- (a) Objective written psychological tests may be administered and scored only by a person who has successfully completed training to administer and score such tests.
- (b) Objective tests that require a response other than in writing may be administered and scored only by a school psychologist or a person who has completed the training in psychometrics that is required for a master's degree.
- (c) Projective tests may be administered and scored only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to administer and score such tests.

2. The results of a psychological test may be interpreted only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to interpret such a test.

3. The supervising psychologist is responsible at all times for the actions of the personnel who administer, score and interpret such psychological tests.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-11-94; *A by R002-24; 9-16-2024*)



POLICY OF THE ~~STATE OF~~ NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

Psychological Intern (*Pre-Doctoral*) Application and ~~Registration~~ *Provisional Licensure* Policy and Procedures

Purpose

The Nevada State Board of Psychological Examiners ("Board") has adopted this policy and accompanying forms and procedures to establish the process for *the* application and ~~registration~~ *provisional licensure* as a psychological intern.

Procedure

1. General

- a. A person who is in a doctoral training program in psychology approved by the Board in both subject matter and extent of training and who wishes to engage in a predoctoral internship pursuant to the requirements of the training program may ~~register with~~ *be provisionally licensed by* the Board as a psychological intern. (NRS 641.226, NAC 641.1515)
- b. ~~Registration~~ *Provisional licensure* as a psychological intern is not mandatory unless participating in a federally-regulated internship program. (NAC 641.1515)
- c. The Board recommends participation in an internship program that is accredited by the American Psychological Association (APA). An internship that is not APA-accredited must include training that complies with Nevada Administrative Code (NAC) Chapter 641, and specifically NAC 641.080, such as that of the Association of Psychology Postdoctoral and Internship Centers (APPIC).
- d. ~~Unless otherwise approved by the Board, a~~ A person may be ~~registered~~ *provisionally licensed* as a psychological intern only after providing proof of being currently enrolled in a doctoral program that is accredited by the American Psychological Association or is equivalent to an APA-accredited program. Accredited institutions may also include:
 - i. In the United States, all institutions which are regionally accredited by regulatory bodies approved by the Council for Higher Education Accreditation and the United States Department of Education;
 - ii. In Canada, all institutions holding membership in the Association of Universities and Colleges of Canada; or
 - iii. In any other country, all institutions accredited by the respective official organization having such authority.

- e. Eligible candidates wishing to ~~register~~ *be provisionally licensed* as a psychological intern must do so under the license of a Nevada psychologist who will serve as the primary supervisor. Any activity or service performed by a psychological intern must be performed under the supervision of a psychologist in accordance with the Board's adopted regulations.
- f. *Psychological Intern* candidates are encouraged to apply for ~~registration~~ *provisional licensure* once all requirements have been met *[NAC 641.1515]* and a supervisor found. ~~Registration~~ *Provisional licensure* can take a minimum of three weeks to complete and may take eight weeks or more.
- g. It is the psychological intern candidate's responsibility to ensure all provisions of Nevada state laws and regulations, as well as this policy and accompanying procedures, have been met and approved by the Board and/or its designee prior to providing psychological services and accruing training hours.

2. Application.

- a. Those who wish to apply ~~to register~~ *for provisional licensure* as a psychological intern may submit their applications online, by mail, or in person at the Board office. A \$150 application fee must accompany the application.
- b. Upon the Board office's approval of the psychological intern candidate's application, the Board office shall provide the psychological intern with a ~~registration~~ *provisional license* number, after which the psychological intern may begin providing services and accruing training hours. Should a psychological intern candidate's application indicate the need for referral to the Board's Application Tracking Equivalency and Mobility (ATEAM) ~~Committee review process~~, *registration provisional licensure* shall not be approved and hours shall not be accrued until the ATEAM ~~Committee~~ reviews and approves the application, and the psychological intern candidate has otherwise satisfied the requirements for ~~registration~~ *provisional licensure*. Additional information regarding the Board's ATEAM ~~Committee and its~~ Procedures is provided below and is available in the Board's written Application Tracking Equivalency and Mobility (ATEAM) ~~Committee~~ Procedures.
- c. ~~Registration~~ *Provisional licensure* requires submission of information and/or documents including, but not limited to:
 - i. Verification of Credentials including, but not limited to, education, conduct, and character references;
 - ii. Verification of fingerprinting, generally in the form of a dated receipt from a recognized fingerprinting provider;
 - iii. Fingerprinting / background check waiver;

- iv. ~~Registration~~ **Provisional licensure** fee (\$75) for the initial ~~Registration~~ **Provisional licensure** of a psychological intern (the ~~Registration~~ **Provisional licensure** fee is separate from the application fee);
 - v. Supervised Practice Plan (SPP);
 - vi. Employment Agreement;
 - vii. Training Program Verification Form; and
 - viii. Any other documents or information the Board deems necessary to make a determination of eligibility for ~~Registration~~ **Provisional licensure**, which may include, but is not limited to, educational transcripts, course guides, and/or course syllabi.
- d. Psychological intern candidates:
- i. Whose applications do not require ATEAM review and approval shall be provided a 60-day grace period to complete the process of credential verification through the Psychology Licensure Universal System (PLUS) report and, if necessary, for the return of their background check results; and
 - ii. whose applications have received ATEAM review and approval but have not yet satisfied the background check requirements shall be provided a 60-day grace period for the return of their background check results.

If a psychological intern who is provided a 60-day grace period fails to complete and submit the PLUS report and/or satisfy the background check requirements within the grace period, that psychological intern's ~~Registration~~ **Provisional licensure** may be suspended. The Board office may provide an extension to the grace period when appropriate.

- e. If, upon receipt of the application, PLUS report, or background check report, any potentially disqualifying information is found, the ~~Registration~~ **Provisional licensure** may be suspended until a determination on that information is made. Such determination may require referral to the ATEAM ~~Committee~~ and/or Board. Examples of reasons for suspension of ~~Registration~~ **Provisional licensure** and/or referral to the ATEAM/Board include, but are not limited to:
 - i. Educational program is not accredited by the American Psychological Association (APA); and/or
 - ii. A significant finding on the background check report.
 - f. **Provisional licensure** suspension ~~of registration~~ prohibits a psychological intern from providing any services or accruing any training hours until the matter is resolved and the Board office notifies the psychological intern accordingly.
3. ~~Registration~~ **Provisional Licensure** Packet Defined.
- a. Credential Verification / PLUS Report. The Board shall verify the educational program and professional references through PLUS, ~~administered by~~ **which** the Association of State and Provincial Psychology Boards (ASPPB) **administers**. The psychological intern candidate is responsible for any costs associated with the use of PLUS.

- b. Background Check / Fingerprinting. In accordance with Nevada state law (NRS 641.226), all psychological intern candidates are required to pass a criminal background check.
 - i. Fingerprints shall be taken at an approved location and at the candidate's own expense.
 - 1. Fingerprints taken in Nevada are generally submitted electronically to the Nevada Department of Public Safety (NDPS) by the agency taking the fingerprints.
 - 2. Applicants having their fingerprints taken outside of Nevada will be provided a fingerprint card and are responsible for submitting the fingerprint card and fee to the NDPS.
 - ii. A fingerprinting waiver (provided by the Board Office) and proof that the fingerprints were sent to the Nevada Department of Public Safety (NDPS) must be submitted to the Board office before ~~registration~~ *provisional licensure* will be completed. Without proof of fingerprinting, ~~registration~~ *provisional licensure* cannot be completed with a grace period pending the Board office's receipt of the final background check report, which generally takes 4 to 8 weeks from fingerprint submission.
 - iii. A background check that reflects a finding of an arrest, conviction, or registration on the sexual offender's registry shall be reviewed by the Board's background check review panel in accordance with established procedures.
- c. Supervised Practice Plan (SPP). Psychological intern candidates shall submit a completed Supervised Practice Plan, by which the psychological intern candidate and the supervisor acknowledge the training requirements.
- d. Employment Agreement (NAC 641.153).
 - i. The Board requires an employment agreement to ensure that appropriate standards are in place for the supervision of the psychological intern, that the supervisor is qualified, and that the supervisor and psychological intern have agreed to terms relating to salary, supervision, and workload.
 - ii. An employment agreement must acknowledge that the psychological intern's employment complies with the Board's adopted regulations relating to the practice of psychological interns.
 - iii. A psychological intern is entitled to be paid a fixed wage on a periodic basis and may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan, or a percentage of the fees received. A psychological intern may not receive fees for professional services except as the agent of the employing supervisor or agency.
- e. Training Program Verification Form. The psychological intern candidate's Director of Clinical Training (DCT) must complete the Training Program Verification Form. The form is used to verify that the candidate is ready to continue training and that the training program meets the minimum internship standards.

4. Supervision

- a. A psychological intern shall be employed by the supervisor. If not employed by the supervisor, the psychological intern must be subject to the control and direction of a supervisor who is affiliated with the same agency or institution at which the psychological intern works. Evidence of the supervisor's contractual relationship with the agency or institution must be submitted to the Board along with the SPP and employment agreement.
- b. Supervisors of psychological interns shall:
 - i. Employ methods of proper and diligent oversight of a psychological intern under their supervision to meet their ethical and legal responsibilities. Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological intern commensurate with the psychological intern's professional developmental level.
 - ii. Maintain primary responsibility for the psychological intern's treatment plan for each client and patient the psychological intern treats or assesses.
 - iii. Review and sign all clinical documentation, including, but not limited to, reports, treatment plans and progress notes, for all services the psychological intern provides, including, but not limited to, those services for which reimbursement will be sought under the State Plan for Medicaid.
 - iv. Be available to the psychological intern while the psychological intern is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider to be on site in the case of the supervisor's absence.
 - v. Provide regularly scheduled supervision and ensure that psychological interns:
 1. Have access to consultation and supervision while clinical services are being provided; and
 2. Receive not less than 4 hours per week of supervision, including not less than 2 hours per week of face-to-face individual supervision by one or more doctoral-level licensed psychologists who are involved in an ongoing supervisory relationship with the psychological intern and have primary professional responsibility for the cases on which face-to-face individual supervision is provided.
- c. Supervisor Qualifications. A psychological intern's primary supervisor must:
 - i. be licensed by the Board; and
 - ii. have appropriate and sufficient training that provides the ability to provide competent clinical supervision, including:

1. 15 Continuing Education Credits in clinical supervision, half of which may be obtained via self-study, from an approved accrediting agency.
2. One semester of supervised clinical supervisory experience.

A psychological intern may provide clinical supervision to a junior psychological intern or psychological trainee under the supervision of a supervising psychologist as part of a graduate-level supervision course or other formal training plan to develop supervision competencies.
3. A formal graduate course in clinical supervision.
4. A combination of the above that are equivalent to any one of the above.
- d. A psychologist who has not had training as provided above may submit the training experience that psychologist has had for the Board's equivalency evaluation for purposes of being able to provide clinical training.
- e. The Board does not preapprove supervisors and does not assist with finding a supervisor for a candidate.
- f. Change of supervision. Any change of supervisor must be submitted to the Board Office with a new SPP and employment agreement. The requested change may be referred to the Board for approval at the Executive Director's discretion.
- g. Where applicable, the term "supervisor," as used in this procedure and Nevada Administrative Code, includes primary and secondary supervisors.
5. Expiration or Withdrawal of Application
 - a. An application ~~to register~~ *for provisional licensure* as a psychological intern is valid for two years.
 - b. An application ~~to register~~ *for provisional licensure* as a psychological intern shall be deemed withdrawn and all fees forfeited if ~~to register~~ *for provisional licensure* is not completed within 2 years after the date on which the Board first received the application materials.
 - c. If an application is deemed withdrawn, the applicant may reapply and must pay any application fees in effect at the time of reapplication.
6. Expiration and/or Renewal of Application/~~Registration~~ *Provisional Licensure*
 - a. Once ~~registered~~ *provisionally licensed* as a psychological intern, registration is valid for two years after the date of registration and may not be renewed unless otherwise approved by the Board.
 - b. To renew ~~registration~~ *provisional licensure* for an additional year beyond the initial two year registration, the psychological intern must, on or before the expiration of the registration:
 - i. Submit a request, in writing, to the Board office that includes confirmation that the supervisor of record, supervised practice plan, and employment agreement will not change;
 - ii. Pay the \$75 ~~registration~~ *provisional licensure* renewal fee pursuant to NAC 641.019; and

- iii. Provide any other information the Board may require to complete the renewal.

Requests to renew ~~registration~~ *provisional licensure* beyond the initial registration period shall be processed by the Board Office but may be referred to the Board at the Executive Director's discretion.

- c. A psychological intern who has obtained the required amount of predoctoral supervised experience may not apply to renew ~~registration~~ *provisional licensure* as a psychological intern.
7. Requirements for Licensure as a Psychologist
- a. Supervised Hours. To be considered for licensure, and unless otherwise approved by the Board, a candidate shall accrue:
 - i. not less than 2,000 supervised hours as a psychological intern; and
 - ii. not less than 1,750 supervised hours as a psychological assistant.
 - b. Exams
 - i. EPPP Part-1. Candidates may take the EPPP Part-1 at any time as a ~~registered~~ *provisionally licensed* psychological intern (upon approval) or psychological assistant. ~~The candidate will need to~~ *Candidates must* contact the Board office to request access to register for the exam.
 - ii. EPPP Part-2. Candidates who have passed the EPPP Part-1, are a ~~registered~~ *provisionally licensed* psychological assistant, have accrued at least 1,400 of the required 1,750 training hours, and are required to take the EPPP-2, may request *from the Board office* access to register for the EPPP Part-2.
 - i. Nevada State Examination in Psychology (Jurisprudence and Ethics). ~~Registered~~ *Provisionally licensed* *psychological assistants* who have accrued at least 1,400 of the required 1,750 training hours may apply to take the state exam. Qualifying psychological assistants will need to contact the Board office for information *on taking the state exam*.
8. If a psychological intern candidate is required, but fails, to *become provisionally licensed* as a psychological intern *as required by NAC 641.1515*, it may result in the following:
- a. any hours accrued in Nevada prior to ~~registration~~ *provisional licensure* not being accepted for licensure; and
 - b. The Board may take action against a candidate for unlicensed practice in the state and the supervising psychologist for supporting unlicensed activity.

Revision History

Adopted: October 8, 2021; Revised May 10, 2024; revised May 9, 2025; *revised August 22, 2025*

Addenda

- 1. Addendum A - Employment Contract Guidelines
- 2. Addendum B – Clinical Supervisor Handbook*

ADDENDUM A – Employment Contract Guidelines

1. An [employment] contract serves as the foundation for establishing the supervisory relationship by specifying the roles, tasks, responsibilities of supervisee and supervisor and performance expectations of the supervisee (Bernard & Goodyear, 2014; Osborn & Davis, 2009; Thomas, 2007, 2010).
2. Content
 - a. Content, method, and context of supervision— logistics, roles, and processes
 - i. who is the primary supervisor, who are the secondary supervisors (if any)
 - ii. When will supervision be held
 - iii. In addition to individual supervision, what other methods of supervision shall be utilized (group, didactics)
 - b. Roles and expectations of the supervisee and the supervisor, and supervisee goals and tasks.
 - i. When is the supervisor available
 - ii. What are the clinical and non-clinical responsibilities of the supervisee
 - iii. What are the hours the supervisee will be expected in the office
 - iv. What are the training goals of the supervisee
 - c. Criteria for successful completion and processes of evaluation with sample evaluation instruments and competency documents.
 - i. How will you evaluate your supervisee's progress?
 - ii. How will you determine competency of your supervisee?
 - iii. This is Not needed for the board, but should be a part of your contract for informed consent of your student
 - d. Payment contract (Required)
 - i. What will your supervisee be paid for their work.
 - ii. What are the policies of your organization for time off, vacation, medical leave, and how your supervisee can request time off.
3. See the “APA Guidelines for Clinical Supervision in Health Service Psychology” for additional information.

ADDENDUM B

Clinical Supervisor Handbook



STATE OF NEVADA

BOARD OF PSYCHOLOGICAL EXAMINERS

Clinical Supervisor Handbook

Purpose

The State of Nevada Board of Psychological Examiners (the Board) has created this Supervisor Handbook as a guide for Clinical Supervisors of Psychological Assistants, Psychological Interns, and Psychological Trainees.¹ The Supervisor Handbook and associated Nevada regulations and rules for clinical supervision have been created to safeguard public welfare by ensuring that high-quality training is provided for Psychological Assistants, Psychological Interns, and Psychological Trainees, and that exceptional services are delivered to the public. These rules and regulations are designed to ensure that clinical supervision methods align with the training level of the supervisee, and to emphasize the importance of both effective training and the protection of the supervisee throughout the supervisory process.

Supervisor Qualifications – [NAC 641.1519](#)

A Psychologist is qualified to provide clinical supervision of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee if that Psychologist:

- Is licensed by the Board to practice Psychology.
- Has appropriate and sufficient training that provides the ability to provide competent clinical supervision, including:
 - 15 Continuing Education Credits in clinical supervision, half of which may be obtained via self-study, from an approved accrediting agency.
 - One semester of supervised clinical supervisory experience.

A Psychological Assistant, Psychological Intern, or Psychological Trainee may provide clinical supervision to a junior Psychological Assistant, Psychological Intern, or Psychological Trainee under the supervision of a supervising Psychologist as part of a graduate-level

¹ Clinical supervision, as that term is used and addressed in this Supervisor Handbook, is specific to clinical supervision of Psychological Assistants, Psychological Interns, and Psychological Trainees. It does not include, and is expressly distinguished from, supervision / monitoring that is provided by a licensed psychologist to another licensed Psychologist under Board-imposed disciplinary measures, as disciplinary supervision / monitoring is subject to different rules.

supervision course or other formal training plan to develop supervision competencies.

- A formal graduate course in clinical supervision.
- A combination of the above that are equivalent to any one of the above.

A Psychologist who has not had training as provided above may submit the training experience that Psychologist has had for the Board's equivalency evaluation for purposes of being able to provide clinical training.

As used in this Handbook, the term "supervising Psychologist" is defined as a Psychologist who is qualified to provide clinical supervision of a Psychologist Assistant, Psychological Intern, and/or Psychological Trainee.

Supervision Requirements – [NAC 641.15195](#), [641.152](#), [641.154](#), [641.157](#)

Psychological Assistants and Psychological Interns must be employed by: (1) the supervising Psychologist; or (2) the agency or institution with which the supervising Psychologist is affiliated.

- Psychological Assistants and Psychological Interns must be paid a salary/stipend in equal amounts on a fixed schedule over the course of the training. The amounts paid to a Psychological Assistant or Psychological Intern may not be based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan, or a percentage of fees received.²
- If a Psychological Assistant or Psychological Intern is employed by an agency or institution with which the supervising Psychologist is affiliated, the supervising Psychologist must provide the Board with evidence of the supervising Psychologist's affiliation with the agency or institution.
- Psychological Assistants and Psychological Interns are not permitted to be independent contractors of the supervising Psychologist or agency for whom/which the supervising Psychologist works.
- Supervising Psychologists are not permitted to accept compensation from a Psychological Assistant, Psychological Intern, or Psychological Trainee for providing clinical supervision.

A supervising Psychologist is required to:

- Employ methods and modes of proper and diligent oversight of a Psychological Assistant, Psychological Intern, and/or Psychological Trainee who is under that supervising Psychologist's supervision to meet the applicable ethical and legal responsibilities. The methods of proper and diligent oversight must include the

² Psychological Trainees who are paid are subject to the same salary/stipend requirements.

implementation of policies and procedures that ensure the accessibility of the supervising Psychologist to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee commensurate with the professional developmental level of the particular supervisee.

- Maintain primary responsibility for the treatment plan of each client and patient that the Psychological Assistant, Psychological Intern, or Psychological Trainee treats or assesses.
- Review and sign all clinical documentation, including but not limited to reports, treatment plans, and progress notes, for all services the Psychological Assistant, Psychological Intern, and/or Psychological Trainee provides, and including services for which reimbursement will be sought under the State Plan for Medicaid.
- Be available to the Psychological Assistant, Psychological Intern, and/or Psychological Trainee while the supervisee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.
- Provide the following:
 - For a full-time Psychological Assistant, at least 1 hour of individual supervision for each 40 hours worked in a week or, if the Psychological Assistant works less than 40 hours in a week or a proportional level of supervision for a Psychological Assistant who works less than 40 hours in a week.
 - For a Psychological Intern, at least 4 hours of supervision each week, at least 2 hours of which must be face-to-face individual supervision by the licensed Psychologist supervisor(s) with primary professional responsibility for the cases on which face-to-face individual supervision is provided. A proportional level of supervision may be provided to a Psychological Intern who works less than 40 hours in a week.
 - For a Psychological Trainee, at least 1 hour per week of individual supervision for every 10 hours of service delivery (activities that involve direct contact with a client) per week. At least one-half of the individual supervision each week must be provided by the supervisor, and not more than 1 hour of supervision each week may be provided by a Psychological Assistant or Psychological Intern.

Supervision Types and Limitations – [NAC 641.152](#), [641.158](#)

Supervision Types. In addition to providing direct supervision, a supervising Psychologist may use a nested supervision model and may provide for specific skill training:

- *Nested Supervision Model:* A supervising Psychologist may use a nested supervision model, such as clinical supervision of a Psychological Trainee or Psychological Intern by a Psychological Intern or Psychological Assistant, so long as the supervising Psychologist's case supervision responsibility does not exceed a total of 4 full time equivalent supervisees (up to 40 hours per work week). A supervising Psychologist who uses a nested model of supervision must, at least once a week, engage in supervision activities with a Psychological Assistant or Psychological Intern who is providing clinical supervision.
- *Specific Skill Training:* a supervising Psychologist of a Psychological Assistant, Psychological Intern, or Psychological Trainee may assign the supervisee to a specialist, including a person licensed/certified in Nevada as a Psychiatrist, Behavior Analyst, Social Worker, Marriage and Family Therapist, Clinical Professional Counselor, or Alcohol and Drug Counselor; provided, however, that not more than one-quarter (25%) of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists.

Supervision Limitations. A supervising Psychologist may only supervise the number of Psychological Assistants, Psychological Interns, and/or Psychological Trainees for which adequate clinical supervision can be provided.

- A supervising Psychologist may provide clinical supervision to a combination of *not more than* four full-time equivalent Psychological Assistants, Psychological Interns, Psychological Trainees, or other interns licensed, registered or certified, as applicable, under NRS Chapter 641A, 641B, or 641C at the same time.
- A supervising Psychologist shall not provide clinical supervision to anyone with whom the supervising Psychologist has a familial or other multiple relationship.

Appendix A

Application and Registration Process:
Psychological Assistants, Psychological Interns, and Psychological Trainees

Appendix B

NAC Chapter 641 – Supervision Provisions

APPENDIX A

Application and Registration Process: Psychological Assistants, Psychological Interns, and Psychological Trainees

All who apply to register with the Board for supervised training – Psychological Assistants, Psychological Interns, and Psychological Trainees – are required to provide to the Board:

- ☐ A \$150 application fee;
- ☐ A Fingerprint submission verification and a signed Fingerprinting / Background Check Waiver;
- ☐ A signed Open Meeting Law Waiver;
- ☐ A Supervised Practice Plan (SPP);
- ☐ An Employment Agreement;
- ☐ A registration fee; and
- ☐ Any other documents or information the Board deems necessary to make a determination of eligibility for registration.

Upon applying for registration with the Board as a Psychological Assistant, Psychological Intern, or Psychological Trainee, each applicant will receive from the Board a “Welcome Packet” with an explanation regarding and instructions for the registration requirements, as well as any forms that the applicant is required to complete and return to the Board office.³

Psychological Assistants.

A Psychological Assistant is one who is obtaining postdoctoral supervised clinical experience that is required for licensure. Psychological Assistants must be registered with the Board under the supervision of a Psychologist who meets the qualifications required for supervising Psychologists.

Those seeking to register with the Board as a Psychological Assistant may apply for registration with the Board once all requirements for the applicant’s doctoral degree have been met and, preferably, after finding a supervising Psychologist. In addition to

³ When an applicant identifies a supervising Psychologist, the Board office generally copies the supervising Psychologist on its communications with the applicant for the purpose of keeping the supervising Psychologist informed on the applicant’s progress through the application and registration process.

the requirements for registration listed above, an applicant for registration as a Psychological Assistant must:

- ☐ Complete a PLUS application / report⁴; and
- ☐ Pay a \$150 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Assistant's registration is valid for one (1) year unless the application, SPP, and employment agreement indicate that the term of postdoctoral employment is for two (2) years. Registration as a Psychological Assistant may be renewed for an additional year upon written request to the Board and payment of a \$150 registration extension fee; however, registrations that extend beyond three (3) years require Board approval.

Psychological Interns.

A Psychological Intern is one who is in a doctoral training program in psychology approved by the Board in both subject matter and extent of training, and who wishes to engage in a predoctoral clinical internship pursuant to the training program's requirements. A Psychological Intern may register with the Board as a Psychological Intern, unless the Psychological Intern's services will be billed to Medicaid, in which case the Psychological Intern must register with the Board. Psychological Interns who are registered with the Board must be under the supervision of a psychologist who meets the qualifications required for supervising Psychologists.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Intern must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training;
- ☐ Complete a PLUS application / report⁵; and
- ☐ Pay a \$75 registration fee (a fee that is separate from and in addition to the application fee).

⁴ PLUS is an acronym for the Psychology Licensure Universal System, which is administered by the Association of State and Provincial Psychology Boards (ASPPB), and through which a Psychological Assistant applicant's educational program, internship, and professional references are verified.

⁵ A Psychological Intern applicant's educational program and professional references are verified through his or her PLUS report.

A Psychological Intern's registration is valid for two (2) years unless otherwise approved by the Board, and may be renewed for an additional year upon written request to the Board and payment of a \$75 registration extension fee.

Psychological Trainees.

A Psychological Trainee is one who is in a doctoral training program in Psychology approved by the Board in both subject matter and extent of training, and who wishes to perform professional activities or services under the clinical supervision of a Nevada-licensed Psychologist. A Psychological Trainee may register with the Board as a Psychological Trainee, but is **not required** to register with the Board as a Psychological Trainee unless the Psychological Trainee's services will be billed to Medicaid, in which case the Psychological Trainee must register with the Board. Psychological Trainees who are registered with the Board must be under the supervision of a Psychologist who meets the qualifications required for supervising Psychologists.

In addition to the requirements for registration listed above for all applicants, an applicant for registration as a Psychological Trainee must:

- ☐ Provide an Applicant and Training Program Verification Form completed by the applicant's Director of Clinical Training; and
- ☐ Pay a \$30 registration fee (a fee that is separate from and in addition to the application fee).

A Psychological Trainee's registration is valid for two (2) years. Upon written request to the Board and payment of the \$30 registration extension fee, a Psychological Trainee's registration may be renewed once for a two (2) year period and a second time for one (1) year.

APPENDIX B

For Informational Purposes Only

The following is an unofficial recitation of NAC Chapter 641's Provisions regarding Supervision that integrates the approved revisions of [R002-24](#) with the version of NAC Chapter 641 that is [currently published and publicly available](#). The Nevada Board of Psychological Examiners offers this version of the select provisions of NAC Chapter 641 that concern supervision for informational purposes only pending the Legislative Counsel Bureau's publication of NAC Chapter 641 with the approved amendments in R002-24 integrated and codified.

NAC Chapter 641 – Supervision Provisions (NAC 641.1506 – 641.168)

PSYCHOLOGICAL ASSISTANTS, INTERNS AND TRAINEES; UNLICENSED PERSONNEL

General Provisions

- [641.1506](#) Definitions.
- [641.15065](#) Face-to-face” defined.
- [641.1507](#) “Supervisor” defined.

Psychological Assistants, Interns and Trainees

- [641.151](#) Psychological assistants: Registration.
- [641.1515](#) Psychological interns: Registration.
- [641.1516](#) Psychological trainees: Registration.
- [641.15165](#) Psychological assistants, interns and trainees: Application for registration deemed withdrawn; reapplication.
- [641.1517](#) Psychological interns and trainees: Agreement between supervisor and doctoral training program.
- [641.1519](#) Qualifications of supervisor.
- [641.15195](#) Powers and duties of supervisor.
- [641.152](#) Psychological assistants, interns and trainees: Requirements for supervision and control of work; assignment to specialist for specific skill training.
- [641.153](#) Agreement regarding employment.
- [641.154](#) Requirements for payment of stipend, wages or fees; compensation of supervisor; emphasis of supervision.
- [641.1565](#) Supervision involving potential conflict of interest prohibited.
- [641.1567](#) Duties of supervisor regarding preparation and maintenance of records and notification of Board.

- [641.157](#) Duties of supervisor regarding meetings and face-to-face individual supervision; documentation; grounds for discipline of supervisor for failure to comply.
- [641.158](#) Limitations on number of assistants, interns, trainees and supervisors; limitation on number of training sites for psychological trainees.
- [641.159](#) Log of supervised experience.
- [641.161](#) Responsibility to inform clients of status of assistant, intern or trainee; ethical and legal responsibility of supervisor for professional activities of assistant, intern or trainee; restrictions on advertising or listing.

Unlicensed Personnel

- [641.168](#) Psychological testing.

PSYCHOLOGICAL ASSISTANTS, INTERNS AND TRAINEES; UNLICENSED PERSONNEL

General Provisions

NAC 641.1506 Definitions. ([NRS 641.100](#)) As used in [NAC 641.1506](#) to [641.168](#), inclusive, the words and terms defined in [NAC 641.15065](#) and [641.1507](#) have the meanings ascribed to them in those sections.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15065 “Face-to-face” defined. ([NRS 641.100](#)) “Face-to-face” means an in-person interaction or an interaction through the use of audiovisual communication technology, not including standard telephone, facsimile or electronic mail.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1507 “Supervisor” defined. ([NRS 641.100](#)) “Supervisor” means a psychologist who supervises a psychological assistant, psychological intern or psychological trainee pursuant to this chapter, whether or not he or she seeks reimbursement under the State Plan for Medicaid for the services rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#).

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R209-09, 10-15-2010; R111-13, 10-24-2014; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.017)

Psychological Assistants, Interns and Trainees

NAC 641.151 Psychological assistants: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A person must register with the Board as a psychological assistant if the person wishes to obtain any postdoctoral supervised experience that is required pursuant to paragraph (b) of

subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) for licensure as a psychologist by submitting the appropriate application to the Board.

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological assistant only after he or she graduates with a doctoral degree from:

(a) A training program which is accredited by the American Psychological Association or a program which meets the requirements of:

(1) [NAC 641.061](#) if the applicant graduated before January 1, 2018; or

(2) [NAC 641.062](#) if the applicant graduated on or after January 1, 2018; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Initial registration as a psychological assistant is valid for 1 year. Except as otherwise provided in subsection 4, a psychological assistant may not renew his or her registration if it would cause the psychological assistant to be registered as a psychological assistant for more than 3 years unless otherwise approved by the Board.

4. A person who has obtained the amount of postdoctoral supervised experience required pursuant to paragraph (b) of subsection 2 of [NAC 641.080](#) or paragraph (c) of subsection 3 of [NAC 641.080](#) in the District of Columbia or another state or territory of the United States, but has not completed the other requirements for licensure as a psychologist, must register as a psychological assistant. A psychological assistant may not renew his or her registration pursuant to this subsection if it would cause the psychological assistant to be registered as a psychological assistant for more than 2 years unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; 1-24-94; 12-28-95; R089-03, 1-18-2005; R117-08, 12-17-2008; R209-09, 10-15-2010; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1515 Psychological interns: Registration. ([NRS 641.100](#), [641.170](#))

1. Unless the person is participating in a federally-regulated internship program, a person may register with the Board as a psychological intern by submitting the appropriate application to the Board if the person wishes to obtain any predoctoral supervised experience that is required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#).

2. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological intern only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.061](#) or [641.062](#), as applicable; or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

3. Registration as a psychological intern is valid for 2 years unless otherwise approved by the Board.

4. After a psychological intern has obtained the amount of predoctoral supervised experience required pursuant to paragraph (a) of subsection 2 of [NAC 641.080](#) or paragraph (b) of subsection 3 of [NAC 641.080](#), he or she may not apply for renewal of his or her registration as a psychological intern.

(Added to NAC by Bd. of Psychological Exam'rs by R111-13, eff. 10-24-2014; A by R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.1516 Psychological trainees: Registration. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. Unless otherwise approved by the Board, a person may apply to the Board for registration as a psychological trainee only after he or she has provided to the Board proof that he or she is currently enrolled on at least a part-time basis to obtain a doctoral degree from:

(a) A program which is accredited by the American Psychological Association or meets the requirements of [NAC 641.062](#); or

(b) An institution which meets the requirements of subsection 3 of [NAC 641.050](#).

2. Initial registration as a psychological trainee is valid for 2 years.

3. Registration as a psychological trainee may be renewed once for 2 years and for a second renewal period of 1 year unless otherwise approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.15165 Psychological assistants, interns and trainees: Application for registration deemed withdrawn; reapplication. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. An application for registration as a psychological assistant, psychological intern or psychological trainee shall be deemed withdrawn if the application is not completed within 2 years after the date on which the Board first received the application materials.

2. If an application is deemed withdrawn pursuant to this section, the applicant may reapply for such registration and must pay any application fees in effect at the time of the reapplication.

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019)

NAC 641.1517 Psychological interns and trainees: Agreement between supervisor and doctoral training program. ([NRS 641.100](#), [641.110](#), [641.170](#))

1. A supervisor shall provide to the Board a copy of a written agreement between the supervisor and the doctoral training program of each psychological intern or psychological trainee whom he or she supervises. The agreement must include, without limitation:

(a) An outline of the skill level of the psychological intern or psychological trainee at the beginning of the supervised experience.

(b) The goals for the supervised experience of the psychological intern or psychological trainee.

(c) A format and procedure for reporting to the doctoral training program the following information concerning the psychological intern or psychological trainee:

- (1) His or her progress in building skills;
- (2) His or her progress toward meeting the goals specified in paragraph (b); and
- (3) Any areas requiring continued growth.

(d) An acknowledgment that the written agreement must be in place in order for the psychological intern or psychological trainee to:

- (1) Have lawful and ethical access to clients and the protected health information of clients; and
- (2) Use his or her supervised experience to make progress toward a degree, certification or license.

(e) The schedule of meetings between the supervisor and the psychological intern or psychological trainee relating to the supervision of the psychological intern or psychological trainee.

2. If a psychological intern or psychological trainee has multiple supervisors, the schedule of meetings included in the written agreement pursuant to paragraph (e) of subsection 1 must include the name of each supervisor of the psychological intern or psychological trainee who is scheduled to attend each meeting.

(Added to NAC by Bd. of Psychological Exam'rs by R038-16, eff. 12-21-2016; A by R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.1519 Qualifications of supervisor. ([NRS 641.100](#), [641.170](#))

1. A psychologist who wishes to serve as a supervisor of a psychological assistant, psychological intern or psychological trainee must:

- (a) Except as otherwise approved by the Board, be licensed by the Board to practice psychology; and
- (b) Have successfully completed the training in clinical supervision described in subsection 2.

2. Training in clinical supervision pursuant to paragraph (b) of subsection 1 may consist of any of the following:

- (a) Fifteen hours of continuing education concerning the supervision of psychological assistants, psychological interns and psychological trainees provided by an accrediting agency described in paragraph (b) of subsection 2 of NAC 641.136. Not more than one-half of those hours of continuing education may be obtained through self-study performed through such an accrediting agency.
- (b) One semester, or its equivalent as determined by the Board, of supervised supervisory experience as a psychological assistant, psychological intern or psychological trainee in a nested model of supervision as described in NAC 641.152
- (c) A formal graduate-level course in supervision.
- (d) Any combination of the training described in paragraphs (a), (b) and (c) that is determined by the Board pursuant to subsection 3 to be equivalent to the training described in paragraph (a), (b) or (c).

3. A psychologist who wishes to serve as a supervisor but has not successfully completed the training described in paragraph (a), (b) or (c) of subsection 2 may submit any combination of the training described in those paragraphs to the Board for review. The Board will approve the combination of training if it determines that the combination of training is equivalent to the training described in paragraph (a), (b) or (c) of subsection 2.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R117-08, 12-17-2008; R038-16, 12-21-2016; R074-18, 1-30-2019)—(Substituted in revision for NAC 641.1563); ~~R002-24, 9-16-2024~~)

NAC 641.15195 Powers and duties of supervisor. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall employ methods of proper and diligent oversight of a psychological assistant, psychological intern or psychological trainee who is under his or her supervision to meet his or her ethical and legal responsibilities set forth in subsection 2 of [NAC 641.161](#). Such methods must include the implementation of policies and procedures that ensure the accessibility of the supervisor to the psychological assistant, psychological intern or psychological trainee commensurate with the professional developmental level of the psychological assistant, psychological intern or psychological trainee as required by the agreement submitted to the Board pursuant to [NAC 641.1517](#) or [641.153](#), as applicable. Such methods may include:

- (a) The physical presence of the supervisor;
- (b) Availability of or observation by the supervisor electronically or by fiber optics; and
- (c) Availability of another licensed medical or behavioral health provider affiliated with the site at which the psychological assistant, psychological intern or psychological trainee is providing services.

2. To ensure compliance with subsection 1, a supervisor may employ various modes and methods of supervision of a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation:

- (a) Individual supervision;
- (b) Group supervision;
- (c) Tracking the progress of clients and patients treated or assessed by the psychological assistant, psychological intern or psychological trainee;
- (d) Conducting therapy or an assessment with the psychological assistant, psychological intern or psychological trainee;
- (e) Discussing the cases of clients and patients with the psychological assistant, psychological intern or psychological trainee;
- (f) Directly observing the delivery of services by the psychological assistant, psychological intern or psychological trainee, either in person or through the use of a remote technology system which uses electronic, digital or other similar technology; or
- (g) Reviewing audio or video recordings of the delivery of services by the psychological assistant, psychological intern or psychological trainee.

3. A supervisor shall:

- (a) Maintain primary responsibility for the care plan of each client and patient treated or assessed by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (b) Review and sign all clinical documentation, including, without limitation, reports, treatment plans and progress notes, for all services provided by a psychological assistant, psychological intern or psychological trainee under his or her supervision, including, without limitation, those services for which he or she is seeking reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of the psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#), as applicable.

4. Except as otherwise provided in this subsection, a supervisor shall be available to a psychological assistant, psychological intern or psychological trainee whom he or she supervises while the psychological assistant, psychological intern or psychological trainee is providing services to a client or patient. A supervisor shall arrange for the availability of another appropriate licensed medical or behavioral health provider in the case of the absence of the supervisor.

5. A supervisor shall provide to the Board:

- (a) Evidence of the manner in which he or she meets his or her supervisory duties as outlined in subsections 1 and 2.
- (b) Upon the registration of a psychological assistant, psychological intern or psychological trainee, a training plan that includes, without limitation, the policies the supervisor will put in place to ensure the availability of the supervisor or a designee thereof and the modes, methods, procedures or policies the supervisor intends to employ to ensure compliance with this section and [NAC 641.161](#).

(Added to NAC by Bd. of Psychological Exam'rs by R074-18, eff. 1-30-2019; A by R121-21, 9-28-2022; ~~R002-24~~, 9/16/2024)

NAC 641.152 Psychological assistants, interns and trainees: Requirements for supervision and control of work; assignment to specialist for specific skill training. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in subsection 9, a psychological assistant or psychological intern may work only under the supervision and control of a psychologist who satisfies the requirements of [NAC 641.1519](#).
2. The Board hereby adopts by reference the following publications:
 - (a) The Standards of Accreditation for Health Service Psychology, as approved by the American Psychological Association in February 2015, which is available, free of charge, at the Internet address <https://www.apa.org/ed/accreditation/standards-of-accreditation.pdf>, or, if that Internet address ceases to exist, from the Board.
 - (b) Section C of the Implementing Regulations of the Commission on Accreditation of the American Psychological Association, as revised most recently by the Commission in February 2024, which is available, free of charge, at the Internet address <https://accreditation.apa.org/policies>, or, if that Internet address ceases to exist, from the Board.
3. If a publication adopted by reference in subsection 2 is revised, the Board will review the revision to determine its suitability for this State. If the Board determines that the revision is not suitable for this State, the Board will hold a public hearing to review its determination and give notice of that hearing within 90 days after the date of the publication of the revision. If, after the hearing, the Board does not revise its determination, the Board will give notice that the revision is not suitable for this State within 90 days after the hearing. If the Board does not give such notice, the revision becomes part of the publication adopted by reference pursuant to subsection 2.
4. Except as otherwise provided in subsection 9, a psychological trainee may work only under the supervision and control of a supervisor who is formally assigned by his or her home doctoral training program in compliance with required practicum training elements set forth in the publications adopted by reference in subsection 2.

5. Subject to the conditions set forth in this section and [NAC 641.161](#), a supervisor may use a nested model of supervision wherein:

- (a) A psychological assistant who is under the supervision of the supervisor supervises a psychological intern or psychological trainee; or
- (b) A psychological intern who is under the supervision of the supervisor supervises a psychological trainee.

6. A supervisor who uses a nested model of supervision described in subsection 5 shall, at least once each week, engage in supervision activities with a psychological assistant or psychological intern who is providing supervisions pursuant to paragraph (a) or (b) of subsection 5, as applicable. Such supervision activities:

- (a) May occur at a time other than when the psychological assistant or psychological intern is actively providing supervision; and
- (b) May include, without limitation:
 - (1) One-on-one or group supervision;
 - (2) Face-to-face supervision; and
 - (3) Didactic teaching.

7. The supervisor of a psychological assistant, psychological intern or psychological trainee is responsible for:

- (a) The adequate supervision of the psychological assistant, psychological intern or psychological trainee; and
- (b) The care plan of each client and patient treated or assessed by a psychological intern or psychological trainee under the supervision of the psychological assistant or psychological intern, as applicable, pursuant to subsection 5.

8. A supervisor shall ensure that:

- (a) A psychological trainee receives at least 1 hour of individual supervision for each 10 hours of service delivery per week. At least one-half of such individual supervision each week must be performed by the supervisor. Not more than 1 hour of such supervision each week may be performed by a psychological assistant or psychological intern in accordance with subsection 5. As used in this paragraph, "service delivery" means activities that involve direct contact with a client in person or through telehealth, as defined in NRS 629.515, as amended by section 1 of Assembly Bill No. 276, chapter 19, Statutes of Nevada 2023, at page 78.
- (b) A psychological intern receives at least 4 hours of supervision each week. At least 2 hours each week of such supervision must be face-to-face individual supervision by one or more psychologists who have an ongoing supervisory relationship with the psychological intern and primary responsibility for the cases on which the supervision is provided. The remainder of the supervision required by this paragraph may be provided in an individual or group setting by:

- (1) A psychologist; or
 - (2) A psychological assistant in accordance with subsection 5.
- (c) A psychological assistant receives at least 1 hour of individual supervision for each 40 hours worked in a week or, if the psychological assistant works less than 40 hours in a week, an amount of individual supervision that is proportionate to the amount of supervision that would be required if the psychological assistant worked 40 hours in the week.
9. For specific skill training, the supervisor of a psychological assistant, psychological intern or psychological trainee may assign the psychological assistant, psychological intern or psychological trainee to a specialist, including, without limitation, a person who is licensed in this State as a psychiatrist, behavior analyst, social worker, marriage and family therapist or clinical professional counselor or a person who is licensed or certified in this State as an alcohol and drug counselor. The specialist must have clearly established practice and teaching skills that are demonstrable to the satisfaction of the Board. Not more than one-quarter of the number of supervised hours needed to fulfill the required year of postdoctoral experience may be accrued under the direction of specialists. Any services submitted by a supervisor for reimbursement under the State Plan for Medicaid that were rendered under the authorized scope of practice of a psychological assistant, psychological intern or psychological trainee pursuant to [NRS 422.27239](#) while under the supervision of a specialist pursuant to this subsection must also be supervised by the supervisor.
10. A psychological assistant or psychological intern must be:
- (a) An employee of the supervisor; or
 - (b) If the psychological assistant or psychological intern is not employed by the supervisor and the supervisor is not employed by the agency at which the psychological assistant or psychological intern is based, a party to a written agreement with the supervisor and agency specifying payment terms and the role of the supervisor or training committee over the training of the psychological assistant or psychological intern, including, without limitation, acknowledgement by all parties that:
 - (1) The supervisor or training committee will have access to all patient medical records and full oversight and responsibility for the work and training plan of the psychological assistant or psychological intern; and
 - (2) The psychological assistant or psychological intern may not be an independent contractor of the supervisor or agency during the term of the contract.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A 8-24-90; R089-03, 1-18-2005; R111-13, 10-24-2014; R133-17, 12-19-2018; R074-18, 1-30-2019; R115-19, 2-28-2022; *R002-24, 9-16-2024*)

NAC 641.153 Agreement regarding employment. ([NRS 641.100](#), [641.170](#)) An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and his or her employing supervisor or agency must:

1. Acknowledge that such employment complies with regulations adopted by the Board relating to the practice of psychological assistants or psychological interns, as applicable; and
2. Be submitted in writing to and approved by the Board.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.154 Requirements for payment of stipend, wages or fees; compensation of supervisor; emphasis of supervision. ([NRS 641.100](#), [641.170](#))

1. Except as otherwise provided in this subsection, a psychological assistant or psychological intern is entitled to be paid a stipend in equal amounts on a fixed schedule over the course of his or her training. The stipend may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received. An employment agreement which is proposed to be entered into by a psychological assistant or psychological intern and does not provide for the payment of a stipend may be approved by the Board pursuant to [NAC 641.153](#) if the Board determines that the agreement is in the best interest of the psychological assistant or psychological intern.

2. If a psychological trainee is paid, he or she must be paid a fixed wage on a periodic basis, and may not be paid based on the number of clients treated or assessed, the amount of money reimbursed by an insurance plan or a percentage of the fees received.

3. A psychological assistant, psychological intern or psychological trainee may not receive fees for professional services except as the agent of his or her employing supervisor or agency.

4. Except as otherwise provided in this subsection, a supervisor may not accept compensation from a psychological assistant, psychological intern or psychological trainee for his or her supervision. In extenuating circumstances, the Board may approve the acceptance of such compensation by a supervisor. Any agreement concerning compensation of a supervisor by a psychological assistant, psychological intern or psychological trainee for his or her supervision must:

(a) Clearly establish which licensed mental health or behavioral health professional accepts responsibility for the practice of the psychological assistant, psychological intern or psychological trainee pursuant to subsection 2 of [NAC 641.161](#); and

(b) Be approved by the Board before it becomes effective.

5. A supervisor shall ensure that the emphasis of the supervised experience of a psychological assistant, psychological intern or psychological trainee whom he or she supervises is on training the psychological assistant, psychological intern or psychological trainee, as applicable, rather than on the raising of revenue by the psychological assistant, psychological intern or psychological trainee, as applicable.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.1565 Supervision involving potential conflict of interest prohibited. (NRS 641.100, 641.170)

1. A supervisor shall not supervise a psychological assistant, psychological intern or psychological trainee if that supervision involves a potential conflict of interest, including, without limitation, supervision of a psychological assistant, psychological intern or psychological trainee:

- (a) Who is a member of the supervisor's household;
- (b) Who is related to the supervisor by blood, adoption or marriage, within the third degree of consanguinity or affinity;
- (c) With whom the supervisor has had or is having a dating relationship;
- (d) With whom the supervisor has a financial or business relationship, including, without limitation, an agreement concerning compensation of the supervisor by the psychological assistant, psychological intern or psychological trainee for his or her supervision, unless the financial or business relationship is approved by the Board or authorized by [NAC 641.154](#); and
- (e) With whom the supervisor has a psychologist-patient relationship.

2. As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement. The term does not include a casual relationship or an ordinary association between persons in a business or social context.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

NAC 641.1567 Duties of supervisor regarding preparation and maintenance of records and notification of Board. (NRS 641.100, 641.170)

1. A supervisor shall prepare records that will enable him or her to:

- (a) Effectively train and evaluate each psychological assistant, psychological intern or psychological trainee whom he or she supervises; and
- (b) Accurately determine the number of hours of supervised experience obtained by each psychological assistant, psychological intern or psychological trainee whom he or she supervises.

2. A supervisor shall maintain all records relating to the supervision of a psychological assistant, psychological intern or psychological trainee, including, without limitation, the records required to be maintained pursuant to [NAC 641.1517](#), [641.157](#), [641.159](#) and [641.219](#), for not less than 5 years after the last date of supervision. Upon request, such records must be available for inspection by the Board.

3. A supervisor shall notify the Board within 10 days after his or her supervision of a psychological assistant, psychological intern or psychological trainee is completed or terminated.

4. A supervisor shall notify the Board of any change in his or her residential address or business address within 30 days after the change.

(Added to NAC by Bd. of Psychological Exam'rs by R089-03, eff. 1-18-2005; A by R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

“Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.157 Duties of supervisor regarding meetings and face-to-face individual supervision; documentation; grounds for discipline of supervisor for failure to comply. ([NRS 641.100](#), [641.170](#))

1. A supervisor shall meet individually with the psychological assistant, psychological intern or psychological trainee whom he or she supervises commensurate with the professional development level of the psychological assistant, psychological intern or psychological trainee.

2. A supervisor shall provide a full-time psychological assistant whom he or she supervises with at least 1 hour of face-to-face individual supervision each week or a proportional level of supervision for a part-time psychological assistant.

3. A supervisor shall provide a full-time psychological intern whom he or she supervises with at least the number of hours of face-to-face individual supervision each week required pursuant to subparagraph (2) of paragraph (q) of subsection 5 of [NAC 641.080](#) or a proportional level of supervision for a part-time psychological intern.

4. A supervisor shall provide a psychological trainee whom he or she supervises with at least 1 hour of face-to-face individual supervision each week for every 10 hours of placement of the psychological trainee at his or her assigned training site.

5. The supervisor shall document the hours of face-to-face individual supervision provided pursuant to subsections 2, 3 and 4, as applicable.

6. A supervisor who does not adequately supervise a psychological assistant, psychological intern or psychological trainee is subject to disciplinary action by the Board for committing an unethical practice contrary to the interest of the public.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-7-82; A 8-3-88; R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019)

NAC 641.158 Limitations on number of assistants, interns, trainees and supervisors; limitation on number of training sites for psychological trainees. (NRS 641.100, 641.170)

1. A psychologist may serve as a supervisor to a combination of not more than four full-time equivalent psychological assistants, psychological interns, psychological trainees or other interns licensed, registered or certified, as applicable, under the provisions of [chapter 641A](#), [641B](#) or [641C](#) of NRS at the same time.

2. A psychologist shall not supervise:

- (a) A person described in subsection 1 with whom the psychologist has a familial or other multiple relationship; or
- (b) More persons described in subsection 1 than the psychologist is capable of ensuring adequate supervision.

3. A psychological assistant or psychological intern may not be employed by more than two supervisors at the same time.

4. A psychological trainee may not be assigned to more than two training sites at the same time.

5. As used in this section, "multiple relationship" means a professional relationship between a psychologist and another person where:

- (a) The psychologist and the other person currently have another type of relationship;
- (b) The psychologist is currently in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship; or
- (c) The psychologist plans to enter into another relationship in the future with the person with whom the psychologist is in a professional relationship or a person closely associated with or related to that person.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R038-16, 12-21-2016; R074-18, 1-30-2019; *R002-24, 9-16-2024*)

REVISER'S NOTE.

The regulation of the Board of Psychological Examiners filed with the Secretary of State on December 21, 2016 (LCB File No. R038-16), which amended this section, contains the following provision not included in NAC:

"Sec. 18. 1. A person who engages in activities as a psychological intern in this State on December 21, 2016, or has engaged in such activities before that date, is exempt from the amendatory requirements of [NAC 641.080](#) until his or her internship is completed or terminated.

2. A person who supervises a psychological intern in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.080](#), [641.1567](#), [641.158](#) and section 2 of this regulation [[NAC 641.1517](#)] until his or her supervision of the psychological intern is completed or terminated.

3. A person who supervises a psychological assistant in this State on December 21, 2016, is exempt from the amendatory requirements of [NAC 641.156](#) and [641.158](#) until his or her supervision of the psychological assistant is completed or terminated.”

NAC 641.159 Log of supervised experience. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee shall keep a regular log of supervised professional experience intended to meet the requirements of paragraph (d) of subsection 1 of [NRS 641.170](#).

2. The log must show:

- (a) The nature of the professional activities and services rendered by the psychological assistant, psychological intern or psychological trainee;
- (b) The population or clients served; and
- (c) Any supervisory contacts.

3. Entries to the log must be verified by the supervisor and the psychological assistant, psychological intern or psychological trainee.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R089-03, 1-18-2005; R111-13, 10-24-2014; R074-18, 1-30-2019; R115-19, 2-28-2022)

NAC 641.161 Responsibility to inform clients of status of assistant, intern or trainee; ethical and legal responsibility of supervisor for professional activities of assistant, intern or trainee; restrictions on advertising or listing. ([NRS 641.100](#), [641.170](#))

1. A supervisor and his or her psychological assistant, psychological intern or psychological trainee are responsible for informing clients of the status of the psychological assistant, psychological intern or psychological trainee.

2. The supervisor is ethically and legally responsible for:

- (a) All professional activities undertaken by the psychological assistant, psychological intern or psychological trainee;
- (b) The welfare of the patients and clients treated by a psychological assistant, psychological intern or psychological trainee under his or her supervision; and
- (c) The development in competency of any psychological assistant, psychological intern or psychological trainee under his or her supervision.

3. A psychological assistant, psychological intern or psychological trainee may not independently advertise or misrepresent himself or herself as independently licensed. When listed on any roster, panel or directory or named in any professional materials or correspondence,

a psychological assistant, psychological intern or psychological trainee must indicate his or her title and status as a psychological assistant, psychological intern or psychological trainee and the name of his or her supervisor.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 8-3-88; A by R111-13, 10-24-2014; R074-18, 1-30-2019)

Unlicensed Personnel

NAC 641.168 Psychological testing. ([NRS 641.100](#))

1. A licensed psychologist may have personnel who are not licensed pursuant to [chapter 641](#) of NRS perform the following types of psychological testing under the psychologist's direct supervision and periodic observation:

- (a) Objective written psychological tests may be administered and scored only by a person who has successfully completed training to administer and score such tests.
- (b) Objective tests that require a response other than in writing may be administered and scored only by a school psychologist or a person who has completed the training in psychometrics that is required for a master's degree.
- (c) Projective tests may be administered and scored only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to administer and score such tests.

2. The results of a psychological test may be interpreted only by a psychological assistant, a psychological intern or a psychological trainee who has successfully completed training to interpret such a test.

3. The supervising psychologist is responsible at all times for the actions of the personnel who administer, score and interpret such psychological tests.

(Added to NAC by Bd. of Psychological Exam'rs, eff. 7-11-94; *A by R002-24; 9-16-2024*)

Nevada Board of Psychological Examiners Board Meeting Staff Report

DATE: October 24, 2025

ITEM:

15 – (For Possible Action) Discussion and Possible Action to Approve the Proposed Changes to the Board Office Structure.

SUMMARY:

During its 2025 Session, the Nevada Legislature considered and passed Senate Bill 165, which creates a new licensure designation – Behavioral Health and Wellness Practitioners (BHWP) – to be set up and housed under the Board of Psychological Examiners. While the Board will ultimately receive application and licensing fees for the new licensure designation, the legislation did not provide for any funding for what will be required of the Board and its Board office staff in establishing the BHWP designation on the front end. As a result, Board office staff consulted with Dr. Lenkeit, the Board’s consultant, with ideas on how to re-configure the current Board office staff to best address the work that SB165 requires of the Board staff. Based on the respective backgrounds of current Board office staff, those discussions resulted in proposed changes to the Board Office structure that will allow for:

- the current executive director to transition into a different Board office role that is focused on discrete and substantive duties and projects, including the SB165 project, for which she is best suited, and
- to promote the current Administrative Director into the Executive Director role to handle the remaining Board Office responsibilities, including the day-to-day operations and the tasks to which she is otherwise assigned, and to begin developing a plan moving forward to provide for further staff for the Board office to assist with Board office operations.

Under the proposed Board office structure changes, the position into which the current executive director will move will be, at least at the outset, specific to her, and will be to, among other things:

- Work with the BHWP Advisory Group and focus on the substantive work that SB165 requires of the Board and its office;
- Implement other legislative mandates;
- Continue any regulations and/or legislation efforts as the Board deems necessary;
- Maintain and update the Board’s policies and procedures;
- Continue the responsibilities related to the Board’s budget and finances (including the annual audit);
- Continue as the Complaints facilitator and working with the Complaints team;
- Work with and support the Executive Director as needed, including meeting preparation.

After the proposed personnel restructure takes place and the additional needs of the Board Office become clear, Board office staff will determine the Board office staffing needs and the extent to which the Board's budget can accommodate them.



POLICY OF THE NEVADA STATE BOARD OF PSYCHOLOGICAL EXAMINERS

Employment, Compensation, and Evaluation Policy

Purpose

In accordance with NRS 641.045(2), the Nevada State Board of Psychological Examiners ("Board") has established this policy "concerning compensation and reviewing the performance of the staff of the Board." This policy, and any accompanying procedures, defines and describes the course and scope of employment of the Board's staff.

1. General Provisions

- a. The Board shall recruit, employ, and retain an Executive Director Board Investigators without regard to actual or perceived race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, native language, age (against individuals 40 years of age or older), sexual orientation, gender identity or expression, genetic information, veterans or military status, political affiliation, marital status, disability, lawful use of any product when not at work, or opposing unlawful employment practices.
- b. The Board may employ *qualified individuals for other roles that it, from time to time, determines to be necessary. Such roles may include, without limitation:*
 - i. A Board Consultant for the purpose of providing input and guidance on Board matters for which the Board seeks experienced assistance. The individual hired by the Board as a Board Consultant shall be a Nevada Licensed Psychologist who previously sat on the Board for at least one full 4-year term.
 - ii. *Any other role that may be required for specific or other purposes and/or that is specific to a particular individual based upon background and experience.*
- c. This policy applies to all opportunities and privileges of employment including but not limited to hiring, termination, compensation, and training.
- d. The Board may adopt administrative procedures as necessary to implement the provisions of this document.

2. Executive Director

- a. Employment

i. Probationary Period / Status of Appointment.

1. The probationary period of the Executive Director shall end six months from the date of hire, unless otherwise adjusted by action of the Board.
2. During the probationary period, the conduct and job performance may be reviewed by the Board at the request of the Board President. Dismissal may be made at any time during the probationary period. Once the probationary period has been successfully completed, the Executive Director will have attained permanent status.

ii. Compensation. See Addendum A for salary schedule

1. The Board shall pay Executive Director a gross annual salary incrementally as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by Executive Director ("Salary").
2. Executive Director shall receive and be subject to such annual cost of living adjustments ("COLA") as determined by the Board.
3. Merit Pay Increase. Executive Director shall be eligible for an annual merit salary increase of not less than 2% of the annual salary if the annual performance evaluation is rated as average or better.
4. Payroll. Payroll shall be distributed on a bi-weekly basis.

iii. Benefits.

1. Insurance. Upon Board approval, the Executive Director may elect to receive insurance benefits through the Nevada Public Employees' Benefits Program (PEBP).
2. Retirement Program. Within the adopted procedures of the Nevada Public Employees Retirement System (PERS), Executive Director shall elect to receive one of the following two plans:
 - a. Employee Contribution Plan A. The Board shall make 100% of normal contributions to PERS. Under this plan, the Board shall make the full retirement contribution based on an adjusted gross salary that reflects the employee's share.
 - b. Employee Contribution Plan B. The Board shall make 50% of normal contributions to PERS and Executive Director shall be responsible for 50% as a payroll deduction.
3. Paid Vacation and Sick Leave. The Executive Director shall accrue and be entitled to use paid vacation and sick leave as follows.

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- a. Accrual shall be at the rate of 1.25 days of vacation time and 1.25 days of sick leave for each full month worked. Executive Director may earn no more than fifteen (15) vacation days and fifteen (15) sick leave days per fiscal year.
 - b. Vacation days should be used during the fiscal year in which they are earned. Any vacation days not used by September 1 of the fiscal year immediately following shall be forfeited. Accrual shall begin anew each July 1.
 - c. Sick leave may only be used for authorized reasons. Authorized reasons for using sick leave are: an inability to work because of illness or injury, incapacity due to pregnancy or childbirth, medical and dental appointments, family illness (limited to immediate family requiring care), and death in the immediate family (typically up to 5 working days).
 - d. If the Executive Director will be absent from official duties, the Board President or the Board President's designee shall be notified in advance.
 - e. The Executive Director shall notify the Board President in advance of taking vacation days. Requests for vacation time of 5 days or more must receive the prior approval of the Board.
 - f. Upon separation from employment with the Board, the Executive Director shall be entitled to payment for any unused vacation days up to the allowable limit.
4. Leave without Pay. Leave without pay may be taken at the discretion of the Executive Director or Board. The Executive Director shall notify the Board President in advance of taking leave without pay. Requests for Leave Without Pay of 5 days or more must receive the prior approval of the Board.
- iv. Holidays. Executive Director shall receive payment for eleven recognized state holidays per year (New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Nevada Day, Veterans Day, Thanksgiving Day / Family Day, and Christmas Day).
 - v. Travel. The Executive Director may be required to travel in connection with official duties.
1. If appropriate, the Executive Director shall receive an allowance for meals and lodging in accordance with the rate established by the U.S. General Services Administration or State of Nevada.

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2. If, in the course of official duties, the Executive Director is required to use their own personal vehicle (e.g. travel to State Legislature), reimbursement will be made at the mileage rate authorized by the current federal rate as determined by the U.S. Internal Revenue Service.
- vi. Review and Evaluation. Executive Director's employment performance shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
 - vii. Background Check. The Executive Director shall undergo a background check with fingerprints upon his/her initial employment. Any findings in the background check shall be disclosed to the Board President who shall determine if the Board of the Whole should review and/or take action.
 - viii. Termination.
 1. Termination by Resignation. The Executive Director may terminate employment at any time and is encouraged to provide at least 30 days' advance written notice to the Board.
 2. Involuntary Termination. The Board may terminate the Executive Director's employment at any time for any reason that is not unlawful or for no reason, with or without Cause, as follows:
 - a. Termination by the Board Without Cause. The Board may terminate the Executive Director's employment at-will, at any time, for any reason that is not unlawful or for no stated reason, without Cause (as defined below), upon providing the Executive Director at least 5 working days personal notice or 21 working days' written notice sent certified U.S. Mail to the Executive Director's last known residence address on file with the Board.
 - b. Termination by the Board for Cause. The Executive Director's employment as Executive Director may be terminated at any time for Cause upon a majority vote of the Board. "Cause" shall be defined as: (1) any act of dishonesty, fraud, malfeasance, embezzlement, theft, unethical conduct, or for gross negligence in the performance of the Executive Director's duties and responsibilities under this document; (2) the Executive Director's substantial neglect of or refusal to discharge the Executive Director's duties; (3) the Executive Director's willful refusal to follow a lawful order or instruction of the Board.
 3. In the event of termination, the Board shall pay the Executive Director: (1) earned Salary through the last day of employment; (2) any accrued and unused paid vacation; (3) One-third of any accrued and unused sick leave; and (4) any unreimbursed appropriate expenses.

- ix. The Executive Director shall not take for personal use at any time, including separation from employment, any items purchased by the Board, including electronic equipment and office supplies.

b. Duties and Responsibilities.

- i. Executive Director shall well and faithfully perform all the normal duties and responsibilities of an Executive Director, under Nevada law as the Chief Executive Officer of the Board, the specifically described duties set forth below, and any additional and reasonable duties as the Board may assign.
- ii. *Unless they are otherwise delegated to another Board office role, the Executive Director's duties include, but are not limited to the following:*
 - 1. Management of the daily operations of the Board Office;
 - 2. Purchasing, Payroll, and other financial transactions;
 - 3. Oversight of licensure and registrant procedures;
 - 4. Communication with Board members, licensees and applicants, and members of the general public;
 - 5. Compliance with Board actions, including approved policies and procedures, as well as applicable state laws and regulations; and
 - 6. Development of Board Staff roles as warranted by the Board office workload, operations, and budget.
- iii. Executive Director shall work in conjunction with the Board President or the Board President's designee to ensure the Board functions properly, professionally, and appropriately.
- iv. The Board shall establish the general responsibilities and duties of the Executive Director. Unless otherwise directed through Board action, policy or procedure, or in accordance with state law, it shall be the duty of the Board President, or the Board's designee, to oversee the execution of the duties and responsibilities of the Executive Director.
- v. When formal approval by the Board is not required in connection with the performance of duties, the Executive Director shall advise the Board President of all significant decisions related to the function of the Board and the Board Office.
- vi. The Executive Director shall be required and expected to perform the duties and responsibilities at a high professional level in order to meet the various goals, objectives, and priorities established by the Board. The Executive Director shall be expected to meet and attain all such goals and objectives, as

well as any other goals and objectives as the Board may otherwise set for the Executive Director, after consultation with Executive Director.

- vii. Attendance at Board and Significant Meetings. The Executive Director shall attend all regular, special, and closed meetings of the Board. The Executive Director shall also attend other meetings as may be appropriate or necessary in his/her judgment or as directed by the Board, and may submit any recommendations on any business or issues being considered by the Board.
- viii. Communication. The Executive Director shall be responsible for keeping the Board updated in a timely manner with respect to developments, occurrences, and activities of the Board and the Board office.
- ix. The Board and the Executive Director shall maintain a collaborative and cooperative working relationship that is in the best interests of the Board as a whole. The Board shall provide the Executive Director with periodic opportunities to discuss their working relationship.
- x. The Executive Director is accountable to the Board as a whole and not to individual members of the Board.
- xi. Confidentiality. Except as otherwise required by applicable law or order of a court or government agency of competent jurisdiction, the Executive Director shall:
 - 1. treat any confidential Board information as strictly confidential, including, but not limited to, personally identifiable information related to licensees, registrants, and applicants, and information deemed as non-public under state and/or federal law including information protected by the ADA and HIPPA; and
 - 2. not directly or indirectly use, copy, remove from the Board premises, disclose, publish, or communicate to any entity or person any Confidential Information except as required in the performance of Executive Director's duties and for the effective administration of The Board.

This obligation shall continue upon the Executive Director's separation from employment.

3. Board Investigators

- a. Employment. The Board shall employ Board Investigators in the manner stated in section 1(a), above, for the purpose of investigating and reporting on complaints that are submitted to the Board, as stated in the Board's Complaint and Disciplinary Policy.
- b. Compensation. See Addendum A for Board Investigators' pay schedule.

1. The Board shall pay its Board Investigators an hourly fee as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by each Board Investigator.
 2. Merit Pay Increase. Each Board Investigator the Board employs shall be eligible for an annual merit salary increase of not less than 2% of the hourly wage if the annual performance evaluation is rated as average or better.
 - c. Duties and Responsibilities. The Board Investigators' duties and responsibilities shall be those investigative and reporting responsibilities stated in the Board's Complaint and Disciplinary Policy.
 - d. Review and Evaluation. Each Board Investigator the Board employs shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
4. Board Consultant
- a. Employment. The Board may employ a Board Consultant in the manner stated in section 1(a), above, for the purpose and with the qualifications stated in section 1(b), above.
 - b. Compensation. See Addendum A for Board Consultant's pay schedule.
 1. The Board shall pay its Board Consultant an hourly fee as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by the Board Consultant.
 2. Merit Pay Increase. The Board Consultant shall be eligible for an annual merit salary increase of not less than 2% of the hourly wage if the annual performance evaluation is rated as average or better.
 - c. Duties and Responsibilities. The Board Consultant's duties and responsibilities shall be to provide input and guidance on Board matters for which the Board requests experienced assistance.
 - d. Review and Evaluation. The Board Consultant shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.

5. Other Board-designated roles

- a. *Employment. The Board may create and designate a role for specific or other purposes and/or that is specific to an individual based upon background and experience in the manner stated in 1(a), above, for the purpose and with the qualifications stated in section 1(b), above.*
- b. *Compensation. See Addendum A for Board Consultant's pay schedule.*

- 1. The Board may pay the individual selected for any role it may designate for specific or other purposes and/or that is specific to an individual either by salary with PERS and other benefits or at an hourly fee as it is earned at the Board's regular payroll intervals, less any deductions required by law or otherwise authorized.*
 - 2. Merit Pay Increase. The individual selected for any role the Board may designate for specific or other purposes and/or that is specific to an individual shall be eligible for an annual merit salary increase of not less than 2% of either the salary or the hourly wage if the annual performance evaluation is rated as average or better.*
 - c. Duties and Responsibilities. The duties and responsibilities of any role that the Board may create and designate under this provision shall be determined by the Board upon the role's creation and designation and based upon the Board's needs.*
 - d. Review and Evaluation. The individual selected for a role under this provisions shall be reviewed and evaluated by the Board in accordance with the Board's Staff Performance Evaluation Procedure.*
6. Board Office Staff.
- a. The Executive Director's duty to develop Board Staff roles as warranted by Board office workload and operations shall include suggesting to the Board for its approval employee positions and salaries that are appropriate for the nature of the work to be undertaken and that the Board's budget can reasonably accommodate.
 - b. The Executive Director shall, in consultation with the Board President, select and hire qualified candidates for Board office positions that are approved by the Board to be added to Board office staff and as those positions are identified in Addendum A – Salary Schedule.
 - c. The following conditions of employment apply to those Board office employees that the Executive Director hires as Board office staff members:
 - i. Probationary Period / Status of Appointment.
 1. The probationary period of a Board office employee (the probationary employee) shall end six months from the date of hire, unless otherwise adjusted by the Executive Director after consultation with the Board President.

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2. During the probationary period, the conduct and job performance may be reviewed by the Executive Director. After consultation with the Board President, the Executive Director may dismiss the probationary employee at any time during the probationary period. Once the probationary period has been successfully completed, the probationary employee will have attained permanent status as Board office staff.
- ii. Compensation. See Addendum A for salary schedule
 1. The Board shall pay its Board office staff, as follows:
 - a. For Board office employees who are paid a salary, a gross annual salary incrementally as it is earned at the Board's regular payroll intervals, less any deductions required by law or authorized by that salaried Board office employee.
 - b. For Board office employees who are paid hourly, a gross amount based upon the number of hours worked during the payroll interval, less any deductions required by law or authorized by that hourly Board office employee.
 2. Merit Pay Increase. Board office employees shall be eligible for an annual merit salary increase of not less than 2% of the annual salary if the annual performance evaluation is rated as average or better.
 3. Payroll. Payroll shall be distributed on a bi-weekly basis.
 - iii. Benefits
 1. Insurance. Upon Board approval, full time Board office staff may elect to receive insurance benefits through the Nevada Public Employees' Benefits Program.
 2. Retirement Program.
 - a. Within the adopted procedures of the Nevada Public Employees Retirement System (PERS), Board office employees who receive a salary shall elect to receive one of the following two plans:
 - i. Employee Contribution Plan A. The Board shall make 100% of normal contributions to PERS. Under this plan, the Board shall make the full retirement contribution based on an adjusted gross salary that reflects the employee's share.
 - ii. Employee Contribution Plan B. The Board shall make 50% of normal contributions to PERS and Executive Director shall be responsible for 50% as a payroll deduction.

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- b. Only full-time Board office staff shall receive the retirement benefits described above. Part-time staff, including Board investigator(s) and part-time office support (less than 25 hours scheduled per week), shall not be eligible for PERS benefits.
3. Paid Vacation and Sick Leave. Full-time Board office staff shall accrue and be entitled to use vacation and sick leave, as follows:
- a. Accrual shall be at the rate of 1.25 days of vacation time and 1.25 days of sick leave for each full month worked. Full-time Board office staff may earn no more than fifteen (15) vacation days and fifteen (15) sick leave days per fiscal year.
 - b. Vacation days should be used during the fiscal year in which they are earned. Any vacation days not used by September 1 of the fiscal year immediately following shall be forfeited. Accrual shall begin anew each July 1.
 - c. Sick leave may only be used for authorized reasons. Authorized reasons for using sick leave are: an inability to work because of illness or injury, incapacity due to pregnancy or childbirth, medical and dental appointments, family illness (limited to immediate family requiring care), and death in the immediate family (typically up to 5 working days).
 - d. If full-time Board office staff will be absent from official duties, that Board office staff member shall notify the Executive Director or the Executive Director's designee in advance of being absent from official duties.
 - e. Full-time Board office staff shall notify the Executive Director in advance of taking vacation days. Requests for vacation time of 5 days or more must receive additional approval from the Board President.
 - f. Upon separation from employment with the Board, the full-time Board office staff shall be entitled to payment for any unused vacation days up to the allowable limit.
4. Leave without Pay. A full-time Board office staff member's leave without pay may be taken at the discretion of the Executive Director, but shall not be taken without prior notice to the Executive Director. Requests for Leave Without Pay of 5 days or more must receive additional approval from the Board President.
- iv. Holidays. Full-time Board office staff shall receive payment for eleven recognized state holidays per year (New Year's Day, Martin Luther King Jr.'s Birthday, President's Day, Memorial Day, Independence Day, Labor Day,

Nevada Day, Veterans Day, Thanksgiving Day / Family Day, and Christmas Day) plus the federally recognized holiday of Juneteenth.

- v. Travel. Board office staff may be required to travel in connection with official duties.
 - 1. If appropriate, Board office staff shall receive an allowance for meals and lodging in accordance with the rate established by the U.S. General Services Administration or State of Nevada.
 - 2. If, in the course of official duties, Board office staff is required to use their own personal vehicle (e.g. travel to State Legislature), reimbursement will be made at the mileage rate authorized by the current federal rate as determined by the U.S. Internal Revenue Service.
- vi. Review and Evaluation. Board Office Staff's employment performance shall be reviewed and evaluated in accordance with the Board's Staff Performance Evaluation Procedure.
- vii. Termination.
 - 1. Termination by Resignation. Board office staff may terminate employment at any time and is encouraged to provide at least two weeks advance written notice to the Executive Director.
 - 2. Involuntary Termination. The Executive Director may terminate a Board office staff member's employment at any time for any reason that is not unlawful or for no reason, with or without Cause, as follows:
 - a. Termination Without Cause. The Executive Director may terminate a Board office staff member's employment at-will, at any time, for any reason that is not unlawful or for no stated reason, without Cause (as defined below), upon providing that Board office staff member at least 5 working days' personal notice or 21 working days' written notice sent certified U.S. Mail to the Board office staff member's last known residence address on file with the Board.
 - b. Termination for Cause. After consultation with the Board President, the Executive Director may terminate a Board office staff member's employment at any time. "Cause" shall be defined as: (1) any act of dishonesty, fraud, malfeasance, embezzlement, theft, unethical conduct, or for gross negligence in the performance of the Executive Director's duties and responsibilities under this document; (2) the Board office staff member's substantial neglect of or refusal to discharge that Board office staff member's duties; (3) the Board office staff member's willful refusal to follow a lawful order or instruction of the Executive Director.

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3. In the event of termination, the Board shall pay:
 - a. full-time, salaried Board office staff: (1) earned Salary through the last day of employment; (2) any accrued and unused paid vacation; (3) One-third of any accrued and unused sick leave; and (4) any unreimbursed appropriate expenses.
 - b. Part-time, hourly Board office staff: (1) earned hourly wages through the last day of employment; and (2) any unreimbursed appropriate expenses.
 - viii. Confidentiality. Except as otherwise required by applicable law or order of a court or government agency of competent jurisdiction, members of the Board's office staff shall:
 1. treat any confidential Board information as strictly confidential, including, but not limited to, personally identifiable information related to licensees, registrants, and applicants, and information deemed as non-public under state and/or federal law including information protected by the ADA and HIPPA; and
 2. not directly or indirectly use, copy, remove from the Board premises, disclose, publish, or communicate to any entity or person any Confidential Information except as required in the performance of Executive Director's duties and for the effective administration of The Board.

This obligation shall continue upon the each Board office staff member's separation from employment.
 - ix. Staff members of the Board office shall not take for personal use at any time, including separation from employment, any items purchased by the Board, including electronic equipment and office supplies.

7. Employee Dispute Resolution.

- a. Mediation. In the event a conflict arises between the Executive Director and a Board member or other staff of the Board, mediation shall be available as a voluntary and informal means of reaching a resolution to a particular situation. The mediation process shall generally be conducted under the direction of the Board President. Where the Board President is a party in the mediation, the Board shall designate an alternative.
- b. Grievance and Complaint Procedure.
 - i. If Executive Director is aggrieved by an action that relates, but is not limited, to such issues as working conditions, discipline, a report on performance, or the inconsistent application of policies and procedures,

he/she may file a written grievance to the Board. Before filing a grievance, an attempt to resolve the situation through informal discussions with the Board President is recommended.

- ii. A grievance must be filed with the Board within 20 working days after the date of the event being grieved or the date that Executive Director learned of the event. The specified period to resolve a grievance may be extended by mutual agreement. A grievance shall include a proposed resolution.

c. Appeal

- i. In the event the Board moves to discipline, demote, or dismiss the Executive Director, the Executive Director shall be provided at least 10 working days' written notice of such action. Executive Director shall be provided the findings of the Board in writing.
- ii. Executive Director shall have the opportunity to appeal a decision of the Board in a publicly noticed meeting.

8. Training and Professional Development. The Board supports training programs and professional development to improve the efficiency and productivity of the Executive Director.

- a. The Executive Director is responsible for identifying for the Board office staff any necessary and appropriate orientation, on-the-job training, and any formal or specialized training in areas unique to the work environment and required by the Board. Such training may include that which is required or recommended by the State of Nevada, including the Division of Human Resource Management (e.g. courses in supervision, management, customer service, and business/finance/purchasing).
- b. The Board Investigators are is responsible for identifying necessary and appropriate orientation and any formal or specialized training in areas unique to their duties and obligations and/or required by the Board.

9. Indemnification.

- a. The Board shall defend and hold Executive Director harmless from any demands, claims, suits, actions, and legal proceedings (including the cost of defending against such matters) ("Claims") brought against him/her, whether in his/her individual or in her official capacity as the Board's Executive Director provided that he/she was acting within the course and scope of employment as Executive Director at the time of the alleged acts or omissions giving rise to the Claims, and excluding criminal litigation.

- b. The Board shall have the right to choose counsel to defend and hold Executive Director harmless from any Claims. Executive Director shall furnish such information and proper assistance to the Board as it may require in connection with any litigation or administrative proceeding in which the Board, the Board, or any the Board officers, employees, or agents is or may become a party, which arose during Executive Director's employment with the Board.
 - c. Nothing in this policy imposes an obligation upon any individual Board member to personally indemnify and/or hold the Executive Director harmless against any Claims.
 - d. Executive Director agrees to release and discharge the Board and the Board harmless and indemnify the Board and the Board for all liabilities, losses, demands, claims, accounts, actions and proceedings arising or resulting from Executive Director breaching this policy. This paragraph shall survive termination of the Executive Director's employment and shall be enforceable, in addition to other remedies provide by law or this policy, by injunctive relief issued by a court of competent jurisdiction.
10. State of Nevada Employee Handbook. As appropriate and applicable, the most recent version of the State of Nevada Employee Handbook and/or Chapter 284 of Nevada Revised Statutes (State Personnel) may be referenced for any terms not specifically addressed in this policy or any associated administrative procedure(s).

Revision History

2/12/2021	Adopted	
3/4/2022	Reviewed and revised	Updated information on PERS benefits
6/6/2022	Revised	Updated limits of accrued vacation and sick leave; Defines benefits for Executive Director
5/12/2023	Revised	Revised hourly rate for part time staff
2/9/2024	Reviewed and revised	Revised to add Board Investigators and Board Office Staff, and to remove Performance Evaluations in favor of the Board's separate Staff

		Performance Evaluation Procedure
3/7/2025	Reviewed and revised	Revised to add Board Consultant
5/9/2025	Revised	Revised to reflect a 12% COLA and 1.625% PERS adjustment for Board Office Staff
<i>10/25/2025</i>	<i>Revised</i>	<i>Revised to reflect change in board office structure</i>

ADDENDUM A – Salary and Pay Schedules*Salaried Positions***Executive Director** Salary Schedule (2% annual increase)Plan A
Employer PERS Contribution

STEP	PER YEAR
01	\$64,520
02	\$65,810
03	\$67,126
04	\$68,469
05	\$69,838

Plan B
Employer/Employee PERS Contribution

STEP	PER YEAR
01	\$78,206
02	\$79,769
03	\$81,365
04	\$82,992
05	\$84,652

Administrative Director Salary Schedule (2% annual increase)¹Plan A
Employer PERS Contribution

STEP	PER YEAR
01	\$56,244
02	\$57,369
03	\$58,517
04	\$59,687
05	\$60,881

Plan B
Employer/Employee PERS Contribution

STEP	PER YEAR
01	\$68,175
02	\$69,539
03	\$70,929
04	\$72,347
05	\$73,794

Specified / Discrete Salaried Roles - Salary Schedule (2% annual increase) subject to Board approval upon designation of the role. For the role approved and created for the individual specified during the October 24, 2025, Board meeting, the full time salary schedule² is:

¹ The Administrative Director (or similar salaried role that may take its place) is subject to Board approval based upon budgetary status and fiscal considerations.

² The full time salary schedule for any specified / discrete salaried roles that the Board approves are subject to a proportionate reduction in salary for a work schedule that is less than full time. For instance, if the work schedule for this role is approved for 3/4 time (75% of full time), there would be a 25% reduction in the salary paid; but

Plan A
Employer PERS Contribution

<i>STEP</i>	<i>PER YEAR</i>
<i>01</i>	<i>\$64,520</i>
<i>02</i>	<i>\$65,810</i>
<i>03</i>	<i>\$67,126</i>
<i>04</i>	<i>\$68,469</i>
<i>05</i>	<i>\$69,838</i>

Plan B
Employer/Employee PERS Contribution

<i>STEP</i>	<i>PER YEAR</i>
<i>01</i>	<i>\$78,206</i>
<i>02</i>	<i>\$79,769</i>
<i>03</i>	<i>\$81,365</i>
<i>04</i>	<i>\$82,992</i>
<i>05</i>	<i>\$84,652</i>

Hourly Positions

Board Investigator and Consultant Salary Schedule (2.5% annual increase; Not PERS eligible)

STEP	HOURLY Maximum 6 Hours per month or 72 Hours per Year
01	\$150.00
02	\$153.75
03	\$158.00
04	\$162.00
05	\$166.00

Part-time Staff (2% annual increase; Not PERS eligible)

STEP	HOURLY Maximum 4 Hours per day or up to 20 Hours per Week
01	\$20.00

in no event will the work schedule for a Board approved specified / discrete salaried role be less than a part time (50%) work schedule.

02	\$20.40
03	\$20.81
04	\$21.23
05	\$21.65

*Specified / Discrete Salaried Roles – Hourly rate table (2% annual increase).
[Placeholder for Future Use]*

<i>STEP</i>	<i>HOURLY</i> <i>Limitation on hours subject to Board determination upon designation of the role</i>
<i>01</i>	<i>Hourly amount subject to Board determination upon designation of the role</i>
<i>02</i>	<i>Hourly amount subject to Board determination upon designation of the role</i>
<i>03</i>	<i>Hourly amount subject to Board determination upon designation of the role</i>
<i>04</i>	<i>Hourly amount subject to Board determination upon designation of the role</i>
<i>05</i>	<i>Hourly amount subject to Board determination upon designation of the role</i>