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Executive Office of Health and Human Services  
Department of Public Health  
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**Board of Social Workers**  
**Public Session Meeting Minutes**  
January 23, 2024

**TIME:** 9:34 a.m.

**ATTENDANCE:** Quanesha Fuller (left the meeting at 1:59 p.m.)  
Carrie Kelley (left the meeting at 1:32 p.m., returned at 1:36 p.m.)  
Yvonne Ruiz  
Marcia Roddy (left the meeting at 1:44 p.m., returned at 1:54 p.m.)  
Scune Carrington  
Charlene Zuffante

**STAFF:** Brian Bialas, Executive Director  
Sheila York, Board Counsel  
Lauren McShane, Investigator Supervisor  
Doris Lugo, Investigator

All board members and staff appeared by videoconference.

The meeting was called to order at 9:31 a.m.

**Board Business**

- **Roll Call Vote for Attendance:** Mr. Bialas called the roll of board members. Quanesha Fuller, Carrie Kelley, Yvonne Ruiz, Marcia Roddy, Scune Carrington, and Charlene Zuffante all present by videoconference.
- **Public Meeting Minutes of December 19, 2023:** After a brief discussion, a motion was made by Ms. Carrington, seconded by Ms. Ruiz, to approve the Public Meeting Minutes of December 19, 2023 with changes. The motion passed unanimously by a roll call vote, with Ms. Zuffante abstaining.
- **Executive Session Minutes of December 19, 2023:** After a brief discussion, a motion was made by Ms. Ruiz, seconded by Ms. Kelley, to approve the Executive Session Minutes of December 19, 2023. The motion passed unanimously by a roll call vote, with Ms. Zuffante abstaining.

## Discussion

- **Presentation on the Social Work Licensing Compact**

- **Kaitlyn Bison of the Council of State Governments:** Ms. Bison discussed the requirements for a state to join the Social Work Licensing Compact and the benefits to states and licensees. Specifically, to join, a state must issue licenses at the bachelor's degree, master's degree, and/or clinical levels and require licensees to obtain certain education, pass the national examination, and, for the clinical license, obtain certain experience hours. Participating states also must conduct background checks on licensees and follow a prescribed investigation and discipline process. Once licensed in a compact state, licensees can be approved for a "multistate" license that allows the licensees to practice in other participating states without applying for separate licenses in those other states.

Board members asked Ms. Bison questions about the Compact and expressed interest in Massachusetts joining the Compact at the clinical license level.

- **Presentation on Massachusetts Social Worker Market Research and Solutions**

- **Natalie Pinnoi and Sydney (Martis) Colacarro of Deloitte Consulting LLP:** Ms. Pinnoi and Ms. Colacarro discussed their research for the Executive Office of Housing and Economic Development on, among other things, proposed changes to the social work licensing process to expedite the licensure of applicants. The proposals include lower fees for testing and licensing, joining the Compact, eliminating examinations, revised the examinations to address potential biases, allowing the examinations in languages other than English, and issuing provisional licenses to allow applicants to work while studying to pass the examinations.

Board members discussed the proposals, and some members suggested improving recruitment and professional networks, lowering fees, joining the Compact, broadening what is acceptable for clinical hours for the LICSW license, and investigating the 90-day wait period before an applicant can retake an examination.

- **Application Reference Form:** The Board reviewed revisions to the application reference forms suggested by Mr. Bialas. After a brief discussion, the Board suggested additional revisions and directed Mr. Bialas to create a new draft form for consideration at the next meeting.

## Application Review Interviews – Reference

- **Judith Boutiette, Applicant for LCSW**
  - **Interview of Judith Boutiette:** Ms. Boutiette appeared to discuss the reference from her former supervisor Paula Thompson. She explained that Ms. Thompson provided poor, temporary supervision, and she did not expect a poor reference from Ms. Thompson because Ms. Thompson never told Ms. Boutiette about the problems mentioned in the reference. Ms. Boutiette provided examples of “misunderstandings” between them and comments Ms. Thompson made to Ms. Boutiette that were discouraging or misleading. Ms. Boutiette emphasized her interest in continuing to improve and address any biases she may have.

After a brief discussion, the Board directed Ms. Boutiette to obtain a reference from Emma Cohen, a person with whom Ms. Boutiette worked at the same time she was supervised by Ms. Thompson, for the Board to review.

## Monitoring

- **Donna Ebsary, 2020-001600-IT-ENF, Submission of Proposed Continuing Education:** The Board revised Ms. Ebsary’s proposed continuing education for her consent agreement. After a brief discussion, a motion was made by Ms. Carrington, seconded by Ms. Kelley, to approve both courses Ms. Ebsary proposed, provided Ms. Ebsary completes both courses. The motion passed unanimously by a roll call vote.
- **Aimee Monette, Conditional Licensure Agreement, 7th Quarterly Monitoring Report:** The Board reviewed Ms. Monette’s report. After a brief discussion, a motion was made by Ms. Ruiz, seconded by Ms. Kelley, to accept the report. The motion passed unanimously by a roll call vote.

## Executive Session (Executive Session CLOSED under G.L. c. 30A, § 21(a)(1))

At 11:39 a.m., a motion was made by Ms. Ruiz, seconded by Ms. Carrington, to (1) exit the public meeting and enter into a closed executive session under G.L. c. 30A, § 21(a)(1) to discuss and evaluate the good moral character of an applicant as required for licensure, then (2) enter into investigative conference under G.L. c. 112, § 65C to conduct a case interview and review new cases, and then, after the conclusion of investigative conference, (3) not return to the public meeting and adjourn. The motion passed unanimously by a roll call vote.

Board maintains separate minutes of executive session.

## Investigative Conference (Closed Session under G.L. c. 112, § 65C)

The Board entered investigative conference at 12:21 p.m.

During the investigative conference, the Board took the following actions:

## **Case Interview**

SW-2023-0020 (PL):

Interviewed respondent; refer to office of prosecutions

## **Cases**

SW-2023-0071 (DC):

Authorize issuance of summary suspension

2022-000904-IT-ENF (SY):

Review at next meeting

2022-001060-IT-ENF (SM):

Refer to office of

prosecutions

FINV6793 (EF):

Dismiss

Ms. Kelley recused herself from the following matter and left the meeting at 1:32 p.m.

INV6782 (MM):

Dismiss

Ms. Kelley returned to the meeting at 1:36 p.m.

2022-001131-IT-ENF (OD):

Invite respondent to a meeting for an interview

Ms. Roddy recused herself from the following matter and left the meeting at 1:44 p.m.

SW-2023-0032 (RB):

Refer to office of prosecutions

Ms. Roddy returned to the meeting at 1:54 p.m.

SW-2023-0023 (BL):

Refer to office of prosecutions

INV7880 (BA):

Dismiss

Ms. Fuller left the meeting at 1:59 p.m.

SW-2023-0061 (JS):

Dismiss

2022-000994-IT-ENF (SB):

Dismiss

2022-001106-IT-ENF (AW):

Dismiss

## **Adjournment**

At 2:13 p.m., a motion was made by Ms. Carrington, seconded by Ms. Kelley, to adjourn the meeting. The motion passed unanimously by a roll call vote.

The above Minutes were approved at the public meeting held on February 27, 2024.



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Brian Bialas, Executive Director

**List of Documents Used During the Public Meeting:**

- Agenda for Meeting of January 23, 2024
- Public Meeting Minutes of December 19, 2023
- Executive Session Minutes of December 19, 2023
- Presentation on the Social Work Licensing Compact
- Presentation on Massachusetts Social Worker Market Research and Solutions
- Draft Application Reference Form
- LCSW Application of Judith Boutiette
- Donna Ebsary, 2020-001600-IT-ENF, Submission of Proposed Continuing Education
- Aimee Monette, Conditional Licensure Agreement, 7th Quarterly Monitoring Report