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DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF NEVADA BOARDS, COMMISSIONS AND COUNCILS STANDARDS

NEVADA STATE BOARD OF NURSING

MINUTES OF THE
CNA ADVISORY COMMITTEE

Thursday, October 2, 2025

CALL TO ORDER

The committee meeting was called to order by Tamara Pachak, MSN, RN, CNA Training Program Specialist, at 9:00 a.m.

MEMBERS PRESENT

M. Jeanne Hesterlee, RN
Jama DeYoe, RN
Sara Hartwich, RN
Gail McGuill, MSN, RN - Retired
Kendall Valdez, RN
Jacob Watts, CNA
Holly Wesner, RN
Marie Coe

MEMBERS ABSENT

Rhonda Meyer, RN
Judy Gmouh, LPN

OTHERS PRESENT

Tamara Pachak, MSN, RN, CNA Training Program Specialist, Chair
Michelle Johnson, EdD, MS, APRN, CPNP-CP, Director of Nursing Education
Fred Olmstead, General Counsel
Anyssa Vasquez, Management Assistant

CALL TO ORDER: The meeting was called to order by T. Pachak at 9:00 a.m.

A. APPROVAL OF MINUTES: August 07, 2025, meeting minutes were reviewed and approved as written. MOTION CARRIED

B. OLD BUSINESS: None.

C. NEW BUSINESS:

1. Review and discussion regarding follow-up to the September 17-18, 2025, Board meeting. T. Pachak presented the agenda item. First, F. Olmstead shared that the Las Vegas office has officially moved to their new office: 5820 S. Eastern Ave., Suite 200, Las Vegas, NV 89119. F. Olmstead encouraged the committee to submit articles or topics they would like to share to board for the Nevada Nursing News Newsletter. F. Olmstead informed the committee of an upcoming regulation workshop on November 4, 2025, for Assembly Bill 319 where RNs and APRNs can supervise MAs. F. Olmstead shared that the B agenda items for the Board Meeting were all Nurse practice related. Next, M. Johnson shared with the committee that we had site visits, 6- month reports, Conditional approval reports, and new deans appointed that were accepted. Finally, T. Pachak shared that 4 site surveys, 2 status updates on current remediation plans, 1 program removed off remediation, and 1 program submitted remediation plan were all accepted.
2. Review and discussion regarding fiscal year 24/25 CNA practice complaints reported to the board. T. Pachak presented the agenda item. S. McCord shared statistics from 23/24 (92) and 24/25 (85) fiscal years showing how complaints have decreased. S. McCord shared disciplinary statistics: Voluntary Surrender – 1, probations decreased 7 to 3, Reprimand orders increased 6 to 7, and Revocations – 2. Next, S. McCord presented tables and graphs to give a visual representation of the complaints the board receives and how many there are. Finally, S. McCord shared that misappropriation, neglect, and harm to patients are the top tier items that we've received regarding complaints against CNAs.
3. Review and discussion regarding fiscal year 24/25 CNA scope of practice questions. T. Pachak presented agenda item. S. McCord shared that we've received 4 calls in 3-month period versus 11 calls in the previous year regarding CNA scope of practice. S. McCord shared some questions that have come up repeatedly regarding CNA scope of practice:
 - Are there patient ratios in Nevada for CNAs?
Patient ratios are regulated by the Bureau: they make sure hospitals, facilities, and home care are following their staffing protocols.
 - Is it patient abandonment if I tell my DON I can't handle 26 patients, and they offer to replace me on my shift?
Any licensee and certificate holder has the privilege, responsibility, or choice to decline an assignment. They must notify the appropriate personnel, so patients are addressed appropriately in their absence when gone.
4. Review, discussion, and possible action regarding Nevada State Board of Nursing CNA Workforce Survey and Questionnaire 2025. T. Pachak presented the agenda item. S. Hartwich asked if the responses would remain anonymous so people can feel free to be honest and upfront about any questions or concerns, they may have. M. Coe stated asking CNAs what their understanding of staffing and workload is? M. Hesterlee suggested making revisions and bringing it back to the January Committee

Meeting. The committee motioned to go over questionnaire, revise, and finalize by the January Committee meeting. MOTION CARRIED.

D. RECOMMENDATIONS FOR AGENDA ITEMS FOR THE NEXT MEETING ON JANUARY 8, 2026.

- Invitation to Dr. Katie Elman at UNR School of Public Health to provide information on the CNA Capacity Building project.
- Requested a member of Credentialia to be presented to answer questions.

PUBLIC COMMENT: NONE.

ADJOURNMENT-The meeting adjourned at 9:53 a.m.