

STATE OF NEVADA

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

NEVADA STATE BOARD OF NURSING

AGENDA DISABILITY ADVISORY COMMITTEE Thursday, October 8, 2026, 9:00 a.m.

THIS MEETING WILL BE HELD VIRTUALLY ONLY

To join the meeting via video, please click here:

<https://teams.microsoft.com/meet/210920880231713?p=Ae9JANwdbekiOEMFIW>

To join by meeting ID through Microsoft Teams:

Meeting ID: 210 920 880 231 713 Passcode: hb39C7ez

To join by telephone:

Audio Conference Number: [+1 775-321-6111](tel:+17753216111) Phone Conference ID: 116 108 133#

The Disability Advisory Committee meeting will commence at 9:00 a.m. on Thursday, October 8, 2026.

- Items on the agenda may be taken out of order.
- The committee may combine two or more agenda items for consideration.
- The committee may remove an item from the agenda or delay discussion relating to an item on the agenda at any time.
- For those who would like to listen to the meeting, please make sure to mute your phone once you join the meeting. Please only unmute when you are called upon to speak during the meeting

The Disability Advisory Committee advises and reports to the Board regarding Nurses and CNAs with disabilities or practice issues which impact the delivery of safe and effective nursing care.

Public Comment Procedure:

1. Public comment will be taken at the beginning and at the end of the meeting; public comment may be made virtually or telephonically at 775-321-6111 and press Phone Conference ID 116 108 133# or via email at nsbnpubcom@nsbn.state.nv.us;
2. Public Comment may also be taken at other such times as requested so long as the request that Public Comment be taken will not interrupt ongoing committee business;
3. Those individuals wishing to present Public Comment are asked to state and spell their name prior to providing public comment.

4. Depending on the number of individuals wishing to address the committee, a reasonable time, place and manner limitation on the public comments may be set.
5. The Committee will not restrict comments based upon viewpoint;
6. The Committee Chair reserves the right to limit Public Comment to three minutes;
7. No action may be taken upon a matter raised during Public Comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

CALL TO ORDER

PUBLIC COMMENT:

*For
Possible
Action*

A. APPROVAL OF MINUTES: July 9, 2026.

*For
Possible
Action*

B. OLD BUSINESS:

1. Review, discussion, and possible action regarding the continued development of the NSBN website.

*For
Possible
Action*

C. NEW BUSINESS:

1. Review, discussion, and possible action on developing a self-assessment form for the NSBN website development project.
2. Review, discussion and possible action regarding proposed 2027 DAC committee meeting dates.

D. RECOMMENDATIONS FOR AGENDA ITEMS FOR THE NEXT MEETING ON:
To Be Determined.

PUBLIC COMMENT:

ADJOURNMENT

Anyone desiring additional information regarding the meeting, including information on how to obtain supporting board meeting material is invited to call Gabriela Hernandez-Aguilar, Management Assistant at (775) 687-7745. Supporting material for the public body is located at 6005 Plumas St, Suite 100, Reno, Nevada and 5820 S. Eastern Ave #200, Las Vegas, Nevada. Per NRS 241.020, persons/facilities desiring copies of the Board of Nursing agenda must submit their request in writing every six months. It is possible that an amended agenda, adding new items to the original agenda, will be published for any Board meeting. Amended notices will be posted in accordance with the Open Meeting Law; however, they will not be mailed to individuals on the Board's mailing list. The Board of Nursing complies with A.D.A. requirements; persons requiring special equipment or considerations are requested to contact the Board's administrative office at least five days in advance of the meeting.

NOTICES POSTED AT THE FOLLOWING LOCATIONS

Nevada State Board of Nursing website www.nevadanursingboard.org

Nevada Public Notices website www.notice.nv.gov

Nevada State Board of Nursing offices:

6005 Plumas St, Suite 100, Reno, Nevada, 89519

5820 S. Eastern Ave #200 Las Vegas, NV 89119

Posted:10/2/2026

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**DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF NEVADA BOARDS, COMMISSIONS AND COUNCIL**

NEVADA STATE BOARD OF NURSING

**MEETING MINUTES
DISABILITY ADVISORY COMMITTEE
Thursday, July 09, 2026**

The Nevada State Board of Nursing Disability Advisory Committee Meeting was called to order by Elaine Ralph, MSN, RN, FN-CSp, at 9:00 a.m. on July 9, 2026, via video and telephonic conferencing.

MEMBERS PRESENT

Brenda Delgado, DNP, APRN, FNP-BC
Theresa Lemus, DNP MBA, RN LADC
Kayla Sullivan, DNP, APRN, FNP-BC
Richard Angelastro, MSN, RN, CNOR
Jeanine Packham, DNP, APRN, ACNP-BC, PMHNP-BC, CCRN-CMC, PHN

MEMBERS ABSENT

Janice Lemak, BSN, RN
Jordana Myles, MEd, BSN, RN, NCSN

OTHERS PRESENT

Fred Olmstead, General Counsel
Ryan Mann, Eligibility Specialist
Gabriela Hernandez-Aguilar, Management Assistant
Sam McCord BSN, RN, Director of Investigations and Discipline
Elaine Ralph, MSN, RN, FN-CSp, Monitoring and Probation Investigator – *Chair*

Call to Order: The meeting was called to order by Elaine Ralph at 9:00am.

Public Comment: None

Approval of Minutes: Member Delgado made a motion to approve the meeting minutes for April 9, 2026. Member Angelastro seconded, Motion passed.

B. Old Business: Ms. Ralph presented a slideshow with possible revisions to the NSBN website. Members shared suggestions and ideas, and the discussion will continue at the next meeting.

C. New Business:

1. Mr. McCord reviewed the committee member responsibilities, public meeting law requirements, and meeting procedures. Topics included quorum, agenda limitations, public meeting requirements, communication outside of meetings, appropriate use of committee membership, and making motions.
2. Member Sullivan presented the PowerPoint presentation, “Macy Grant: Enhancing Clinical Education Accessibility for Nursing Students with Disabilities The discussion focused on revising these standards to avoid discouraging qualified students from pursuing nursing, recognizing that many nursing roles do not require the physical demands of traditional inpatient floor nursing.

D. Recommendations for Agenda Items for Future Committee Meeting: Ms. Ralph recommended that members develop examples and questions for a self-assessment form to discuss at the next meeting.

Public Comment: None.

Adjournment: The meeting adjourned at 10:06am. on Thursday, July 9, 2026.

Nevada State Board of NURSING

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Nursing Support, Monitoring and Probation Program

Home / Nursing Support

(Message from Sam)

Nursing Support

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About:

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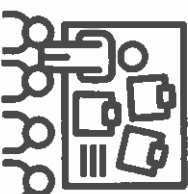
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Probation



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Nursing Support, Monitoring and Probation Center •

Nursing Support

Insert intro here?

Signs & Symptoms of
Substance Misuse



(PDF)

Substance Use Screening Tools



(PDF)

Self Assessment Form



(PDF)

Nursing Support Page

Signs & Symptoms of Substance Misuse PDF

1st Box

It is essential to approach concerns about a colleague's behavior or appearance with sensitivity and an understanding that these signs may not be necessarily indicate substance misuse. Many of the behaviors and physical characteristics listed below can also stem from other physical or mental health conditions, as well as personal or family distress. Because patient safety and the health and well-being of our nurses are of paramount importance, it is crucial to report your concerns while refraining from making assumptions.

Regardless of the underlying cause, if a nurse is exhibiting behaviors or signs that may compromise their ability to provide safe and effective care, it is essential to address these concerns in a supportive and constructive manner. The Nevada State Board of Nursing (NSBN) offers information about resources and programs designed to assist impaired nurses. There are reputable programs offering guidance, pathways to recovery, and opportunities for professional rehabilitation. Identifying and reporting concerns can be a vital first step in ensuring patient safety while helping a colleague access the support they need.

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Signs & Symptoms of Substance Misuse PDF

Below is a list of potential signs and symptoms that may indicate a nurse is in distress or struggling with substance misuse or other health-related challenges.

Continued Pattern of Behavior:

- Changes in attendance, such as increased absences or late arrivals, particularly after days off, weekends and holidays.
- They may display emotional responses that seem unexpected or out of sync with the situation.
- There may be times when a team member is not easily found or may be away from their assigned area for extended periods during their shift.
- They may make frequent trips to the bathroom.

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Signs & Symptoms of Substance Misuse PDF

- There may be changes in the team members alertness or there may be noticeable confusion or memory lapses.
- The staff member may spend more time alone and seek less interaction with colleagues.
- Job performance may be affected by sloppy or illegible handwriting, errors in charting, and errors in patient care.

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Signs & Symptoms of Substance Misuse PDF

The nurse who is diverting drugs from the unit may:

- Frequently handles controlled substances at the beginning of their shift.
- Takes controlled substances out of storage before or after their shift.
- Retrieves controlled substances for a patient without a current medication order or for a patient who has been discharged.
- Works with patients who report that their pain management is less effective during this caregiver's shift or that they did not receive their scheduled medication.
- Often reports incidents of medication wastage, such as spills or errors with dosage
- Waste of an entire vial of medication instead of a partial dose.
- Request a colleague to witness medication waste without the witness observing the actual waste.

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Signs & Symptoms of Substance Misuse PDF

- Regularly overrides the Pyxis or medication dispensing system.
- Works on a unit where there are ongoing issues with missing medications or tampered seals.
- Routinely volunteers to count narcotics to verify the inventory.
- Always volunteers to give medications.
- Medicates another nurse's patients without the assigned nurse's knowledge.
- Administers IV medications when the patient receives oral medications during previous and subsequent shifts.

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Signs & Symptoms of Substance Misuse PDF

Physical Signs and Symptoms:

- Shows physical signs of distress, such as pinpoint pupils, trembling hands, or changes in alertness (e.g., drowsiness or hyperactivity) while on duty.
- There may be a noticeable scent, such as alcohol, on a staff member's breath.
- Sudden weight loss or gain.
- Uncharacteristic neglect of personal grooming and cleanliness.
- Persistent tiredness.
- Unexplained bruises, scratches, sores or needle marks (especially from scratching due to itching).

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Signs & Symptoms of Substance Misuse PDF

- Bloodshot or glassy eyes (red, watery eyes or a glazed appearance) dilated or constricted pupils (Pupils that are unusually large (dilated) or small (constricted)).
- Stumbling, frequent falls, or difficulty walking.
- Stumbling, frequent falls, or difficulty wal
- Difficulty speaking clearly or coherently.
- Rapid, pressured, erratic speech.

Keep in mind that no indicator, or group of indicators, is unique to chemical dependency.

However, if there is a drop off in the work performance of a previously good employee or colleague, you should consider the possibility of a problem if several indicators are present.

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Screening Tools (2nd Box)

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Screening tools

- AUDIT (Alcohol Use Disorders Identification Test):

AUDIT Screening Tool

- DAST-10 (Drug Abuse Screening Test): DAST-10 Screening Tool
- AUDIT-C (Shorter Version of the one above): AUDIT-C

Self Assessment Form 3rd Box

- (Will be provided by committee members)

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Monitoring Page

Nursing Support, Monitoring and Probation Center •

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Monitoring

NSBN may offer monitoring for a licensee or certificate holder for both substance use and practice related issues on a case by case basis. Monitoring of a licensee includes a confidential, non-disciplinary agreement between the individual and the Board.

- A monitoring agreement can be related to substance use, nursing practice, or a combination of both.
- The term of a monitoring agreement is dependent on the specific case.
- Upon successful completion of a monitoring agreement, the case is closed and remains confidential with the Board.

Alternative to Discipline



Practice



(PDF's)

Alternative to Discipline Program Page

Nursing Support, Monitoring and Probation Center ▾

Nursing Support	▾	
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Probation		Alternative to Discipline FAQs
Additional Resources		Alternative to Discipline FAQs for Supervisors

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Alternative to Discipline Program

Alternative to Discipline Program Benefits

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For the licensee or certificate holder in the Program:

The Alternative to Discipline (ATD) program offers the participant the opportunity to receive recovery services in place of disciplinary action. Eligibility is determined on a case-by-case basis.

The program consists of:

- Confidential consultation when considering program enrollment
- Support of a specialized rehabilitation plan established by a treatment provider
- Monitoring the participants' progress with the rehabilitation plan
- Encouragement, support, and guidance is provided by Board staff
- Return to the nursing profession in a safe manner upon successful completion of the program

FAQ's

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What happens if I decide to enroll in the ATD program?

- Will the Board make public the fact that I am enrolled?

No, the ATD program is a non-disciplinary and confidential program, and the license status will appear as inactive on the board website.

- Will I be treated differently because a complaint is filed against my license?

No, any nurse or CNA, regardless of how they entered into the program (self-report or complaint based) are treated in the same manner.

- Will the Board suspend my license or certificate if I enroll in the ATD program?

Yes, the ATD program requires the participant to temporarily surrender their license/certificate to complete treatment, usually 3-4 months.

- How long must I agree to be temporarily removed from practice?

Participants must successfully complete an Inpatient treatment (IP), Partial Hospitalization Program (PHP) or Intensive Outpatient Treatment (IOP). The program is selected by the participant and their treatment provider and is based on the individual.

FAQ's continued

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- How will my employer be notified that I am participating in the ATD program?

Information regarding treatment will only be disclosed at the participants' discretion. The participant is not employed in a position requiring a license or certificate during their initial treatment phase.

- How much does it cost to participate?

Cost depends on type of IP, PHP or IOP program the participant selects and is based on several factors (i.e. health insurance, private pay, Medicaid).

Participants are allowed to select a facility, in or out of state, that best suits their needs. The licensee or certificate holder is required to notify Board staff prior to entering into treatment to ensure the facility can accommodate the Board's treatment requirements.

- What financial assistance is available?

The participant is responsible for all costs related to the Program.

- How long is the Program?

After successful completion of the initial treatment (IP, PHP or IOP), which is usually 3-4 months, the participant will be offered a five-year non-disciplinary monitoring agreement.

FAQ's continued

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Returning to Nursing Practice

- Will there be restrictions placed on my practice?

Once the licensee or certificate holder returns to work on the monitoring agreement there are jobsite, supervisor, and work hour restrictions. In addition, based on the case, there may be a restriction on access to controlled substances. Upon one year of successful completion of the monitoring agreement, the licensee or certificate holder may request removal of certain restrictions.

Supervisor FAQ's

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Employing a licensee or certificate holder who is in the Program

- Is it safe to hire or retain a nurse or CNA who is participating in ATD Program?

Yes, the licensee or certificate holder in the ATD program has a level of onsite (employer) and Board supervision.

- How can I verify if an employee is enrolled in the Alternative to Discipline (ATD) program?

The ATD program is confidential. The designated supervisor would be the only individual with knowledge, unless it is shared by the participant.

- What are the responsibilities of a worksite supervisor?

The worksite supervisor provides intermittent observation, guidance and evaluation of the licensee or certificate holder and must be available should the need arise. The worksite supervisor is responsible for completing quarterly reports as well.

- How can an employer learn more about a substance use disorder and/or ATD Program?

Board staff are available to discuss the ATD program with any employer, licensee, certificate holder or member of the public.

Click link for additional information

[Substance Use Disorder in Nursing | NCSEB](#)
[Mgr SUDin Brochure 2014.pdf](#)

PROBATION

Nursing Support, Monitoring and Probation Center ▾

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Probation

NSBN may require probation for a licensee and certificate holder related to substance abuse and/or practice issues on a case by case basis.

- Probation is considered a disciplinary action and is reported to all appropriate data banks.
- The term of a probation agreement can range for three to five years, depending on the case.
- A probation agreement may include employment preapproval and restrictions, submission of quarterly reports, and if applicable random drug screening.

Substance Related



Practice Related



(Should it be a page or pdf?)

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Nursing Support, Monitoring and Probation Program ▾

Board Approved Providers

Report Forms

Additional Resources

Home - Nursing Support, Monitoring and Probation Program

Providers

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Nurse Support Group

- Cue, Susie 123-456-7890 Susie@yahoo.com
- Smith, Jane 123-456-7890 Jane@yahoo.com

Individual Counseling

- Apple, Allie 123-456-7890 Allie@yahoo.com
- Baker, Betty 123-456-7890 Baker@yahoo.com

Aftercare Support Group

- Cue, Susie 123-456-7890 Susie@yahoo.com
- Taylor, Tim 123-456-7890 Taylor@yahoo.com

Substance Use Evaluators

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- | | | |
|----------------|--------------|---|
| • Evaluator #1 | 123-456-7890 | <u>evaluator1@gmail.com</u> |
| • Evaluator #2 | 123-456-7890 | <u>evaluator2@gmail.com</u> |
| • Evaluator #3 | 123-456-7890 | <u>evaluator3@gmail.com</u> |

The evaluators listed above have been preapproved by the Board. If you choose to use an evaluator not listed above, please contact the Board for licensing/credentialing requirements.

Treatment Centers

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- | | | |
|-----------------------|--------------|---|
| • Treatment Center #1 | 123-456-7890 | <u>txctr1@gmail.com</u> |
| • Treatment Center #2 | 123-456-7890 | <u>txctr2@gmail.com</u> |

Centers listed above have been identified as providing treatment which closely matches the requirements within the Board agreement.

Approval of treatment sites is on a case by case basis.

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Nursing Support, Monitoring and Probation Program ▾

Board Approved Providers

Report Forms

Additional Resources

Home / Nursing support, monitoring and probation program

Report Forms Page

Probation & Monitoring Forms

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For Nurses and CNAs on Probation or Monitoring Contracts with the Board

If you ran out of the forms that were initially supplied with your contract, you may click on the links and print the PDF forms to the right.

Email completed form to:
Monitoring and Probation Investigator
enlph@nrc.state.nv.us

or

For completed form to:
(702) 687-7707 (toll)
Please do not fax multiple copies

- Orientation Attendance

- Attendance (1-2 Sign Meeting (90 in 90)

- Didactic Instruction Programming

- Process Group Programming

- Individual Counseling Programming

- SA Attendance Tracking (Weekly)

- SA Response Report

- Self-Report (SUJ)

- Self-Report (Practice)

- Attendance - Nurse Support Group

- Attendance - After Care and/or Individual Counseling

- Licensed Counselor Report

- Clinical Nursing Supervisor Report

- CNA Supervisor's Report

- APRN/CNA/EPH Initial Nursing Supervisor Report

- Critical Incident Nursing Supervisor Report

- CRNA/APRN/EPH Nursing Supervisor's Report

- APRN Supervisor and Chair Review Report

- Physically Licensed Practitioner Report

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The Board's mission is to protect the public's health, safety and welfare through effective nursing regulation. It is a government agency established by Nevada law to protect the public from unsafe practice by nurses.

Contact Us

You may submit documents or questions regarding your license or application via the message center in your My Nurse Portal account. For general questions, you may email them to our general mailbox at nursingboard@nrcn.state.nv.us

If you need to submit documentation to the Board or have a question regarding your license or certificate in Nevada, please click here to login to your Nevada Nurse Portal

Additional Resources Page

- *Include links to NCSBN brochure, substance use disorder, etc*

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Nursing Support, Monitoring and Probation Program ▾

Board Approved Providers

Report Forms

Additional Resources

Home ▾ Nursing Support, Monitoring and Probation Program

Additional Resources

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National Council of State Boards of Nursing (NCSBN)

National Council of State Boards of Nursing | NCSBN

sud_brochure.pdf

Substance Use Disorder in Nursing | NCSBN

Mgr SUDiN Brochure 2014.pdf

DAC Proposed 2027 Meeting Dates

- Thursday, January 7, 2027
- Thursday, April 8, 2027
- Thursday, July 8, 2027
- Thursday, October 7, 2027