



# Nevada State Board of Massage Therapy

## APPROVED MEETING MINUTES

### LOCATIONS:

This meeting of the Nevada State Board of Massage Therapy will take place online via Zoom and is available via telephone. Persons wishing to participate in the meeting may connect to the meeting through the link below or telephone numbers below. Persons wishing to provide public comment during the meeting may use the links below, and at the appropriate time, the Board Chair will call on persons wishing to make public comment.

Virtual access was available by attending the meeting online:

<https://us06web.zoom.us/j/81515789497?pwd=K1BLZnBjMlVp5c2dHNTYwQndEUT09>

Meeting ID: 815 1578 9497

Password: 575937

SIP: [81515789497@zoomcrc.com](mailto:81515789497@zoomcrc.com)

Telephonic access to this meeting was available by dialing the number below based on the location closest to the participant.

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington, DC)

+1 312 626 6799 US (Chicago)

### DATES AND TIMES:

**August 25, 2023, commenced at 9:00 a.m.**

**Zoom sign-in available at 8:30 a.m.**

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## AGENDA

**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).

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. Public comment may also be taken at other such times as requested as long as the request for public comment will not interrupt ongoing Board business. 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. The Board limits public comment to three (3) minutes.

**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 (see NRS 233B.126).** Please be aware that after the quasi-judicial Board has rendered a decision in the contested case and, assuming this happens before adjournment, the Board may entertain public comment on the proceeding at that time.

1. Call to order and roll call of Board Members.

The meeting was called to order at 9:00 a.m. Friday, August 25, 2023, by Vice Chair Deirdre Strunk. Board members in attendance included Secretary/Treasurer Rebecca Dorangricchia, Lorna Benedict, Christine Garvey, Rosemarie Mueller, Bianca Smith, and John Teng. Additional attendees included Board Counsel Colleen Platt and Executive Director Sandy Anderson. Board member Elisabeth Barnard recused. Board member Stephanie Tsanas was excused.

2. Mission Statement of the Nevada State Board of Massage Therapy – To protect the public health, safety, and welfare through effective massage therapy regulation. Insuring that qualified, competent, ethical practitioners are licensed.

Vice Chair Strunk read the mission statement into the record.

3. Public comment – Members of the public who wish to participate in a public meeting may do so by providing public comment during the two designated public comment periods. Additionally, public comment options may include, without limitation, telephonic or email comment. Action may not be taken on any matter brought up under public comment until scheduled on an agenda for action at a later meeting. The Board will not restrict comments based on viewpoint. The opportunity for public comment will be available at the beginning and ending of the meeting. (Discussion Only)

Vice Chair Strunk advised all attendees that public comments regarding the applicants for the position of Executive Director should be reserved until after the interview process.

No public comments were provided.

Executive Director Sandy Anderson advised the Board that no written public comments were submitted prior to the meeting.

Vice Chair Strunk thanked Executive Director Anderson for her service and the guidance she provided over the past 8 years to transition the Board to how it functions today.

4. Interview Applicants for the Executive Director position. (For Discussion and Possible Action)

Salary range is \$87,201 to \$137,808 for employee/employer paid retirement or \$77,622 to \$120,294 for employer paid retirement. Offer cannot exceed the cap and should in my opinion provide room for growth for the candidate.

- a. Adam Higgenbotham
- b. Elisabeth Barnard
- c. Nicole Berry
- d. Todd Park
- e. Yerania Martell DeLuca

The Board conducted interviews of the individuals listed above.

5. Discussion and selection of Executive Director position and negotiation of salary. (For Discussion and Possible Action)

The Board discussed the candidates' strengths and weaknesses.

Motioned by Christine Garvey to offer the position of Executive Director to Elisabeth Barnard, seconded by Rosemarie Mueller. Motion carried.

Motioned by Christine Garvey to extend a salary of \$120,000 annually employee/employer paid retirement and bot to exceed \$105,000 for employer paid retirement, seconded by Rosemarie Mueller. Motion carried.

***Consent agenda items are shown in italics. The Consent Agenda contains matters of routine acceptance. The Board members may approve the consent agenda items as written or, at their discretion, may address individual items for discussion or revisions.***

6. *Consent Agenda Items – Board members may choose to request any item listed below be pulled for discussion and possible action. Any items not pulled may be approved in a single motion to approve the consent agenda excluding pulled items. (For Discussion and Possible Action)*
  - a. *Discussion and possible action regarding having Nevada State Bank issue a credit card to the new Executive Director with a credit limit of \$20,000. (For Discussion and Possible Action)*

- b. Discussion and possible action regarding sending the new Executive Director to the Federation of State Massage Therapy Boards Annual Meeting September 28<sup>th</sup> through 30<sup>th</sup>, 2023 in San Diego, California at an estimated cost of \$2,500. (For Possible Action)*
- c. Discussion and possible action regarding approval of the Board's compensation schedules for fiscal year 2024. (For Possible Action)*
- d. Discussion and possible action regarding approval of the Board's updated budget for Fiscal Year 2024. (For Possible Action)*
- e. Discussion and possible action regarding approval of the Board's budget for Fiscal Year 2025. (For Possible Action)*
- f. Discuss, amend, and approve Board meeting minutes for August 8, 2023. (For Possible Action)*
- g. Discuss, amend, and approve Board meeting minutes for August 9, 2023. (For Possible Action))*
- h. Discussion and possible action regarding approval of changes to the Inspection Position Specifications updated to enhance recruitment options. (For Possible Action)*

Items 6.f. and 6.g. were not available to be reviewed at this meeting.

Motioned by Bianca Smith to approve items a. through e. and h., seconded by Lorna Benedict. Motion carried.

7. Public comment.

Elisabeth Barnard thanked the Board.

David Otto NVMT.103 thanked the applicants, the final slate of candidates, thanked the board. Sandy Anderson - Firstly, I'd like to thank all the Applicants for the open Executive Director position and the final slate of Candidates and to thank the Board for considering, thoughtfully, the future of the licensees and the Public in Nevada. Congratulations, Liz!

This is a Note about Sandy Anderson's tenure as ED for the NSBMT: I'd like to offer another perspective.

I have been a long-time and am a super-interested Licensee and have worked with Sandy as the AMTA Nevada Chapter's Government Relations representative, keeping our members informed and empowered in their Nevada practices of massage therapy.

As a GR-collaborator (which is something i think she brings to every one of her professional relationships), this Comment is about who Sandy is to me:

I would like to akin Sandy's presence and possibly her legacy to a cultural reference that may be appropriate: Sandy is my Massage Chuck Norris: kind & fair, driven, indestructible in her efforts to bring and keep Massage Therapy as the profession we all hope it will remain and may become.

Two qualities that i see, additional to all her foundational characteristics that have made her successful:

- She is (and will always be, I suspect) dedicated to her field - she's held every position in the Massage Therapy field (a Master);
- She is infectious because of her curiosity - empowerment of collaborators and vested stakeholders is her modus operandi (a Teacher).

I know her clients, students, current (that's you) and previous employers, and constituents under her purvey have all and will all continue to benefit from her leadership and collaborative nature - her legacy will live on in the attitudes she's fostered and grown that support the fair regulation of Massage Therapy.

Sandy: I wish you great fortune and success in every endeavor you have planned and, if you seek them (or rather, i suspect: when you seek them) you find any opportunities to uplift others into the same standard of mastery that i believe you have attained.

With Love,  
Thank you, Sandy and  
Thank you, Board.

Christy Brunner thanked Executive Director Anderson for all of her work and effort through her time working for the Board.

Bianca Smith commented that she is looking forward to the future of the Board and thanked Sandy for her help with her career.

Secretary/Treasurer Dorangricchia thanked the board for all their work today.

8. The meeting adjourned at 2:21 p.m.

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### Notices:

Items may be combined for consideration by the board. Items may be pulled or removed from the agenda at any time. Public comment will be taken at the beginning and at the end of the meeting. Regarding public comment, no vote may be taken upon a matter raised under this agenda item until the matter itself has been specifically included on a future agenda as an item upon which action may be taken. (NRS 241.020). The Chair may allow comment on individual agenda items at her discretion. Public comments are limited to three (3) minutes.

The Nevada State Board of Massage Therapy may address agenda items out of sequence to accommodate persons appearing before the Board or to aid the efficiency or effectiveness of the meeting. Interested persons may present oral and/or written comments at the time and place of the meeting, or written comments may be sent no later than **Thursday, August 24, 2023**, to the following address: **Nevada State Board of Massage Therapy, 1755 E. Plumb Lane, Suite 252, Reno, NV 89502**. **Supporting materials are available on the Board's website [http://massagetherapy.nv.gov/About/Board\\_Meetings/Meetings/](http://massagetherapy.nv.gov/About/Board_Meetings/Meetings/)** or by contacting **Sandy Anderson at 775.687.9951 or [sjanderson@lmt.nv.gov](mailto:sjanderson@lmt.nv.gov) or 1755 E Plumb Lane, Suite 252, Reno, NV 89502**. Documents provided to Board members during the meeting will be posted on the website after the meeting.

Persons/facilities who want to be on the mailing list must submit a written request every six months to the Board. We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Sandy Anderson at 775.687.9951 or [sjanderson@lmt.nv.gov](mailto:sjanderson@lmt.nv.gov) no later than 48 hours prior to the meeting.

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In accordance with NRS 241.020, this public notice and agenda was posted on or before Tuesday, August 22, 2023, at the following locations:

[http://massagetherapy.nv.gov/About/Board\\_Meetings/Meetings/](http://massagetherapy.nv.gov/About/Board_Meetings/Meetings/)

<https://notice.nv.gov>

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