

**BEFORE THE BEHAVIORAL HEALTH PROFESSIONALS BOARD  
OF THE STATE OF IOWA**

---

**IN THE MATTER OF**

**TERRIS C. SALLIS**  
1216 W. 15<sup>th</sup> Street S.  
Newton, Iowa 50208

**RESPONDENT**

**CASE NO.: 20-0184**

**SETTLEMENT AGREEMENT AND  
FINAL ORDER**

---

**COMES NOW** the Iowa Board of Behavioral Health Professionals (“Board”) and Terris C. Sallis (“Respondent”), pursuant to Iowa Code §§ 17A.10(2), 272C.3(4), and chapter 154C, enter into this Settlement Agreement and Final Order (“Settlement Agreement”).

1. **Iowa License.** Respondent was issued Iowa Master of Social Work license 007052 on June 18, 2008. Respondent’s Iowa Master Social Work license is active and next expires on December 31, 2026.
2. **Jurisdiction.** The Board has jurisdiction in this matter pursuant to Iowa Code chapters 17A, 147, 154C, and 272C as well as 645 Iowa Administrative Code chapters 11, 12, 13, 280 and 283.

**A. STIPULATIONS**

3. **Practice Setting:** Respondent is an Iowa licensed master’s level social worker who practiced in Newton, Iowa, during the time-period relevant to these allegations.
4. **Statement of Charges:** On or about January 6, 2024, the Iowa Board of Social Work<sup>1</sup> filed a Statement of Charges alleging Respondent practiced outside the scope of his license pursuant to Iowa Administrative Code rule 645-282.2(12)(s).
5. **Factual Allegations:** Terris C. Sallis (“Respondent”) holds an LMSW license in the State

---

<sup>1</sup> The Board of Social Work has since merged into the Board of Behavioral Health Professionals.

of Iowa. Respondent owns his own practice, Integrated Treatment Services, LLC, in Newton, Iowa. Integrated Treatment Services contracts with a Licensed Independent Social Worker who provides LISW services. Given Respondent's status as an LMSW, he may not independently practice as a business owner overseeing LISW service providers because he is not licensed at that level. Further, Respondent may not obtain the supervised clinical hours required for licensure as a(n) LISW from an individual who is Respondent's employee or contract worker, even if the individual otherwise meets the criteria to be an eligible supervisor, given the inherent conflicts of such a supervisory arrangement.

## **B. SETTLEMENT AGREEMENT**

6. Respondent denies any wrongdoing but acknowledges that the allegations described above, if proven in a contested case hearing, would constitute grounds for the discipline agreed to in this Settlement Agreement.

7. To resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

a. To be placed on **PROBATION** for a period of **THREE** years to allow Respondent time to obtain licensure as a licensed independent social worker ("LISW"). Upon Respondent obtaining his LISW license, the probationary period, if in effect, shall immediately cease;

b. To actively attempt to obtain his LISW license in line with the rules and conditions outlined in 645 Iowa Administrative Code Chapter 280 (2023);

i. In so doing, Respondent shall obtain a clinical supervisor who is not affiliated in any way with Integrated Treatment Services, LLC or any businesses Respondent owns or begins during the probationary period.

Respondent shall direct his clinical supervisor to submit a written declaration to the Board verifying that he or she is not affiliated in any way with a business owned by Respondent at the time Respondent submits a proposed supervision plan to the Board.

ii. Respondent shall obtain at least 3,000 additional hours of practice under the supervision of the individual described above; that is, Respondent may not receive credit for practice hours performed under any previous supervisors or during other supervisory experiences.

c. To tender proof of completion of his LISW within **THREE** years from the effective date of this Settlement Agreement; and

d. To transfer 51 percent of the ownership stake of Integrated Treatment Services, LLC to a(n) LISW as soon as is reasonably practicable under the circumstances but in all cases no later than **SIX MONTHS** from the date this Settlement Agreement is approved by the Board. Respondent further agrees not to reorganize or control Integrated Treatment Services, LLC (or any other business) in the future unless and until he has obtained LISW licensure.

8. In entering this Settlement Agreement, Respondent acknowledges the following:

a. This Settlement Agreement is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

b. Counsel for the State may present this Settlement Agreement to the Board *ex parte*.

c. I have the right to be represented by counsel in this matter. I am represented by Benjamin Flickinger of the BrownWinick Law Firm.

- d. I understand I have an opportunity to be heard and to contest the allegations against me in a formal hearing before the Board and that, by waiving the formal hearing, I waive my right to challenge the allegations against me and all attendant rights, including the right to seek judicial review of the Board's actions.
  - e. I understand this Settlement Agreement will be part of my permanent licensure file and may be considered by the Board in determining the nature and severity of any disciplinary action to be imposed in the event of any future violations.
  - f. I am voluntarily entering into this Settlement Agreement.
  - g. Failure to comply with the provisions of this Settlement Agreement shall be grounds for further disciplinary action pursuant to Iowa Code § 272C.3(2)(a).
  - h. I understand the Board will report this Settlement Agreement to the National Practitioner Databank. The report the database will reflect the language included in this Settlement Agreement.
  - i. I understand I am responsible for all expenses incurred to comply with the conditions and requirements of this Settlement Agreement.
  - j. The factual circumstances alleged, by virtue of their incorporation in this Settlement Agreement, are now public and available for inspection and copying in accordance with Iowa Code chapters 22 and 272C.
9. Respondent shall submit a copy of this Settlement Agreement to all licensing boards where Respondent holds a license, whether active or not, within **THIRTY DAYS** of the date of the Board's approval of this Settlement Agreement.
10. This Settlement Agreement constitutes discipline against Respondent and is the final agency action in a contested case pursuant to Iowa Code § 17A.10.

11. This Settlement Agreement shall not preclude the Board from taking additional action against Respondent should Respondent violate laws, rules, or standards of practice administered by the Board in the future.

12. This Settlement Agreement becomes a public record available for inspection and copying upon execution in accordance with the requirements of Iowa Code §§ 17A, 22, and 272C.

13. The Board's approval of this Settlement Agreement shall constitute a **Final Order** of the Board.

### **C. FINAL ORDER**

**WHEREFORE**, the terms of this Settlement Agreement are agreed to by the Iowa Board of Behavioral Health Professionals and the Respondent.

#### **IT IS THEREFORE ORDERED,**

- a. Respondent shall comply with the probationary terms and conditions described above in Section B(7).

#### **FOR THE RESPONDENT:**

Voluntarily agreed to and accepted by Terris C. Sallis on this 31 day of March, 2025.

Terris C. Sallis

By: Terris C. Sallis, Respondent

#### **FOR THE IOWA BOARD OF BEHAVIORAL HEALTH PROFESSIONALS:**

Voluntarily agreed to and accepted by the **IOWA BOARD OF BEHAVIORAL HEALTH PROFESSIONALS** April 29, 2025.

*Aaron L. Culley, LISCW*

Board Chair  
Board of Behavioral Health Professionals