

# CALIFORNIA BOARD OF BEHAVIORAL SCIENCES

W I N T E R 2 0 2 4 N E W S L E T T E R

VOL. 10 NO. 2



Board of Behavioral Sciences

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## BOARD CHAIR UPDATE 2023/2024



Chris Jones

Happy New Year! I hope that you all enjoyed a restful holiday season with family and friends. The Board has a lot planned for the upcoming year, and we are excited to share this with our consumers and stakeholders.

On January 1, 2024, Board-sponsored legislation Assembly Bill (AB) 232 (Aguiar-Curry, Chapter 640, Statutes of 2023) went into effect. This permits a person with a current, active, and unrestricted license in another state in a profession equivalent to the Board's marriage and family therapist, clinical social work, or professional clinical counselor professions to obtain a temporary practice allowance to provide services to a client travelling in or relocating to California for one single period of 30 consecutive days in a calendar year, if certain specified conditions are met. For more information, see the article on page 2.

In 2021, the Board created the Licensing Committee, which allowed the Board and its stakeholders to conduct in-depth discussions about several topics related to the licensing process. During subsequent meetings, the Committee had increased discussions regarding workforce development and reducing unnecessary barriers that may exist in the licensing process. The consensus of the Committee was that a wider scope would better meet the needs of our consumers and other stakeholders. From there a workforce development plan was crafted and presented to the Committee on July 21, 2023. This workforce development plan includes a short-term goal of reviewing the current licensing pathways to identify any unnecessary barriers that may exist. The long-term goal is to develop solutions to reduce those identified barriers. To better encapsulate the spirit of the Committee's purpose, it will be renamed the Workforce Development Committee. We encourage your participation in these meetings!

Board staff has been hard at work to reduce the licensing response time backlogs. Board staff has been transparent at Board meetings, indicating that these backlogs are due to staffing resource issues and an increase in applications. We understand the impact this has on the livelihood of applicants and associates seeking licensure. In our immediate response, the Board has reallocated staff to assist in the registration process and offered overtime to manage the backlog. Long-term solutions include hiring additional staff and increasing the efficiency of the application submittal and review process. We thank you for your patience on this matter.

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THE BOARD'S MISSION IS TO PROTECT AND SERVE CALIFORNIANS BY SETTING, COMMUNICATING, AND ENFORCING STANDARDS FOR SAFE AND COMPETENT MENTAL HEALTH PRACTICE.

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Board outreach is available! Board staff can make presentations to your school or agency regarding the pathway to licensure or other topics of interest regarding the Board's laws and its functions. Email BBS at [Outreach@dca.ca.gov](mailto:Outreach@dca.ca.gov) for more information.

I wish you and yours a happy and healthy 2024, and look forward to seeing you at our upcoming Board and Committee meetings.

**Chris Jones**  
*Board Chair*



## LAW CHANGES OVERVIEW FOR 2024

There are several law changes that take effect in 2024 that affect the Board's licensees, registrants, and applicants. It is important to take some time to review these changes. The Board recommends reading the bills referenced in their entirety for greater clarity, available by clicking on the bill number links below, or by visiting <https://leginfo.legislature.ca.gov>. The law changes listed below take effect January 1, 2024, unless otherwise noted. The Board's 2024 **Statutes and Regulations** law book is now available on the Board's website.

### NEW LAWS DIRECTLY AFFECTING THE BOARD'S LICENSEES AND REGISTRANTS

#### SENATE BILL 372 LICENSEE AND REGISTRANT NAME AND GENDER CHANGES

This bill requires a licensing board under the Department of Consumer Affairs to update its records, including any records contained in its online license verification system, to include a licensee or registrant's updated legal name or gender, and make the former name and gender confidential, when that licensee or registrant provides government-issued documentation that their legal name or gender has been changed. The Board took a "support" position on this bill.

NOTE: The Board does not currently ask for an applicant's gender, nor is any gender recorded in its system.

#### ASSEMBLY BILL 232 TEMPORARY PRACTICE ALLOWANCE FOR OUT-OF-STATE LICENSEES

This Board-sponsored bill permits a person with a current, active, and unrestricted license in another state in a profession equivalent to the Board's marriage and family therapist, clinical social work, or professional clinical counselor professions to obtain a temporary practice allowance to provide services to a client travelling in or relocating to California for a period of 30 consecutive days in a calendar year, if certain specified conditions are met.

#### AB 665 (CARRILLO) MINORS: CONSENT TO MENTAL HEALTH SERVICES

This bill makes the requirements for a minor to consent to mental health treatment equal for both Medi-Cal recipients and non-Medi-Cal recipients. The Board took a "support" position on this bill, which takes effect July 1, 2024.

#### SB 887 MINOR, TECHNICAL AND NON-SUBSTANTIVE CHANGES

This bill makes two minor, technical, or non-substantive amendments to add clarity and consistency to current law as follows:

- Clarifies that MFT Trainees may be supervised by a Licensed Educational Psychologist for a portion of their experience.

NOTE: This was already interpreted as allowable, and this change is simply for clarity.

- Affirmatively state in the law that the Board's online license lookup may be used to verify a license or registration.



## CONTINUING EDUCATION REQUIRED OF NEW LICENSEES

It is important for new licensees to be aware of their specific continuing education (CE) requirements, especially because there are certain course topics and hours that must be completed prior to a first license renewal. **Failure to complete one-time required coursework topics is the most common reason for failing a CE audit.** We hope that this article will help new and approaching licensees be more aware of all CE requirements, and pass any CE audit with flying colors!

### 36 HOURS OF CE HOURS REQUIRED OF NEW LICENSEES

Licensees are required to complete a minimum of 36 hours of CE prior to each renewal. This includes the first renewal of your initial license. In order to count, all CE must be completed during your renewal period (the period between your license's prior expiration date or initial issuance date, and the date your renewal application is submitted).

You must have your CE completed **BEFORE** submitting your renewal application as you will be required to certify completion upon submission. Please note that courses may be credited to only one renewal period and cannot be counted twice.

### ONE-TIME COURSES REQUIRED OF NEW LICENSEES

Each profession has specific **one-time** mandatory courses that must be completed prior to the first renewal of an initial license. These courses differ somewhat by license type because some professions require certain courses prior to licensure.

These one-time courses may or may not count toward your overall 36 hours of CE depending on when you took them, as specified below:

- If any of the courses listed in the [CE Summary Chart for Licensees](#) for your profession were taken between your license's initial issuance date and the date your renewal application is submitted:
  - These one-time course(s) **will** count toward your overall 36-hour CE requirement.

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- If any of the courses listed in the **CE Summary Chart for Licensees** for your profession were taken **prior** to your license’s initial issuance date:
  - You do not need to take the course again. However, this course **will not** count toward your required 36 hours of CE because it was not taken during your initial license renewal period. This course will only count toward your one-time coursework requirements.

*Q: Do I need to retake a required one-time course if I took it prior to issuance of my initial license?*

A: No. For example, if you took the Suicide Risk Assessment and Intervention course prior to licensure, you do not need to take the class again. However, this course will not count toward your CE requirements.

*Q: Where can I find the list of required one-time courses?*

A: See the **CE Summary Chart for Licensees**.

*Q: What other courses do I need to take outside of the required courses?*

A: The remaining CE hours are of your choice but must be taken from an approved provider and must be relevant to your profession’s scope of practice.

*Q: What happens if I am selected for a CE audit?*

A: Licensees are selected at random for CE audits. You will be contacted by the Board if you have been selected, and then you will be required to provide proof of course completion. Licensees

must maintain records of course completion for at least two years from the date of license renewal for which the course was completed. Licensees who fail a CE audit will be issued a citation, and in most cases a monetary fine. Citations and fines will appear on a licensee’s public record online.

*Q: Where can I find more information about CE requirements?*

A: See the **Licensee Continuing Education Information Brochure**.

**BBS**  
Board of Behavioral Sciences

**Licensee Continuing Education (CE) Requirements Information**

California law requires all LCSW, LMFT, LPCC and LEP licensees to complete continuing education (CE) prior to each active status license renewal. There are certain legal requirements that CE courses must meet in order to be accepted, as well as retention requirements for proof of completion. This document will provide you with all of the information you need to be in compliance with your CE requirements.

**Please read carefully! Failure to comply with all CE requirements may result in a citation and fine and/or disciplinary action against your license.**

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## IMPORTANT RENEWAL UPDATE

In an effort to reduce the Board’s carbon footprint, renewal notices for licensees and registrants will now be sent as postcard reminders. Watch

for this postcard to arrive approximately three months prior to your license or registration expiration date. The Board recommends renewing via the BREEZE online system (up to 90 days in advance of your expiration date) for the fastest processing.

A paper renewal application to mail in with your fee can be found here:

<https://www.bbs.ca.gov/licensees/manage.html>.

NOTE: Mailing in a paper renewal application may take four to six weeks for processing. Renewals completed online are instant.

The Board recommends that you set yourself a calendar reminder about your license or registration renewal in case your postcard is lost in the mail.

## LICENSURE EXAMINATIONS: AN IMPORTANT DISCUSSION

Licensure examinations have been a hot topic. Stakeholders have expressed concern about the validity of professional examinations for licensure. The Board is listening to those concerns and will continue these discussions during our new Workforce Development Committee meetings, which will begin soon. These meetings will include discussions of ways to reduce unnecessary barriers to licensure, and will include discussions about examinations.

We encourage stakeholders to participate in this ongoing dialogue. Concerns discussed at Board and Committee meetings thus far have focused on disparities in licensure examination pass rates between different racial and ethnic groups. The Board is planning to gather demographic data to allow for a differential item functioning (DIF) analysis of its examinations. This analysis will identify examination items that show significant differences in responses of similarly skilled candidates that are associated with candidate race or ethnicity. Obtaining data about potential bias will help to inform these discussions.

### ABOUT THIS ARTICLE

This article provides detailed information about the specific purpose of licensure examinations; the standards by which examinations are developed; and the detailed and multilayered process of examination development. We hope that providing this information will, in addition to the DIF analysis, help to inform these discussions. Please note that some of the information in this article was included in a memo prepared by the California Department of Consumer Affairs' (DCA) Office of Professional Examination Services (OPES) for the Board of Behavioral Sciences August 2023 Board meeting.

### PURPOSE OF LICENSURE EXAMINATIONS

The essential mandate of a state licensing board, and its overarching goal, is to protect the public. Examinations are one component of the licensure process. The other components are the required education, training, and experience. Licensure examinations are designed to provide a standardized measure of minimum competence for safe, independent practice, regardless of variability in education or experience.

Valid licensure examinations focus on entry-level tasks and knowledge important for public protection, including the ability to make judgments about appropriate techniques and methods. Examinations are currently considered the best method to prevent unqualified individuals from obtaining professional licenses and from potentially causing public harm. In accordance with current law, applicants for LCSW, LMFT or LPCC licensure must pass two examinations: a California Law and Ethics Examination and a Clinical Examination. LEP applicants must pass one integrated exam.

### EXAMINATION VALIDITY, FAIRNESS, EQUALITY, AND EQUITY

Licensure examinations must meet legal guidelines and technical standards. The *Standards for Educational and Psychological Testing* (2014, *Standards*) is universally accepted by experts who develop licensure and educational examinations (psychometricians) and by the courts. The Standards requires that licensure examinations demonstrate content validity. **Content validity** is established by ensuring that the examination content is current and job related.

The input of diverse groups of practicing licensees serving as subject matter experts (SMEs) is required to establish **content validity**. SMEs must participate in all aspects of examination development. The Board strives to ensure that SMEs reflect the diverse population of California and work in diverse areas of practice. The Board also strives to recruit SMEs licensed five years or less to ensure that an entry-level perspective is maintained throughout examination development. The Board recruits SMEs continuously. Licensees are encouraged to apply to become an SME [here](#).

A valid licensure examination provides **fairness** to candidates by testing in a standardized environment and by ensuring that all candidates are held to the same competency standard. **Fairness** also involves consideration of cultural and linguistic factors that may affect a candidate's interpretation of examination items. **Equality** means that all candidates are given the same opportunity to demonstrate their knowledge.

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**Equity** means that candidate may need individual modifications or accommodations to make the examination accessible and thereby have the same opportunity as other candidates to demonstrate their knowledge. Candidates whose first language is not English may apply for additional time and/or the use of special dictionaries. Candidates who have a disability or medical condition that affects their ability to take an examination in the standard manner may also apply for accommodations.

Psychometricians are continuously actively engaged in increasing the **fairness** of examinations. The *Standards* requires that licensure examinations undergo multiple review processes to identify cultural and linguistic language in examination items that may have different meanings for different groups. Psychometricians, diverse groups of SMEs, statisticians, and editors trained in writing plain and culturally sensitive language all contribute to the review process. In addition, statisticians regularly conduct statistical reviews of examination performance.

Conducting linguistic and cultural reviews, performing statistical analysis of examination item performance, and providing accommodations and modifications for candidates are all designed to reduce extraneous factors that may affect a candidate’s ability to demonstrate minimum competence. It is possible that longstanding educational and systemic societal inequities may have some level of impact on candidate performance. Psychometricians are just beginning to investigate the possible impact of these factors on differential pass rates in licensure examinations.

**HOW IS AN EXAMINATION DEVELOPED?**

*Occupational Analysis*

The Board and the national organizations follow a similar process when developing examinations. The process begins with an occupational analysis (OA), which is a method for identifying the entry-level tasks performed in a profession and the essential knowledge that is required to perform those job tasks safely and competently. The results of the OA are used to develop the examination outline, which provides the basis for the examination content. OAs are conducted every five years to ensure that examination content reflects the competencies required for current practice.

An OA begins with psychometricians conducting research about a profession and conducting interviews with licensed practitioners to gather information about the tasks performed in practice and the knowledge required to perform those tasks. This information is then refined by SMEs and incorporated into a questionnaire. The questionnaire asks licensees to rate the importance of each task, how

frequently each task is performed, and how important the knowledge is based on their own practice.

OA questionnaires are made available to licensees throughout California, and typically thousands of licensees respond. Several panels of SMEs then review the results of the questionnaires and establish the content of the new examination outline based on the task statements and knowledge areas indicated by survey results as being critical to practice.

**DEVELOPING EXAMINATION ITEMS AND PASSING SCORES**

Examination outlines provide the blueprint for developing the content of licensure examinations. It is important that candidates study the examination outline in their preparation for the examination. The examination outline is available in the Candidate Handbook for each examination, available under the **Exams tab** on the Board’s website.

SMEs write and review items that are designed to assess the minimally acceptable standard of performance that the SMEs agree is required for licensure. SMEs also play an important role in establishing criterion-referenced passing scores for each version of an examination. When setting passing scores, a panel of SMEs considers the following factors that contribute to minimum acceptable competence: prerequisite qualifications (e.g., education, training, and experience); the difficulty of each item; and public health and safety.

Each item in Board-required examinations must meet all of the following:

- **Supported by References:** Each exam item must be supported by published reference materials that are credible, unbiased, and reflect current practice.
- **Based on the Examination Outline:** Each item must be based on the job-related tasks and knowledge areas contained in the examination outline.
- **Require Application of Education and Experience:** Each item must be written at a level that requires candidates to apply their knowledge based on integrated education and supervised experience.
- **Pretested and Meet Performance Standards:** Each item must have been pretested to ensure that it is performing as expected based on statistical performance criteria.

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**CALIFORNIA-DEVELOPED EXAMINATIONS VS. NATIONAL EXAMINATIONS**

The California Law and Ethics examinations for each license type; the California LMFT Clinical Examination; and the LEP Exam are developed and maintained by OPES. OPES staff include psychometricians and statisticians who are trained to develop occupational licensure examinations and to ensure that all legal and technical standards are met.

The Association of Social Work Boards develops the national clinical examination required for LCSW licensure by following a process similar to that of OPES. Their examination development work is described [here](#). The National Board for Certified Counselors develops the National Clinical Mental Health Counseling Examination (NCMHCE), required for LPCC licensure, also follows a similar process described [here](#). OPES regularly reviews the national examinations to determine whether they are acceptable for use in California and to ensure that they meet psychometric and legal standards.

**IN CLOSING**

We hope this has provided helpful insight into the licensure examination development process, including the multiple safeguards that help to mitigate bias. As the Board and stakeholders work together to explore this important topic, please keep in mind that the Board is mandated by law to make protection of the public its highest priority, and whenever protection of the public is inconsistent with other interests, the protection of the public must be paramount (Business and Professions Code section 4990.16).

Our goal is to work together to explore solutions to reducing unnecessary barriers to licensure, and we hope that you will join the discussion. Be sure to sign up for the Board’s [email subscriber’s list](#) to be notified of upcoming meetings and meeting agendas.

**STAY INFORMED ABOUT WHAT’S HAPPENING WITH BBS!**

Are you an applicant, registrant, licensee, or consumer who would like increased access to BBS activities and updates? Join our email subscriber’s list! You can also follow the Board on Facebook and Twitter. Scan, click on a graphic, or go to [www.bbs.ca.gov](http://www.bbs.ca.gov) to connect!



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**IMPORTANCE OF MAINTAINING A VALID EMAIL ADDRESS WITH THE BOARD**

The Board strongly encourages all licensees, associates, and individuals in the exam process to ensure that their current email address is on file with the Board. The email address you provide will not be disclosed to the public.

This is important for everyone, but especially registrants working on passing an exam. This is because candidates are notified of approval to test via email. Without an email address on file, they will not receive notification of how to register for and schedule the exam.

**DID YOU KNOW?**

The email address you provide when **creating** a BREEZE account is not automatically uploaded into your record. Even if you have

created a BREEZE account, your email address may not be accessible to Board staff.

**HOW TO ADD OR UPDATE YOUR EMAIL ADDRESS**

You can easily add or update your email by accessing the “Change of Address Application” located within the drop-down menu under “Manage Your License” on BREEZE. See **BREEZE Helpful Hints** for further details.

**EMAIL ADDRESS REQUIRED EFFECTIVE JULY 1, 2022**

Effective July 1, 2022, a new law requires all licensees, registrants, and applicants who have an email address to provide it to the Board. The Board must be notified of any changes to your email address within 30 calendar days of the change.



## UPDATES FROM THE DEPARTMENT OF HEALTH CARE ACCESS AND INFORMATION

The Department of Health Care Access and Information (HCAI) improves health care access and works to promote a culturally competent and diverse health care workforce by providing scholarships, loan repayments, and grants to students, graduates, and institutions providing direct patient care in areas of unmet need. HCAI also collects, analyzes, and publishes data about California's health professional training, as well as identifies health care shortage areas in the state.

### NEW CALIFORNIA HEALTH WORKFORCE DASHBOARDS AND DEMOGRAPHIC DATA PRODUCTS

HCAI established the California Health Workforce Research Data Center to serve as the state's central source of health workforce data. The Research Data Center is responsible for collecting, analyzing, and distributing information on the supply, demand, demographic, educational, and employment trends of health care professionals and their distribution throughout the state.

HCAI's Research Data Center has released its first four data products to help highlight trends in the workforce, including race and ethnicity, and languages spoken by the health workforce. To view, visit HCAI's [Health Workforce Data](#) page.

### NEW PROGRAM LAUNCHING: CERTIFIED WELLNESS COACHES

The Wellness Coach is a new, certified position that is helping increase our state's overall capacity to support the behavioral health and well-being of California's children and youth in a wide variety of settings, such as schools and community-based organizations. [Sign up](#) to stay in the loop about the latest updates, application details and more.

### CURRENT FUNDING OPPORTUNITY: PEER PERSONNEL TRAINING AND PLACEMENT PROGRAM

The Peer Personnel Training and Placement Program supports organizations that recruit, train, certify, and place peer personnel specialists in the behavioral health system. The application cycle opens on January 2, 2024, and closes on March 1, 2024. For more information, visit [Peer Personnel Training and Placement](#).

### OTHER HCAI FUNDING PROGRAMS AND ELIGIBILITY

HCAI offers a variety of grant, scholarship, and loan repayment programs for students, health care professionals and organizations. The application cycles open and close at different times of the year. Stay updated by signing up for [HCAI's email subscriber's list](#). HCAI provides an online tool to help determine eligibility for HCAI programs, available at [Funding Eligibility](#).

## GET TO KNOW BBS STAFF MEMBERS



### KRYSTAL MARTINEZ, RECEPTIONIST

#### Tell us a little bit about yourself and your career journey so far:

I am brand-new to the state starting in July! It wasn't much of a career change coming to BBS as a receptionist as I have been a receptionist/salesperson for an independent flooring company for the last four years. I am a single mom of a 5-year-old, a dog, and a cat; so, my life is like a never-ending spinning hamster wheel.

#### How did you become a part of the BBS?

I was ready for a change in scenery and, as a single mom, I wanted to start somewhere new with more opportunity. I started interviewing with the state and BBS made an offer I could not refuse as the Board seemed like my new home.

#### What is your position at BBS and what does a day at the office look like for you?

As my coworkers say, I am the new face of BBS as our receptionist at the front desk. There aren't very many quiet moments at the front desk, whether I am helping an Associate or Licensee with turning in an application or sparking up conversations with my coworkers as they go out or come back through our front door.

#### What are the most interesting aspects of the work that you do for BBS?

For me, I think the most interesting aspect of this job is helping and learning about the people. Whether it is someone new at the front counter or the people who work for and with BBS, it's intriguing to see a mesh of personalities come together in one place. I am no spring chicken to customer service, but everyone in collaboration with BBS can be so different but so

similar! This is the only place I have been able to experience that, which makes for an interesting job.

#### What is one thing that you wish more people knew about BBS?

It's a great place to come for help and work! I'm grateful for the friends I have made and the confidence I have gained from being here in such a short amount of time. I feel as a licensing board we can seem intimidating, but everyone is welcoming here and willing to help each other when needed. I am fortunate to call the BBS my place of work!

#### Who or what inspires you?

As cliché as it is, my son inspires me the most. Most people do not enter the parenting world hoping to do it alone, me being one of those people. Having a child at the age of 20 put my life on the fast-track to adulthood, but that isn't really the reality. The true reality is that my son had to grow and move with me as I figured out what it really meant to be an "adult." What it meant to be myself and move through this world on my own, plus him. He has never wavered in happiness and has shown me how resilient I can be even in the harshest of situations. From the day I had him up until this very minute, he inspires me to be the truest form of myself, and to also be the best form of myself that I can possibly be and to strive for greatness, whatever that may look like.

#### What is one fun fact about you that few people know?

I am pretty much an open book, so there isn't much people do not know about me! One thing I can say I don't often mention is that I love camping. On the outside I am sure I look like more of an inner-city type, but I truly am at home in the forest. Specifically, in the Eldorado National Forest at Union Valley Reservoir. My family has camped there for almost 30 consecutive summers, with a few breaks in between. Union Valley is my home away from home!

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**PRISCILLA SAZO,  
FINGERPRINT TECHNICIAN**

**Tell us a little bit about yourself  
and your career journey so far:**

As a young adult I have worked in quite a few high-volume customer service jobs such as a call center, retail, and the restaurant industry. I have also worked with the city of Sacramento for an after-school program for elementary school students. In 2015, I landed my first position with the state at the Franchise Tax Board as a Key Data Operator. I then started a position at the Secretary of State's Office, and I was there for a year before I applied and got hired with DCA at the Board of Registered Nursing in 2017. I have been with DCA for the past six years.

**What is your position at BBS and what does a day at the office look like for you?**

My position at BBS is the Fingerprint Technician in the Criminal Conviction Unit. My day consists of responding to emails and phone calls from applicants and the general public in regard to fingerprint status updates and information on how to obtain fingerprints. I also generate and mail out fingerprint rejection letters, process hard cards and live scans, place License Alert Modifiers in BREEZE for applicants/licensees with a criminal history or conviction, and create applicant and subsequent arrest cases and assign to the analysts for further review.

**What are the most interesting aspects of the work that you do for BBS?**

Creating cases and reviewing the documentation submitted (explanation letters and letters of recommendation) can be quite interesting.

**How did you become a part of BBS?**

I applied for my job in 2022. I had a lot of previous experience with processing fingerprint hard cards and live scans, and I felt like it would be a good fit for me. Turns out, I was the perfect candidate for the position.

**What is one thing that you wish more people knew about BBS?**

BBS is an amazing board to work for. Everyone is polite, helpful, and knowledgeable, and we work together as a team to provide the best service to our applicants/customers.

**Who or what inspires you?**

I believe what inspires me is hearing success stories from my peers. To hear the stories of how they got to where they are, and maybe some of the challenges they were faced with but overcame. It reminds me that we should never give up and there's always something new to learn. Simple things such as taking a walk or listening to a good song will also do wonders for giving me that extra boost of inspiration.

**What is one fun fact about you that few people know?**

I'm very athletic and love a good competition.



## TESTING ACCOMMODATIONS

The Board, as well as our testing vendors, recognize their responsibilities under Title II of the Americans with Disabilities Act and the California Fair Employment and Housing Act to provide reasonable, appropriate, and effective testing accommodations to qualified examination candidates with a disability or medical condition that limits a major life activity.

The purpose of an accommodation is to allow the candidate to attain the same level of performance as a non-disabled test-taker. Candidates must submit documentation of their disability or medical condition from a professional evaluator, who will also need to describe the recommended accommodation.

The Board has also enacted regulations that provide extra time (time and one half) for candidates whose second language is English (ESL) who meet the criteria specified in the regulation.

Other needs that require you to request a testing accommodation may include:

- Additional breaks because of pregnancy.
- Lactating individuals who need to pump or express milk during their exam appointment.

Please be aware that the Board or its vendors cannot provide an accommodation that would do any of the following:

- Fundamentally alter the measurement of the knowledge or skills the examination is intended to test.
- Afford unfair advantage to the candidate.
- Compromise examination security.
- Propose the Board provide personal services or devices.
- Create an undue financial and administrative burden to the Board.

**Candidates must obtain approval of an accommodation before scheduling an exam date and must follow the procedure for scheduling as described in their accommodation approval letter. Otherwise, an accommodation cannot be provided for that appointment.**

See the **Exams tab** on the Board's website for information about how and when to apply for a testing accommodation.

## NEW WORKFORCE DEVELOPMENT COMMITTEE

The Board is happy to announce the formation of a Workforce Development Committee. The Committee will continue the work of the former Licensing Committee, with a focus on creating a workforce development plan. This includes a short-term goal of reviewing the current licensing pathways to identify any unnecessary barriers that may exist. The Committee's long-term goal is to develop solutions to reduce the identified barriers.

The participation of stakeholders is vital when forming the workforce development plan, and we encourage everyone to participate and share their thoughts. Committee meeting dates are listed on the Board's **website**. Be sure to sign up for the Board's **email subscriber's list** to be notified when meeting agendas and materials are posted, along with information about where and how to participate.



## ONLINE IS EASIER AND FASTER!

### A Variety of Online Services Available via BREEZE

- For faster service, manage your registration and license online! BREEZE provides services for applicants, registrants and licensees that can save you weeks of processing time compared to paper applications. BREEZE allows payment via major credit card in a secure environment. Services available include the ability to:
  - Request a name change **New!**
  - Submit an address change (takes effect instantly).
  - Add or change your email address.
  - Verify a license and obtain proof of renewal status.
  - Obtain a certification of licensure.
  - Renew a license or registration instantly (up to 90 days in advance).
  - Submit an application to change from Inactive to Active status.
  - Request a replacement registration or license (allow two weeks for delivery).

- Apply for your initial Law and Ethics Exam.
- Apply for Initial License Issuance.

Consumer complaints can also be filed on BREEZE. Visit [www.breeze.ca.gov](http://www.breeze.ca.gov).

### HELPFUL TIPS

If you are new to the Board's online services, helpful tips are available online:

#### **BREEZE Helpful Hints**

**BREEZE Help Tutorial Videos**, including:

- An overview of BREEZE services.
- How to search for a license.
- How to register for BREEZE.
- What to do if you forgot your password or user ID.
- How to submit a renewal.
- How to update license information.
- How to make a payment.

If you need additional assistance using BREEZE, technical support can be reached at (855) 227-9633.



## ENFORCEMENT ACTIONS

**Citation and Fine**—An administrative action used for minor violations. Citations and fines are public information but are not considered disciplinary action.

ENFORCEMENT ACTIONS February—June 2023		
Name	License Number	Fine Amount
Contessa M. Ruiz	LMFT 50228	\$500
Art S. Tenbrink	LMFT 17620	\$2,500
Erik Lee Tenbrink	AMFT 102596	\$1,000
Erica Threet	LPCC 11504	\$1,000

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**FORMAL DISCIPLINARY ACTIONS JULY 1–NOVEMBER 30, 2023**

Select the individual’s name for a link to more information.

**Antoinette Bell**

LMFT 118569  
Los Angeles

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Jacqueline Susan Cooper**

AMFT 126005  
Vallejo

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.  
Effective: September 28, 2023

**Emmanuel Garcia**

APCC 10432  
Woodland Hills

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.  
Effective: July 27, 2023

**Lori Christian Carpenter**

LCSW 118329  
Los Angeles

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions  
Effective: September 28, 2023

**Jennifer Cheree Dorosky**

AMFT 122347  
Los Alamitos

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.  
Effective: July 27, 2023

**Robert Allen Geffner**

LMFT 8312  
San Diego

**DISCIPLINE BY ANOTHER STATE/ AGENCY**

Action: License surrendered  
Effective: July 27, 2023

**Barrie-Lee Wilding Cole**

ASW 91035  
Larkspur

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: September 28, 2023

**Delani Mary Dumpit**

AMFT 110690  
Hayward

**UNPROFESSIONAL CONDUCT**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Keegan John Hornbeck**

LCSW 81954  
Oxnard

**MENTAL/PHYSICAL IMPAIRMENT**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Veronica Denise Clanton-Higgins**

ASW 95431  
Los Angeles

**FAILED TO COMPLY WITH PROBATION TERMS/CONDITIONS**

Action: Probation extended for an additional one (1) year from 08/24/24 (5 years total)  
Effective: September 28, 2023

**Anita Auxilio Fernandez**

ASW 118327  
Elk Grove

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.  
Effective: September 28, 2023

**Jonathan M. Hudson**

LCSW 74320  
Los Banos

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked  
Effective: July 27, 2023

**Marlena Hunter**

AMFT 140650  
Los Angeles

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

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**FORMAL DISCIPLINARY ACTIONS** CONTINUED FROM PAGE 14

**Sharon Louise Johnson**

LCSW 12970  
San Anselmo

**CRIMINAL CHARGES/ CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Keith Eugene Lyons**

LCSW 92724  
Santee

**CRIMINAL CHARGES/ CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of five (5) years with terms and conditions.  
Effective: July 27, 2023

**Bradley Manning**

LEP 2736  
Los Altos

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked  
Effective: July 27, 2023

**Melissa Cheree Marrs**

LCSW 29402  
Orlando, FL

**CRIMINAL CHARGES/CONVICTIONS**

Action: License surrendered  
Effective: July 27, 2023

**Julio Meza Leon**

ASW 118330

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: September 28, 2023

**Raymond Martin Munoz**

ASW 118328  
Visalia

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: September 28, 2023

**Nadia Renee Redoble**

ASW 116901  
Valencia

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Lisette Carolina Rivas-Hermina**

LMFT 42272  
Glendale

**CRIMINAL CHARGES/CONVICTIONS**

Action: License surrendered  
Effective: September 28, 2023

**Yomara Lisbeth Salazar**

LCSW 117633  
Rancho Cucamonga

**CRIMINAL CHARGES/CONVICTIONS**

Action: License reinstatement granted, license revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: August 22, 2023

**Abraham Sanchez**

ASW 98981  
South El Monte

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration surrendered  
Effective: September 28, 2023

**Claudia Lorena Sepulveda**

LCSW 87684  
San Francisco

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked  
Effective: July 27, 2023

**Brenna Christine Taylor-Ford**

LCSW 80156  
Mill Valley

**CRIMINAL CHARGES CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: September 28, 2023

**Kathleen Kay Toland**

LMFT 46336  
Roseville

**UNPROFESSIONAL CONDUCT**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: September 28, 2023

**Lynette Marie Weiss-Benoit**

LCSW 24528  
Nevada City

**CRIMINAL CHARGES/CONVICTIONS**

Action: License revoked, revocation stayed, and placed on probation for a period of three (3) years with terms and conditions.  
Effective: July 27, 2023

**Kenya Marie Wernett**

ASW 87990  
Santa Ana

**CRIMINAL CHARGES/CONVICTIONS**

Action: Registration revoked  
Effective: July 27, 2023



Board of Behavioral Sciences

CALIFORNIA  
**BOARD OF BEHAVIORAL SCIENCES**

1625 North Market Blvd., Suite S-200  
Sacramento, CA 95834  
(916) 574-7830



## 2024 UPCOMING MEETING DATES

### BOARD MEETINGS

February 29–March 1  
May 16–17  
September 19–20  
November 14–15

### Policy and Advocacy Committee

April 5  
August 9  
October 18

### Workforce Development Committee

April 19  
August 9  
October 11

### EVENTS TO REMEMBER

**FEBRUARY 6–10**  
National School Counseling Week

**MARCH**  
National Professional Social Work Month

**MARCH 17–23**  
National LGBTQ Health Awareness Week

Please visit the Board's 2024 **Board and Committee Meetings webpage** or sign up for the **email subscriber's list** for updates.

CALIFORNIA  
**BOARD OF BEHAVIORAL SCIENCES**