



BECT Meeting
Monday, March 4 2024 3:00pm – 4:00pm ET

Zoom Meeting

Staff Liaison: Lelia Vetter | | lvetter@nahro.org

<https://www.nahro.org/about/nahro-leadership/other-leadership-groups/board-of-ethics-credentialing-trustees/>

Meeting Agenda:

Chair/Presiding: Clif Martin

In attendance: Alanda Richardson, Alison King, Amy Case, Bob Peterson, Carol Branham, Charles Chambers, Charles Parks, Clifton Martin, Ed Mayer, Eric Lane, Jhaila Brown, Jill McGranahan, Jim Evans, Kathy Walter, Latonia Simmons, Paul Chaiken, Ralph Chamberlain, Shari Riddick, Sharon Carlson, Sunny Shaw

Not in attendance: Bobby Collins, Dawn Bonsu, Helen Verhasselt, Jason Spencer, Wayne Pollard

Additional guests and attendees: Lelia Vetter (Certification Manager), Jackie Taboada (Director of Professional Development and Certification), Georgi Banna, Mark Thiele (CEO) Sean Gilbert (Senior Vice President)

1. Welcome
2. Special Guest Comments
 - a. Senior VP Sean Gilbert
 - i. Always enjoys hearing the work and seeing the word driving forward
 - ii. Thanks for all we do and keeping NAHRO + members straight
 - iii. Hopefully seeing us in about a month in DC
 - iv. Register for conference now, it's very important – this is a fiscal cliff (made this comment after Mark talked about Washington)
 1. This is chance to come and raise our voices
 - b. CEO Mark Thiele
 - i. Appreciates all the work we do
 - ii. Bill seems pinned down, talked about govt
 1. HAP increased, admin fees cut by \$7 million

2. Seems decent for us
 3. Nowhere near enough but these are moments to redouble resolve and come to Washington fired up to talk to reps
 4. Looks forward to seeing people at Washington
 5. Early bird reg ending this Friday for Washington
3. Review and Approval of 1-30-24 Meeting Minutes
 - a. Sharon Carlson moved.
 - b. Shari Riddick seconded.
 - c. 1-30-24 Minutes were accepted and approved.
4. Washington Conference
 - a. Hopefully we will see you there!
 - b. BECT meeting is Sunday April 7 from 4-5:30pm ET.
5. Ethics on Demand
 - a. Need volunteers to review before it goes up to the public.
 - b. Send Lelia an email if you're interested!
6. Certification policies for BECT approval
 - a. Length of training requirement validity: **How long can a non-ethics training (required management/specialist trainings) stay valid for certification requirements?**
 - i. Lelia explained the challenge we have been experiencing with individuals using classes from 7-10 years to apply for certification. Staff suggestion is 3 years.
 - ii. Discussion
 1. Carol Branham agreed with 3 years, Jill McGranahan asked if we require continuing education. Lelia explained the CEU requirements for recertification (further information can be found on the NAHRO Certification page on the NAHRO website).
 2. Ed Mayer mentioned that another way to look at it could be based on major overhauls of programs.
 3. Clif mentioned that there could be significant changes and we don't want to wait 3 years because of that.
 4. Paul Chaiken thought 3 years is too short and we may lose people. Lelia explained more about how the certification process works. Paul had concerns about budgets and certifications being the first thing to get cut

from the budgets of organizations.

5. Sunny Shaw agreed with Paul's thought of 5 years but then said that 3 years makes sense because of the updates. For the more premiere ones, Sunny wanted to clarify the training would not be considered if it was beyond 3 years ago.
6. Shari Riddick indicated that 3 years is reasonable and she is going through one now with another agency and she has a year to do several different trainings.
7. Eric Lane shared that when it comes to NAHRO certifications if we give NAHRO ones longer time frames vs other providers certification.
8. Paul Chaiken was satisfied with the 3 year time frame.
9. Sharon Carlson mentioned that maybe if the class is too long they can retake the exam.

iii. Clif entertained motion to accept 3 years as the valid date for certification

1. Moved by Jill McGranahan
2. Seconded by Charles
3. No oppositions
4. New policy: Non-ethics trainings (required management/specialist trainings) will stay valid for certification requirements for three years after credit is issued.

a. Further information: If it has been longer than three years, those seeking certification would need to retake the training or waive the training with years of experience.

b. Length of exam result validity: **How long can a passing exam score be used to fulfill the certification exam requirement?**

i. Lelia explained the challenge we have been experiencing with individuals using exam scores from 7-10 years ago using them for certification. Staff suggestion is 3 years.

ii. Discussion

1. Alanda Richardson agreed that something from 2004 is way too old, rules and regulations change and there needs to be a more recent time frame.
2. Carol Branham indicated 3 years. Clif Martin indicated he is comfortable with 3 years.
3. Sharon Carlson reflected on all the changes that have occurred.

4. Jill McGranahan indicated that there is a lot to stay on top of.
 5. Sunny indicated keeping it in alignment for clarity.
 6. Sharon Carlson's concern is that NAHRO has to stand behind the certified person if we let them wait 3 years.
 7. Jim Evans brought up the idea of having trainings that would catch someone up to speed. Lelia shared that it is a future goal but we don't have capacity for that right now.
- iii. Clif entertained motion to accept 3 years as the valid date for certification.
1. Alanda moved.
 2. Carol seconded.
 3. No oppositions
 4. New policy: Passing exam scores can be used to fulfill the certification exam requirement for three years after the exam score is issued.
 - a. Further information: If it has been longer than three years, those seeking certification would need to retake the exam.
- c. Expiration dates and certification: **How long after someone's certification expiration date can they recertify without starting the certification process over?**
- i. Lelia explained how the recertification process works and challenges experienced with the current structure. Staff suggestion is 6 months.
 - ii. Discussion
 1. Sunny shared that looking from a budgeting standpoint to think of a 12-month cycle.
 2. Shari asked about recertification requirements and Lelia clarified.
 3. Carol and Charles suggested a year.
 4. Ed Mayer mentioned that we need a system for appeals.
 5. Sunny wanted to know the standard for school teachers, bar, etc.
 6. Sharon shared the small agency perspective that they won't really care if they get recertified, NAHRO as an organization we could require to serve in a specific capacity.
 7. Ed mentions NAHRO serves its members not members serving NAHRO.
 8. Carol validates Sharon and Sunny.
 9. Lelia shared more about recertification requirements and reminders, and

based on this several people changed their mind to six months.

- iii. Clif entertained motion of 6-month window.
 - 1. Moved by Shari.
 - 2. Seconded by Charles.
 - 3. No further discussion but discussion on the appeals will need to be taken into consideration.
 - 4. No oppositions
 - 5. New policy: If someone's certification has expired within the last six months, they can still recertify and stay with their current certification cycle. If it has been over six months since their certification expiration, they will need to start the certification process over.

7. BECT Task Forces

- i. Clif and Lelia are ironing out details of each task force.
- ii. Clif will meet with chairs periodically.
- iii. Clif will assign a chair if no volunteers – please email Clif and Lelia if you are interested in volunteering.

8. Next meetings and Closing

- a. Carol moved.
- b. Alanda seconded.
- c. Meeting adjourned – next meeting is at Washington Conference on April 7.