



## Nevada State Board of Massage Therapy

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**LOCATIONS:** Nevada Legislative Building – Carson City  
100 North Carson Street, Mock Courtroom  
Carson City, NV 89701

**Videoconference To:**  
**Grant Sawyer Building – Las Vegas**  
555 East Washington Avenue, Suite 4500  
Las Vegas, NV 89101

**DATE:** July 25, 2018

**TIME:** 1:00 a.m. PDT

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### MEETING MINUTES

**Please Note:** The Nevada State Board of Massage Therapy may: 1) take agenda items out of order; 2) combine two or more items for consideration; or 3) remove an item from the agenda or delay discussion related to an item at any time. Reasonable efforts will be made to assist and accommodate individuals with disabilities who wish to attend the meeting. Please contact Sandy Anderson at 775.687.9951 ([sjanderson@lmt.nv.gov](mailto:sjanderson@lmt.nv.gov)), in advance, so that arrangements may be made. Public comment will be taken at the beginning and the end of the meeting. 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).

1. Call to order at 1:04 PM. Board Members present: Chair - April Whiting, Vice Chair - Diane Huleva, Secretary/Treasurer - Deirdre Strunk, Margaret Westcamp, Teresa Lopez, Elisabeth Barnard, Bob Oliver, Lorna Benedict, Nancy Zitko, and Board Council Asheesh Bhalla.
2. Public comment.

Public Comment with a written statement is attached for each of the following: Billie Shea David J. Otto, Dawn Gibbons, Robin Graber, Kathleen Hefti, Mavies Gascon, Victoria Sadiki, Christy Brunner, Tereza Van Horn, Lee M. Thorpe, and Rhonda Gerych.

Rebecca Willis with Steamboat Hot Springs. Under the previous ED, I have personally observed a number of problems. I observed unprofessional activity between Board and therapists and lack of respect and professionalism. During Sandy Anderson's administration this entire office has come a long distance. Beginning with how establishments and massage therapists are handled in a professional manner. This allows for regulations to be followed and all people are treated with respect.

Donna Lankton – As April's mother, I have known her the longest. So for you, who have only heard one side of the story, keep an open mind. I say this because some of you are describing someone else by your letters. April has worked very hard to make this board ethical and above reproach. She put her heart and soul into making it better. I am very proud of my daughter for doing the right thing and staying true to herself, no matter what the cost. Let the truth in the room and the truth will stand on its own.

Kathy Pilgreen, previous Board member. It saddens me to think today you are discussing items that were an issue when I was on the Board. With the exception of Robin, I have been in your shoes. I have sat at this table at a special meeting. This process is very daunting. It's emotional as we all care about our field. We care about Massage Therapy. Open meeting law makes it really, really difficult for us. I just want to encourage you to think like a boss and not like a massage therapists. Look at the very big picture, listen to everything and ask a lot of questions and make a really, really good decision. Thank you for volunteering your time because of the profession.

Joanne Leming, previous Board member. I've sat in your chair at a special meeting. It is daunting, it is confusing. You have people telling you what you should decide and what they think you should decide and how they think you should vote. You cannot let them be in your mind. Massage is healing and it is broken in this state. You have the power to heal, however it goes. You have to make the decision on your own, but there has to be a healing for this profession in this state for us to continue helping people get better.

Rolando Corro, with Professional Massage. I think it's a big mistake if we remove Ms. Anderson from the State Board. It is difficult to find the right person. We show her what we can do for the association now for everybody to protect this kind of victim, because everybody think that massage is famous, happy end. She tries to stop that. That's very good for this city. For that reason we have to keep her within the State Board.

Moses Haynes, previous employee (statement read by Arianna Clifford). It is my understanding the inspectors are not communicating in conducting field inspections with the local jurisdictions in southern Nevada. I found that working with the jurisdictions helped ensure the safety of the public and the professionalism in the industry. With all the agencies working together, we were able to continue to regulate professionalism surrounding massage. I am saddened to hear the relationships have not continued. As a group, we focus on removing the bad elements in the industry.

Arianna Clifford, previous employee. I can admit that Sandy has made a great improvement. I don't want to say that she is not right for the job. I believe in my heart that she has great

intentions for the Board just like you guys do. Sandy is notable to recognize when she is wrong or willing to open up to ideas of other people that are in the office. Sandy has potential but she definitely needs to listen and figure out that there needs to be change.

3. Executive Director's Performance and Cooperation with State Board of Massage Therapy - pursuant to NRS 640C.200(3) and 241.003.

Board Chair April Whiting swore in Executive Director Sandy Anderson, Bianca Smith and Maggie Adams. Board Counsel Asheesh Bhalla provided some limited parameters to the Board before proceeding. Board Chair April Whiting provided a five (5) minute statement, followed by a statement from Ms. Anderson and her legal counsel. After this time it was stated each Board member was to be provided five (5) minutes to ask questions of Ms. Anderson. After each Board member asked their questions, then the Board would move into 20 minutes of deliberation. Vice Chair Diane Huleva and Board member Teresa Lopez expressed concerns over the time limit for questions, answers and discussion. Board Counsel Asheesh Bhalla advised Board members this meeting was not a hearing.

Board members participated in asking questions concerning the allegations contained in the hearing notice. Ms. Anderson responded. Discussion was had among Board members, Las Vegas staff, Reno staff, and Ms. Anderson concerning the allegations.

During general discussion Vice Chair Diane Huleva suggested employee mediation prior to having a special meeting.

Legal Counsel for Ms. Anderson suggested an informal discussion or mediation to discuss Ms. Anderson's performance.

Lorna Benedict, Diane Huleva and Bob Oliver suggested employee mediation. The transcripts submitted by Litigation services indicate pages 68, 75, 133 and 155 for further clarification of the conversation regarding mediation.

Lorna Benedict motioned to approve a two day retreat with a mediator for all staff and Board members to be held within 60 days. No changes in anyone's employment, seconded by Teresa Lopez. Motion carried unanimously.

4. Board's continued need for and use of outside counsel (Platt Law Group).

No Discussion was held. Item tabled until a later date.

5. Discussion regarding appointment of interim director as necessary.

No Discussion was held. Item tabled until a later date.

6. Approval to increase Executive Director's signing authority to \$10,000.

No Discussion was held. Item tabled until a later date.

7. Public Comment.

Kathleen Hefti, current employee. I think 60 days is too long, mediation should be held in 30 days.

Joanne Lemming, previous Board member. Congratulations on today. You have realized there is a divide between the north and south. The massage board can do it. Be the first to show how to succeed. Healing your ability to communicate is the ability to know.

Arianna Clifford, previous employee. I do not feel that Sandy or April should step down or get fired. I think they are the right people for their jobs.

8. Meeting adjourned at 4:23 PM.

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Public Comment Agenda Item: There is a time designated at the beginning of the meeting and the end of the meeting for Public Comment. Members of the general public may bring matters not appearing on this Agenda to the attention of the Board or make comment on specific Agenda Items. The Board may discuss the matters not on the Agenda but may not act on the matters at this meeting. If the Board desires, the matters may be placed on a future Agenda for action. In consideration of others who may also wish to provide Public Comment, please avoid repetition and limit your comments to no more than three (3) minutes.

Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the Board may refuse to consider Public Comment.

Supporting material for this meeting may be requested from Sandy Anderson at 775.687.9955 ([sjanderson@lmt.nv.gov](mailto:sjanderson@lmt.nv.gov)) and is available at the Nevada State Board of Massage Therapy, 1755 E. Plumb Lane, Suite 252, Reno, Nevada 89502.

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In accordance with NRS 241.020, this public notice and agenda was posted on or before July 20, 2018, on the Nevada State Board of Massage Therapists website, <http://massagetherapy.nv.gov>, the State of Nevada's Public Notice Website, <https://notice.nv.gov>, and at the following locations:

Nevada State Board of Massage Therapists  
1755 E. Plumb Lane, Suite 252  
Reno, NV 89502

Grant Sawyer Building  
555 E. Washington Avenue  
Las Vegas, NV 89101

Nevada State Library  
100 South Stewart Street  
Carson City, NV 89701

Nevada Attorney General's Office  
100 N. Carson Street  
Carson City, NV 89701

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