

ALABAMA BOARD OF NURSING
REGULAR BOARD MEETING
RSA Plaza Suite 350
Montgomery, Alabama
November 15, 2024

I. CALL TO ORDER

A. Roll Call

The meeting was called to order at 8:30 a.m. on Friday, November 15, 2024.

The following members were present: Victoria Lavender, MSN, RN, President; Janice Seip, CRNA, Vice-President; Cynthia Buford, LPN, Secretary; Cherry Rodgers, LPN; Clint Witherington, Consumer; Kristi Acker, PhD, DNP, CRNP, FAANP; Louise O'Keefe, PhD, CRNP, CNE; Karron Armstrong, LPN; Gabriel Sapalaran, MSN, RN; Deborah "Pepper" Hoover, MSN, FNP, RN; Tochie Lofton, DNP, ACNR-BC, CMSRN, RN; Sarah "Mandy" Mims, LPN and Executive Officer Peggy Benson. Sabria Danielle Baker, RN arrived at 8:39 a.m.

Staff members attending the meeting were: Honor Ingels, Administrative Director – Chief Policy/Communications Officer; Alice Maples Henley, Deputy Attorney General/General Counsel; Patrick Samuelson, Senior Assistant General Counsel; Amy Williams, Attorney; Joyce Jeter, MSN, RN, Director of Practice, CE, and Licensure; Bernadette Powe, EdD, Regulatory Education Administrator; Christie Mumford, MSN, RN, Director - Advanced Practice; Brad Jones, IT System Specialist Senior; Tonya Smith, Executive Secretary/Recorder; Maxine Hollis, Chief Financial Officer; Abby Migliore, MSN, RN, Administrative Director for Discipline/Compliance Monitoring; Tina Betts, MSN, RN, Legal Nurse Consultant; Taylor Thomas, Legal Research Assistant; Rachel Brazell, Probation Director; Pamela Smith, DNP, MSN, RN, Administrative Director of Education Programs; Christi Melton, MSN, RN, Director of Nursing Education; LaDonna Marsh, MSN, RN, CEN, Director of Nursing Professional Development; Tara Armistead, Attorney III; Ebony Williams, ASA III and Yolanda Turner, Nurse Consultant.

Visitors attending the meeting were: Ms. Patty Wolf, Executive Officer, Alaska Board of Nursing, Ms. Consuelloe Mack, South University, Ms. Karyn Marshall, South University, Ms. Jadyn Tolliver, South University, Mr. Mark Feltz, South University, Ms. Charman Harper, University of Montevallo, Ms. Crystal Bennett, University of Montevallo, Ms. Effie Hawthorne, Alabama Board of Medical Examiners, Ms. Holly Free, Faulkner University, Ms. Shellye Vardaman, Faulkner University, Ms. Phyllis Kriescher, Faulkner University,

Ms. Cassie Boyd, Faulkner University, Mr. Mitch Henry, Faulkner University, Mr. Dave Rampersal, Faulkner University and Ms. Ja Linthya Cannon, South University.

B. Declaration of Quorum

A quorum of thirteen Board members was present on Friday, November 15, 2024.

C. Statement of Compliance with Open Meetings Act

Prior notice of the meeting was posted on the Secretary of State's website in accordance with the Alabama Open Meetings Act.

D. Review of Full Agenda

1. Additions, Modifications, Reordering

None

2. REORDERING, MODIFICATION, OR ADOPTION AND APPROVAL OF CONSENT AGENDA

- II.A. September 20, 2024, Board Meeting Minutes
- III.A. Board Action Follow-up
- VI.A.1. Executive Officer Report
- VI.A.2. FYI
- VI. C. Research
- VI.D.1. General Counsel Report
- VI.D.2. Assistant General Counsel Report, Samuelson
- VI.D.3. Voluntary Disciplinary Alternative Program Report
- VI.D.4. Investigations Report
- VI.D.5. Legal Nurse Consultant Report
- VI.D.6. Probation/Compliance Monitoring Report
- VI.D.7. Assistant General Counsel Report, Williams
- VI E. Policy and Communications Report N/A
- VI.F. ABN Center for Nursing Excellence Report
- VII.A. Education Report
- VII B. Program Deficiency Report
- IX.A. Advance Practice Report
- X.A. Continuing Education Report
- X.B. Licensure Report
- XI.A. Board Travel

On November 15, 2024, Ms. Seip moved that the Board adopt the Consent Agenda. Ms. Buford seconded. Motion carried without objection.

3. REORDERING, MODIFICATIONS, ADDITIONS, OR ADOPTION OF FULL AGENDA

On November 15, 2024, Ms. Seip moved that the Board adopt the Full Agenda as amended. Ms. Lofton seconded. Motion carried without objection.

II. REVIEW OF MINUTES

A. September 20, 2024, Board Meeting Minutes

The minutes of September 20, 2024, Board meeting was accepted on the Consent Agenda.

III. OLD BUSINESS/FOLLOW-UP

A. Board Action Follow-up

Ms. Benson's report on Board Action Follow-up was accepted, as information, on the Consent Agenda.

IV. BOARD REQUESTS / PRESENTATIONS

A. REQUESTS

1. N/A

B. PRESENTATIONS/REVIEW

1. CHARMAN HARPER, NEW GRADUATE NURSE RESIDENCY PROGRAM DNP PROJECT PRESENTATION

Dr. Charman Harper, DNP, RN, MedSurg-BC, LBSW presented a presentation on applying SAMHSA Trauma-Informed Principles to a New Graduate Nurse Residency Program for Retention.

2. MEDICATION ASSISTED TREATMENT, PATRICK SAMUELSON AND ABBY MIGLIORE

Mr. Samuelson and Mr. Migliore presented a presentation on the Medication Assisted Treatment.

3. APRN DISCIPLINE ANNUAL REPORT 2024, ABBY MIGLIORE AND RACHEL BRAZELL

Ms. Migliore and Ms. Brazell presented a presentation on the 2024 APRN Discipline Annual Report.

V. FINANCIAL REPORTS

1. Financial Report Board Review

Ms. Hollis shared the Revenue and Expenditure Summary, Revenues, and the Expenditure Budget Comparison as of September 30, 2024.

VI. REPORTS

A. Executive Officer

1. Report

Pursuant to Alabama Board of Nursing Administrative Code Chapter 610-X-.08, Ms. Benson accepted the voluntary surrender for revocation for each of the following nursing licenses.

<u>Licensee's Name</u>	<u>License Number</u>	<u>Date of Acceptance</u>
Hall, Lesa Carol	1-069651	09/09/2024
	2-034100	09/09/2024
Downs, Joanna Lou	1-110225	09/09/2024
Lee, Jessica Diane	1-125570	09/20/2024
Bomar, Brandi Michelle	2-055937	10/01/2024
Christie, Theresa Christine	1-083130	10/03/2024
Toles, Lender T.	2-032729	10/16/2024

2. FYI

Nothing

3. ELECTION EXECUTIVE COMMITTEE

A. PRESIDENT

Ms. Benson reported that the Board is required by regulation to elect officers at the November annual meeting each year. Under the Alabama Open Meetings Act, nominations and voting are required to be conducted in an open meeting. The minutes also must reflect the vote, requiring Board members to raise their hands when voting for a candidate. The elected officers of the Board comprise the Board's Executive Committee. The Executive Committee is responsible for:

- a) Developing the Board meeting agenda.
- b) Facilitating evaluation of the Executive Officer.

- c) Assuring Board representation at legislative hearings, meetings, sunset reviews and requested public presentations.
- d) Participation in orientation of newly appointed Board members.

The President presides at meetings of the Board, appoints members to serve on such committees as may be created, and serves as and ex-officio members of all committees.

On November 15, 2024, Ms. Buford made a motion to nominate Ms. Victoria Lavender as President, Ms. Lofton seconded. Motion carried out with all in favor (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O'Keefe, Karron Armstrong, Gabriel Sapalaran, Deborah "Pepper" Hoover, Janice Seip, and Sarah "Mandy" Mims).

B. VICE PRESIDENT

Ms. Benson reported that the Vice-President presides in the absence of the president and assumes the duties of the president when necessary.

On November 15, 2024, Ms. Mims made a motion to nominate Ms. Janice Seip as Vice-President, Ms. Hoover seconded. Motion carried out will all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O'Keefe, Karron Armstrong, Gabriel Sapalaran, Deborah "Pepper" Hoover, Tochie Lofton, and Cynthia Buford).

C. SECRETARY

Ms. Benson reported that the Secretary is responsible for the minutes of the meetings and assumes other duties at the discretion of the president.

On November 15, 2024, Ms. Seip made a motion to nominate Ms. Sarah "Mandy" Mims as Secretary, Mr. Sapalaran seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O'Keefe, Karron Armstrong, Gabriel Sapalaran, Deborah "Pepper" Hoover, Tochie Lofton, and Cynthia Buford).

4. SUBOXONE GUIDELINE REVISIONS, PATRICK SAMUELSON

Mr. Samuelson reported that the anecdotal evidence seen by Board staff suggests that more nurses utilizing drugs used for Medication Assisted Therapy as a treatment for multiple medical conditions due to increased access through lawful prescriptions. The current guideline has been used since 2021. The revisions address new manners in which Board Staff is learning of use and as to why the medication is used.

On November 15, 2024, Ms. Buford moved that the Board approve the revisions to Suboxone and Methadone Staff Disciplinary Guideline. Ms. Mims seconded. Motion carried without objection.

5. ABN MEETING DATES 2025, PEGGY BENSON

Ms. Benson reported Board meetings are scheduled at the Annual Meeting in November of each year for the following calendar year. In addition to having ample advance notice of meetings, there is sufficient time to post the meetings on the Secretary of State's website. The third Friday of each odd-numbered month been typically set aside for Board meetings. NCSBN has meetings that might interfere with Board meetings, so the calendar of events is noted when there is a meeting close to the time of a Board meeting or holidays with adjustments made in the schedule. The Nurse Practice Act requires six (6) meetings per year. Emergency meetings may be called as needed throughout the year.

On November 15, 2024, Dr. O'Keefe moved that the Board approve the dates submitted for calendar year 2025 Board meetings. Ms. Armstrong seconded. Motion carried without objection.

6. APPOINTMENT OF EDUCATION ADVISORY COMMITTEE

Ms. Benson reported that the concept curriculum-based education program was approved in 2016 and now is the time to review the program and determine if modifications are needed based on educational changes and potential competency based educational models and incorporation of NCSBN model educational rules. Melanie Bolton was the chair in 2016 when working for ACCS and for consistency will be appointed co-chair for the 2025 Advisory Council. Kenneth Kirkland will be appointed chair of the advisory committee.

Board Members: Deborah Hoover and Danielle Baker.

Advisory Committee Members: Assorted ACCS Members as identified by board staff.

Board Staff: Melanie Bolton (Chair), Pam Smith, Peggy Benson, and Alice Henley.

On November 15, 2024, Ms. Seip moved that the Board appoint the Advisory Council to review concept curriculum and make recommendations for revisions and potential revisions to Alabama Board of Nursing Administrative Code Chapter 3. Ms. Lofton seconded. Motion carried without objection.

7. CONCEPT CURRICULUM CURRENT REQUIREMENTS REVIEW AND COMPLIANCE

Ms. Henley reported that the ABN Administrative Code 610-X-4-.02 Qualifications of Applicants for Licensure requires as follows:

- (1) The applicant for licensure shall:
 - (d) For registered nurse licensure, graduated or successfully completed all requirements for graduation from an approved registered nursing program in Alabama, or an approved registered nursing program located in another jurisdiction or territory that substantially meets the same educational criteria as Alabama programs...
 - (e) For practice nurse licensure, granted or successfully completed an approved practical nursing program in Alabama, or an approved practical nursing program located in another jurisdiction or territory that substantially meets the same educational criteria as Alabama programs...

ABN Administrative Code 610-X-3-.02 Standards for Approval requires.

(12) The curriculum of a nursing education program shall....

(d) The curriculum course work of a prelicensure nursing education program shall have didactic and clinical learning experience which include but are not limited to....

- 5. Theoretical and clinical learning experiences across the lifespan in the areas of adult, medical/surgical, maternal/infant, child/pediatric, and psychiatric/mental health and community health nursing that includes simulation, laboratory time, and direct patient care in a licensed health care setting. Provided; however, that

community health clinical experiences may be conducted in a non-licensed setting. This does not prohibit additional experience in licensed non-health care setting. At least 50% of clinical experiences shall include direct patient care and include a variety of clinical settings sufficient to meet program outcomes.

The same rule also provides that the governing institution's administrator or program administrator shall notify the Board, in writing, of any substantive changes in the program, including, but not limited to: (h) significant curriculum changes. "ABN Administrative Code 610-X-3.02(5)(h).

ACCS notifies ABN of Substantive Change to Curriculum for all of its PN and RN Programs implementing the Concept-Based Curriculum

Minutes of the March 2016 ABN Meeting reflect that the ABN approved substantive curriculum changes and requirement of the concept-based curriculum provided by the Alabama Community College System for nursing programs state-wide. ACCS requested these changes to the ACCS. Practical and Associate Degree Nursing Programs. The curriculum provided for a seamless PN to RN curriculum. Included with the notice of the substantive curriculum changes were course descriptions which contained the following information:

NUR 112 – 45 clinical contact hours in "experiential/supervised learning activities (suggested 22.5 acute care and 22.5 long-term care)

NUR 113 – 135 clinical contact hours in "supervised experiential clinical learning activities related to nursing concepts (Suggested 111 hours of adult health and 24 hours of pediatrics)

NUR 114 – 135 clinical contact hours in "supervised experiential clinical learning activities related to adult/child nursing concepts. (Suggested 87 hours adult health, 24 hours maternal/infant, and 24 hours mental health).

NUR 115 – 45 clinical contact hours in "(Preceptorship 3.1) i.e. Long-term care, community setting"

Under the concept-based curriculum, Practical Nursing Certifies of completion could be awarded following completion of the third semester of the program (which included completion of NUR 112, NUR 113, NUR 114, and NUR 115).

Comparing the course descriptions against the requirements of ABN rules for prelicensure programs shows that the courses, as described,

collectively include clinical content, related to adult, medical/surgical, maternal/infant, child/pediatric, and psychiatric/mental health and community health nursing, thus ensuring that the required clinical content is completed prior to issuance of the Practical Nursing Certificate.

ABN learns that not all ACCS programs are implementing the concept curriculum in the same manner:

In a list-serv message issued on September 20, 2024, to Nursing Education Program Administrators, ABN stated:

It has come to the attention of the Alabama Board of Nursing (ABN) that some nursing education programs are relying solely on simulations for clinical experiences in specialty areas such as maternal/infant, pediatrics, and mental health. ABN Administrative Code 610-X-3-.02(12)(d), and (15) are clear that clinical learning experiences may not be conducted exclusively by simulation.

Clinical learning experiences are intended to replicate the unpredictability, interpersonal dynamics, and real-world challenges inherent in direct patient care. While simulations offer a valuable tool for controlled learning, over-reliance on simulation in nursing education programs will not adequately prepare students for diverse patient populations and complex clinical settings that may be encountered in professional practice.

Please be advised that the Board will continue to monitor nursing education program compliance with all provisions of ABN Administrative Code Chapter 3 and will take appropriate action to ensure compliance with these standards.

Accordingly, I urge all nursing education programs to:

- **Ensure diverse clinical experiences (across the lifespan):**
Diversify clinical placements to include a variety of settings and patient populations, ensuring that students gain exposure to all required areas of nursing. The ABN Administrative Code requires that:
 1. Clinical learning experiences should cover a variety of areas, including adult, medical/surgical, maternal/infant, child/pediatric, psychiatric/mental health, and community health nursing.
 2. At least 50% of clinical experiences must include direct patient care and include a variety of clinical settings sufficient to meet program outcomes.

- **Adhere to simulation guidelines:** Follow the guidelines outlined in the Code regarding simulation and do not exceed the permitted percentage. Simulation is allowed as a component of the clinical experience but cannot replace direct patient care entirely.
- 1. Simulation experiences must be conducted according to faculty training standards and guidelines and incorporate clinical objectives, student debriefing, and evaluation.
- 2. Unless otherwise authorized by the Board, simulation cannot comprise more than 50% of the clinical learning experience.
- **Provide opportunities for direct patient care:** Prioritize direct patient care experiences, as these are essential for developing clinical judgment, communication skills, and the ability to adapt to different situations.
- **Balance Simulation and Direct Care:** Maintain a balance between simulation and direct patient care, ensuring that simulation is used effectively to supplement, not replace, real-world experiences.
- **Regularly review and update curriculum:** Continuously assess the curriculum to ensure alignment with the evolving needs of the profession and the standards set forth in the ABN Administrative Code.

Potential Consequences of Failure to Comply with Standards:

1. **Board Action:** Nursing programs that fail to comply with the standards may face penalties, up to including disciplinary action from the Board.
2. **Impact on Licensure:** Graduates of non-compliant programs may not meet the requirements to sit for the NCLEX.
3. **Program Accreditation:** Non-compliance with these standards could jeopardize the program's accreditation.
4. **Graduate Preparedness:** Graduates may not be adequately prepared to care for diverse patient populations due to lack of clinical experience in a variety of areas.

ACCS Revises its Concept-Based Nursing Curriculum Plans of Instruction

Following consultation with ABN staff, ACCS Director of Health Programs Bryant Cline notified ABN on October 3, 2024, of revisions to its concept-

based curriculum plans of instructions to remain in compliance with ABN regulations. These newly revised plans of instruction specify the minimum number of contact hours for each clinical learning activity broken by patient population/setting.

Reaction from Individual ACCS Nursing Programs

Representatives of individual nursing programs have expressed concerns regarding the revised plans of instruction. Those concerns may be summarized as follows:

- Individual nursing programs should be permitted to implement the curriculum to meet their needs as long as the program achieves student learning outcomes.
- Specialty clinical experiences have limited availability.
- Programs have increased the number of nursing graduates.
- Direct patient care is not defined in the rules.
- ABN rules do not specify a specific number of hours of clinical learning experience for each population/setting.
- Some clinical courses are out of sequence to the concept-based curriculum plan.

ACEN Requirements

Criterion 4.9 for clinical/practicum learning environments and experiences require that the programs:

- a. Have current written agreements that specify expectations for all parties for the protection of the student.
- b. Reflect evidence-based nursing practice, and
- c. Meet regulatory agencies requirements for clinical/practicum learning environments, as applicable.
- d. [for undergraduate programs] Reflect the educational level at which students are being prepared to facilitate the achievement of the course student learning outcomes and end-of-program learning outcomes.

Focused questions for a program include:

- a. What types of direct, hands-on planned clinical/practicum experiences with patients across the lifespan, including interactions with the patient's family/friends and the

interdisciplinary team are required for completion of the program of study, inclusive of all program options?

How many total contact hours of clinical/practicum hours are included in the program of study for each program option?

What is the process for securing clinical/practicum practice agency agreements?

What if the process for securing preceptor agreements, including when students are expected to contribute to finding a preceptor?

Are there written agreements for all clinical/practicum practice agencies and/or preceptors currently in use, including when students are expected to contribute to finding a preceptor? Are the written agreements current?

Do the written agreements specify expectations for all parties, including when students are expected to contribute to finding a preceptor? If so, what are some of the expectations and how were the expectations determined?

How do the written agreements ensure the protection of students?

- b. How are the experiences reflective of evidence-based nursing practice?
- c. Are there any state or national (for international programs) regulations related to the use of simulation in lieu of clinical/practicum time? If so, what are these regulations, and is the program compliant?

For Undergraduate Programs.

- d. How are the experiences appropriate for the level of education offered? How do the clinical/practicum environments and learning experiences support achievement of the end-of-program student learning outcomes in each program option?

ACEN provides a list of examples of supporting evidence:

- List of Clinical/Practicum Agencies currently in use
- Clinical Affiliation Agreements currently in use
- Preceptor Agreements

- State of National (for international programs) regulations related to clinical/practicum learning experiences.
- Current syllabi for all nursing courses
- Clinical site selection criteria
- Faculty and/or student evaluations of the clinical sites
- Interviews with faculty, students, and clinical agency representatives

See:

<https://resources.acenursing.org/space/GUID/1830518810/STANDARD+4+Curriculum>.

ACEN offers the following regarding definitions related to clinical/practicum and simulation.

The ACEN defines Clinical/Practicum, Simulation, and Skills Labs, respectively as follows:

Learning Environments and Experiences, Clinical/Practicum

Direct, hands-on, planned learning activities required of nursing students in all degree or certificate granting nursing education programs, regardless of the student's licensure status at the time of admission. Settings include but are not limited to acute-care and specialty hospitals, long-term care facilities, ambulatory care centers, physician offices, communities, and home health care.

Clinical/practicum learning experiences should engage nursing students in the cognitive, affective, and psychomotor work of nursing appropriate for the level at which students are being prepared.

Consistent with the level of academic study and the roles and responsibilities after graduation, clinical/practicum experiences should prepare graduates for practice in the care of patients/clients including a/an: Individual, family, group, or populations, and support students' attainment of the identified end-of-program student learning outcomes and/or role-specific nursing competences.

Clinical/practicum experiences are overseen by qualified nursing faculty and may include assistance from preceptors and provide feedback to students in support of their learning and professional development.

Clinical/practicum learning experiences are required for all nursing students enrolled in any undergraduate or graduate program, including all students enrolled in post-licensure undergraduate programs, graduate programs, all program options in any undergraduate and graduate programs, and/or certificate program options.

Learning Environments and Experiences, Skills and/or Simulation Laboratory

Opportunities for students to learn about nursing care in settings designed to look, feel, and/or function as a real-world practice learning environment, offering real-world practice learning experiences, which may include the use of low-fidelity, mid-fidelity, high-fidelity, and/or virtual simulation equipment. These experiences facilitate students' application of knowledge, skills, and behaviors in the care of patients/clients including a/an individual, family, group, or populations, and support the end-of-program student learning outcomes and and/or role-specific nursing competencies.

High-fidelity simulation: Practice learning experiences that incorporate a full-body computerized patient simulator that mimics the patient's responses to the student's actions.

Mid-fidelity simulation: Practice learning experiences that incorporate a computerized patient simulator with basic physiologic functions, such as a computer-based self-directed learning system.

Low-fidelity simulation: Practice learning experiences that utilize static mannequins or task-trainers for basic nursing skills.

Virtual simulation: Practice learning experiences that are computer-generated simulations with virtual (e.g., three-dimensional images) patients and/or care environments for the development of nursing knowledge and skills.

CCNE provides the following clinical expectations:

Entry-level professional nursing education programs provide rich and varied opportunities for practice experiences (both direct and indirect care experiences) across the four spheres of care, designed to assist the graduate to achieve Level 1 sub-competencies upon completion of the program. Theoretical learning becomes a reality as students are coached to make cognitive connections between the cases or situations presented in the classroom, simulation, or laboratory and in actual practice settings. Clinical experiences also assist the graduate to develop proficiency in cognitive, psychomotor, and affective learning. Clinical experiences are essential for students to care for a variety of individuals, families, groups, and populations across the lifespan and across the four spheres of care. Clinical learning provides opportunities for a student to enhance the provision of care and gain the skills needed to be an effective member of an

interprofessional team, thus, interprofessional experiences in a variety of practice settings are essential.

Graduates of all types of entry-level professional nursing education programs need sufficient practice experiences (both direct and indirect care experiences) to demonstrate end-of program learning outcomes inclusive of all Level 1 sub-competencies. All learners in entry-level professional nursing education programs (pre-licensure and post-licensure [degree-completion] programs) will engage in direct patient care learning activities in all four spheres of care and across the life span and provide clear evidence of student (Level 1) competency achievement.

Regarding “direct care,” CCNE states:

Direct care refers to a professional encounter between a nurse and an actual individual or family either face or virtual, that is intended to achieve specific health goals or achieve selected health outcomes.

Direct care may be provided in a wide range of settings, including acute and critical care, long term care, home health, community-based settings, and telehealth (AACN, 2004, 2006, Suby, 2009; Upenieks, Akhavan, Kotlerman et al., 2007).

Regarding simulation, CCNE states:

Simulation experiences represent an important component of clinical education, serving as a valuable augmentation to direct and indirect care within healthcare settings. Laboratory and simulation experiences provide an effective, safe environment for learning and demonstrating competencies. However, care experiences with actual individuals or groups continue to be the most important component of clinical education. A landmark study conducted by the National Council of State Boards of Nursing concluded that for pre-licensure students “substituting high quality simulation experiences for up to half of traditional clinical hours produces comparable end-of-program educational outcomes” (Hayden et al., 2014, p. S3). Simulation cannot substitute for all direct care practice experiences in any one sphere or for any one age group. Also, simulation learning experiences should align with best practice standards such as those developed by the International Nursing Association for Clinical Simulation and Learning (INACSL) or the Society for Simulation in Healthcare (SSH). The use of simulation in the curriculum as a replacement of direct patient clinical/practice hours or experiences is also determined by requirements of regulatory entities (i.e., licensing, and accrediting bodies).

See

<https://www.aacnnursing.org/Portals/0/PDFs/Publications/Essentials-2021.pdf>

On November 15, 2024, Ms. Seip moved that the Board approve to appoint an Advisory Committee for Clinical Sites and for issuing a letter to all ACCS Programs currently using the concept-based curriculum that informs the programs as follows:

- A. To clear up any confusion going forward, for each population/setting identified in ABN rules for which prelicensure nursing students are required to obtain clinical learning experiences, no more than fifty percent of the hours may be satisfied using simulation.
- B. The curriculum/plan of instruction for each approved Nursing Education Program must reflect the courses in which the clinical learning experiences for each population/setting is completed. The instruction must actually occur in the course for which the curriculum/plan of instruction says or within the degree plan prior to awarding the LPN certificate or the AND degree.
- C. If the Nursing Education Program utilize a curriculum/plan if instruction that does not comport with the ACCS Concept Curriculum approved by the ABN, the individual Nursing Education Program should submit a substantive change notification and includes its individual curriculum/plan of instruction approved through ACCS.
- D. Practical nursing certificates cannot be issued to students until those students have obtained the requisite clinical learning experiences.

Ms. Armstrong seconded. Motion carried without objection.

B. Executive Committee

- 1. N/A

C. ABN Research

- 1. Report

A written report was accepted, as information, on the Consent Agenda.

D. Legal Division

- 1. General Counsel/Deputy Attorney General

A written report on activities on the Legal Division from September 4,

2024, to October 25, 2024, the number of open disciplinary cases, and the number of cases on appeal or subject to litigation was accepted, as information, on the Consent Agenda.

2. Assistant General Counsel Report, Samuelson

A written report on the number of pending cases in docket of the Assistant General Counsel as of October 25, 2024, was accepted, as information, on the Consent Agenda.

3. Voluntary Disciplinary Alternative Program

A written report on VDAP (Voluntary Disciplinary Alternative Program) participants and terminations as of October 25, 2024, was accepted, as information, on the Consent Agenda.

4. Investigations Report

A written report on active investigations per investigator as of November 1, 2024, was accepted, as information, on the Consent Agenda.

5. Legal Nurse Consultant Report

A written report on open cases assigned to each Nurse Consultant as of October 28, 2024, was accepted, as information, on the Consent Agenda.

6. Probation/Compliance Monitoring Report

A written report on the number of nurses monitored on probation, the number of outstanding probation violations, the number of the past due fines, the number of cases resulting in revocation by the Board Order as of October 25, 2024, was accepted, as information, on the Consent Agenda.

7. Assistant General Counsel Report

A written report on pending cases on the docket of Assistant General Counsel, Ms. Williams, as of October 25, 2024, was accepted, as information, on the Consent Agenda.

E. Policy and Communication

1. Report

A written report on policy and communication activities was accepted, as

information, on the Consent Agenda.

F. Center for Nursing Excellence Report

1. Report

A written report on the Center of Nursing Excellence was accepted, s
information, on the Consent Agenda.

G. Nursing Research/Workforce

1. Report

A written report on the Nursing Research/Workforce was accepted, as
information, on the Consent Agenda.

2. SCHOLARSHIP AWARDS, LADONNA PATTON

Ms. Marsh reported that the Legislation was passed during the 2024 legislative session appropriating \$166,027.00 of Education Trust Funds to the Board of Nursing to administer graduate scholarships for nurses. During fiscal year 2025, Alabama Board of Nursing (ABN) will administer the scholarship program according to Act No. 2024-351, which provides advanced degree scholarships for nurses.

The electronic scholarship application was accessible beginning August 1, 2024, and remained open through August 30, 2024, a total of eighty (80) applications were submitted. Of those eighty (80) applications, seventy-three (73) applications met all of the residency and enrollment guidelines, fifty-nine (59) have never been awarded an Alabama Board of Nursing (ABN) Loan or Scholarship. Per Alabama Code Section 34-24-60, the number of scholarships shall equal five percent of the total enrollment in graduate nursing programs in Alabama. Eleven of twelve Alabama universities that have a graduate nursing program reported full-time enrollment within their program. The reported number of full-time enrollments was 1,371, with $5\% \text{ of } 1,371 = 69$, meaning that awarding scholarships to fifty-nine (59) qualifying graduate nursing students meets the standard established by the rule.

Each of the fifty-nine (59) scholarship recipients will receive \$2,814.01, in one lump payment. In the event of legislative proration, the scholarships will be reduced accordingly. If a scholarship recipient declines the scholarship, then their portion of the scholarship monies will be redistributed equally to the remaining scholarship recipients.

On November 15, 2024, Ms. Buford moved the Board award the Nursing Scholarships to the graduate nursing students that meet

the standard established by the rule. Ms. Mims seconded. Motion carried without objection.

VII. NURSING EDUCATION PROGRAMS

A. Education Report

A written report on nursing education was accepted, as information, on the Consent Agenda.

B. Program Deficiency (NONE)

C. BSN PROGRAM PHASE I AND PHASE II APPLICATION FAULKNER UNIVERSITY, PAM SMITH

Ms. Smith reported the Alabama Board of Nursing (ABN) Administrative Code 610-X-3-.06 Establishing A New Program requires a two-part process. In Phase I, the governing institution must submit a letter of intent and a feasibility study. The Board then reviews the letter of intent, feasibility study, and the supporting documentation for completeness and compliance with rules and regulations and provides guidance regarding the forward progress of the plan. In Phase II, the governing institution for the proposed program submits an application for approval to establish a new program. If all standards for approval are met, then the Board may approve the new program.

On August 5, 2024, Faulkner University submitted a letter of intent, Feasibility Study, and Phase I application with supporting documentation to establish a new prelicensure Bachelor of Science in Nursing Program. On September 16, 2024, Alabama Board of Nursing (ABN) consultants contacted the Director of the School of Nursing for clarification of submitted documentation and requested additional information. The documents were resubmitted on September 19, 2024.

On August 29, 2024, Faulkner University submitted the Phase II Application and supporting documentation. On October 9, 2024, the Director of the School of Nursing submitted additional supporting documents to the Alabama Board of Nursing (ABN).

According to the submitted applications, Faulkner University School of Nursing anticipates admitting students in the Fall of 2025.

Board consultants reviewed all documentation submitted by Faulkner University and prepared an Evaluation of the Proposal for Establishing a Prelicensure Bachelor of Science in Nursing Program. Based on a

review of the submitted materials compared to the requirements in the Alabama Board of Nursing (ABN) rules, the Board staff has determined that Faulkner University meets all of Phase I and Phase II regulatory criteria. Mr. Dennis Mitchell Henry, J.D.-President; Mr. Dave Rampersad, PhD, Vice-President Academic Affairs; Ms. Cassie Boyd, PhD-Interim Dean, College of Health Sciences; Ms. Holly Free, J.D. Associate Dean, College of Health Sciences; Ms. Shellye Vardaman, PhD, RN, Medsurg-BC, NEA-BC, CNE, Director School of Nursing; and Ms. Phyllis Kreischer, MSN, CRNP, Assistant Program Director of Nursing was available to answer any Board questions.

On November 15, 2024, Dr. Acker moved that the Board approve Faulkner University School of Nursing Phase I and Phase II applications for a new Prelicensure Bachelor of Science in Nursing (BSN) Program. Mr. Sapalaran seconded. Motion carried without objection.

VIII. POLICY

A. PROPOSED REVISIONS – ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE 610-X-3-.02, (1)(a) - STANDARDS FOR APPROVAL

Mr. Ingels reported that the Board staff recommends revision of the rule to provide stand-alone PN education programs to seek accreditation through Council on Occupational Education (COE). This change will allow otherwise qualified applicants for licensure, whose education was completed in another state, to qualify for licensure as LPNs.

In addition, the staff recommends adding clarifying language to the provision limiting the use of simulation in clinical learning experiences.

On November 15, 2024, Ms. Seip moved that the Board approve, as proposal and emergency rule, revision to Alabama Board of Nursing Administrative Code 610-X-3-.02-Standards for Approval. Ms. Mims seconded. Motion carried without objection.

B. PROPOSED REVISIONS – ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE 610-X-4-.03 – LICENSURE BY EXAMINATION

Mr. Ingels reported that the Board staff recommends revision of the rule to allow the Board to enter data sharing agreements with other entities of the State to facilitate workforce and other initiatives.

On November 15, 2024, Ms. Buford moved that the Board approve, as proposal and emergency rule, revision to Alabama Board of Nursing

Administrative Code 610-X-4-.03-Licensure by Examination. Ms. Mims seconded. Motion carried without objection.

IX. ADVANCED PRACTICE

A. Report

A written report on the activities of the Advanced Practice Division was accepted, as information, on the Consent Agenda.

B. 2025 Application Deadline and Joint Committee Meeting Dates

Ms. Benson reported that the fast-track applications are approved monthly. However, applications that require review by the Joint Committee will go forth on the Joint Committee dates. The final calendar is typically presented to allow ample time for posting to the Alabama Board of Nursing (ABN) and Secretary of State's website. Prior notice of all Joint Committee meetings is posted on the Secretary of State's website in accordance with the Alabama Open Meetings Act.

C. Botox Dermatological/Cosmetic Injections addition to the Standard Protocol Request

Ms. Henley reported that on October 22, 2024, the Alabama Board of Nursing (ABN) received a request from the Alabama State Nurses Association (ASNA) on behalf of its advanced practice nurse members, specifically CRNP members. ASNA has requested to be added to the CRNP standard protocol the use of cosmetic injections, to include botulinum toxin A and dermal fillers...for CRNPs who have completed an organized program of study, completed organized supervised practice, and demonstrated competence in the requested skills. For clarity, "use of cosmetic injections, " as referenced in the previous sentence, is intended to include (1) evaluating patient appropriateness for the treatments mentioned above, (2) ordering the appropriate treatment, (3) adjusting an individual treatment plan, (4) administering the appropriate medication according to a treatment plan, (5) and follow up evaluation of treatment effectiveness, including planning any corrective measure required in the event a patient has an adverse reaction to treatment.

The administration of botulinum toxin (for various purposes and in various anatomical sites) has been considered over the past two decades by multiple healthcare professional regulatory authorities in Alabama during the last two decades.

- According to new rules going into effect on November 14, 2024, within a medical facility, dentists will be permitted to administer

covered esthetic or therapeutic procedures in the human mouth, teeth, gums, jaws, and adjacent structures to treat disease, pain, deformity, deficiency, injury, or physical condition in the area of treatment, subject to requirements.

- Physician assistants (PA) and CRNPs have been permitted to administer botulinum toxin to treat hyperhidrosis and chronic migraines in the context of their registration/collaborative practice agreements and with additional training and practice pursuant to required protocols.
- In a 2021 Declaratory Ruling, the Alabama Board of Nursing (ABN) noted, “ Although the Alabama Board of Nursing (ABN) certainly agrees that it could and, indeed, should be within the scope of practice for registered nurses who possess certificates of qualification to engage in advanced practice nursing and who have successfully completed graduate courses in health assessment, physiology/pathophysiology, and pharmacology, as well as an organized program of study and demonstrated competence, to administer botulinum toxin to patients for aesthetic or other purposes in a medical facility pursuant to an order from a legally authorized prescriber who has examined the patient, the Alabama Board of Nursing (ABN) cannot issue a declaratory ruling to that effect, because doing so could expose the advanced practice nurse to injunctive proceedings pursuant to Code of Alabama 34-24-52 or criminal consequences pursuant to Code of Alabama (1975), 34-24-51, which states, “Any person who practices medicine or osteopathy or offers to do so in this state without a certificate of qualification having been issued in his or her behalf by the State Board of Medical Examiners and without a license and certificate of registration from the Medical Licensure Commission of Alabama shall be guilty of a Class C felony.” That statement was based on the Alabama Board of Medical Examiners (ALBME) having stated in an October 21, 2004, letter the following. “The Board of Medical Examiners at its October 20, 2004, meeting considers the procedures (Botox, Restylane, Collagen, and Mesotherapy) to be the practice of medicine, and as such, each procedure must be performed by a licensed physician.”
- According to the request from ASNA now before the Joint Committee, the ASNA Executive Director was informed by an ALBME representative that the statement was never an official opinion of the ALBME and that there was no rule or statute that prevented the administration of minimally invasive cosmetic injectables by CRNPs.

In many states, RNs and/or advanced practice nurses are permitted to administer botulinum toxin for cosmetic purposes, with varying degrees of medical supervision and autonomy.

Permitting the use of cosmetic injections (including botulinum toxin A and dermal fillers) to be added to the standard protocol for CRNPs would enable CRNPs who have completed an organized program of study, supervised practice, and demonstrated competence, to order and administer these treatments for cosmetic purposes.

On November 15, 2024, Ms. Seip moved that the Board approve the request to add treatment using Botulinum Toxin Type A and Dermal Fillers for cosmetic purposes to the CRNP Standard Protocol, for CRNPs who have completed an organized program of study, supervised practice, and demonstrated competence. Ms. Lofton seconded. Motion carried without objection.

X. CONTINUING EDUCATION/LICENSURE/PRACTICE

A. Continuing Education

1. Report

A written report on Continuing Education Providers and Continuing Education (CE) Activities was accepted, as information, on the Consent Agenda.

B. Licensure

1. Report

A written report on Licensure Data Activity was accepted, as information, on the Consent Agenda.

C. Practice

1. Report

A written report on Standardized Procedure Application Activity was accepted, as information, on the Consent Agenda.

D. ADMH ANNUAL Nurse Delegation Program Medication Error Report

XI. BOARD TRAVEL

- 1. NCSBN MID-YEAR MEETING, PITTSBURGH - MARCH 11-13, 2025**
- 2. ALANA SPRING MEETING, SANDESTIN, FL.- APRIL 11-13, 2025**

XII. DISCIPLINARY CASES – Executive Session, to follow completion of Agenda, November 15, 2024.

On November 15, 2024, Ms. Seip moved that the Board enter into Executive Session to discuss the general reputation and character, profession competence, and physical or mental conditions of specific applicant and licenses. Ms. Mims seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O’Keefe, Karron Armstrong, Gabriel Sapalaran, Deborah “Pepper” Hoover, Tochie Lofton, and Cynthia Buford).

Ms. Lavender estimated that the Board would reconvene at 12:55 p.m.

The Board reconvened in open session at 12:31 p.m.

A. CONSENT ORDERS

1. Ivey, Latasha Monique – RN 1-132098 SSL (Active)

Ms. Ivey signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license for a minimum of three (3) months. Ms. Ivey is eligible to request reinstatement of licensure contingent upon payment of the reinstatement of suspended license fee, any other applicable fees and a \$500.00 fine; successful completion of the educational program on Upholding the Standard: Professional Accountability in Nursing; and receipt of employer notification. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Ivey’s licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Ivey.

On November 15, 2024, Mr. Sapalaran moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

2. Linn, Christy Luann – RN SSL Exam Applicant

Ms. Linn signed a Consent Order that would approve her to take the NCLEX-RN exam and if successful she will be issued a single state license and her RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$600.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and

Substance-Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Linn.

On November 15, 2024, Mr. Sapalaran moved that the Board accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

3. Doan, Emili Shannon – RN 1-176152 SSL (Lapsed); LPN 2-070066 SSL (Lapsed)

Ms. Doan signed a Consent Order that would indefinitely suspend her RN license. Ms. Doan is not eligible for reinstatement of licensure to practice nursing in Alabama until such time as evidence of an unencumbered license in Georgia is received in the Board Office. Ms. Doan cannot practice nursing in Alabama until Alabama licensure has been reinstated in accordance with the Alabama Board of Nursing Administrative Code. Ms. Doan shall immediately notify the Board, in writing, of any change of physical address, mailing address, email address, and phone number(s), payment of the reinstatement of suspended license fee and any other applicable fee and receipt of employment notification.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Doan.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

4. Lightner, Tamara – RN 1-145862 SSL (Active)

Ms. Lightner signed a Consent Order that would terminate her May 10, 2023, VDAP Agreement and place her RN license on probation for sixty (60) months with the usual substance use disorder stipulations. Ms. Lightner shall receive credit for monitored nursing practice time prior to the Board's acceptance of the Instant Order and she may submit a written request to the Board to apply for early release after thirty-six (36) months of satisfactory compliance with all the stipulations of this Order.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Lightner

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

5. Norris, Jadi Merle – RN SSL Pending Endorsement Applicant

Mr. Norris signed a Consent Order that would approve her RN single state license endorsement application and place her RN license on probation for a period to run concurrent with his Arizona Board Order of September 9, 2021, for thirty-six (36) month beginning February 18, 2022, with monitored time credit applied, and with an end date of February 18, 2025.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

6. Pierce, Jon Eric – LPN 2-078039 SSL (Active/Probation); RN SSL Pending Exam Applicant

Mr. Pierce signed a Consent Order that would terminate his March 22, 2024, Order and approved him to take the NCLEX-RN exam, and if successful, he will be issued a single state RN license and then placed on probation concurrent with the probation of his LPN license and his LPN license shall remain on probation concurrent with court, but not less than twelve (12) months with monitored time credit from his March 22, 2024 Order.

On November 15, 2024, Ms. Rodgers and Ms. Lavender recused themselves from the voting and discussion of Mr. Pierce.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

7. Cochran, Kathryn Grace – CRNP MSL 3-000658 (Eligible for Collaboration); AL MSL Privilege to Practice Based on Idaho MLS RN License Number 63515

Ms. Cochran signed a Consent Order that would suspend her CRNP license for a minimum period of one (1) month. At the conclusion of this period, Ms. Cochran is eligible to request reinstatement of licensure contingent upon payment of the reinstatement of suspended license fee, any other applicable fees and a \$1,000.00 fine, successful completion of the educational programs on Upholding the Standard: Professional Accountability in Nursing and Nursing Professional

Conduct and Accountability and receipt of employer notification. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Cochran's licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion of Ms. Cochran.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

8. Hill, Labaricka Aljnet – RN 1-152863 MSL (Active)

Ms. Hill signed a Consent Order that would place her RN license on probation for twenty-four (24) months with the usual substance use disorder stipulations and require her to pay a \$600.00 fine.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Hill.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

9. Kirby, Shantera Labrea – LPN 2-062849 (Active/Probation)

Ms. Kirby signed a Consent Order that would terminate her September 18, 2020, Order and place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$600.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Kirby.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

10. Rice, Teya Adair – LPN 2-071993 SSL (Active/Probation)

Ms. Rice signed a Consent Order that would terminate her January 19, 2024 Order and suspend her LPN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment

program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of required courses on Substance Abuse and addiction for RNs and LPNs Nursing CE Course and Upholding the Standard: Professional Accountability in Nursing, if not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Rice be deemed in need of treatment and upon documented completion of the above terms, Ms. Rice's LPN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Rice's LPN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$500.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Rice's licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion of Ms. Rice.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

11. Baros, Barry Quentin – RN 1-074327 SSL (Active)

Mr. Baros signed a Consent Order that would deactivate his multistate license and convert to a single state license and suspend his RN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of a required course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, if not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Mr. Baros be deemed in need of treatment, and upon documented completion of the above terms, Mr. Baros RN license will be placed on probation for sixty (60) months with the usual substance

use disorder stipulations and he will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Mr. Baros RN license will be placed on probation for sixty (60) months with the usual illegal/illicit stipulations and he will be required to pay a \$1,000.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Mr. Baros licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rogers recused herself from the voting and discussion concerning Mr. Baros.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

12. Cavin, Brittany Renae – LPN 2-063207 SSL (Active)

Ms. Cavin signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her LPN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of a required course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, if not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Cavin be deemed in need of treatment and upon documented completion of the above terms, Ms. Cavin's LPN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. Cavin's LPN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and she will be required to pay a \$600.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Cavin's licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Cavin.

On November 15, 2024, Ms. Mims moved that the Board accept

the Consent Order. Ms. Lofton seconded. Motion carried without objection.

13. Combs, Bryan Patrick – RN 1-122224 SSL (Active); CRNP

Mr. Combs signed a Consent Order that would deactivate his multistate license and convert to a single state license and place his RN license and CRNP Certification of Qualification on probation for sixty (60) months with the usual substance use disorder stipulations and require him to pay a \$1,000.00 fine.

On November 15, 2024, Ms. Rodgers and Ms. Baker recused themselves from the voting and discussion concerning Mr. Combs.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

14. Dunn, Jennifer Ann – RN 1-157736 MSL (Active)

Ms. Dunn signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of courses on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course and Upholding the Standard: Professional/Accountability in Nursing.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Dunn.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

15. Hammond, Emily Frances – LPN 2-070642 SSL (Active)

Ms. Hammond signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Hammond.

On November 15, 2024, Ms. Mims moved that the Board accept

the Consent Order. Ms. Lofton seconded. Motion carried without objection.

16. Johnson, M. Lynn – RN 1-064080 SSL (Active)

Ms. Johnson signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twenty-four (24) months with the usual illegal/illicit stipulations and require her to pay a \$600.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Johnson.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

17. Lambert-Gleeson, Tonya Renee – RN 1-069918 SSL (Active)

Ms. Lambert-Gleeson signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license for a minimum of one (1) month. Prior to reinstatement, Ms. Lambert-Gleeson must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon reinstatement, Ms. Lambert-Gleeson's RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and she will be required to pay a \$1,000.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. Lambert-Gleeson's licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Lambert-Gleeson.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

18. McMickens, Jolessa Quanshay – RN 1-191796 SSL (Active); LPN 2-070127 SSL (Lapsed)

Ms. McMickens signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN and LPN license until receipt of documentation of: (a) completion of required evaluations; (b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program, if treatment is recommended; (e) negative random monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing education contact hours; (h) completion of a required course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, if not deemed in need of treatment; and (i) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. McMickens be deemed in need of treatment and upon documented completion of the above terms, Ms. McMickens RN license will be placed on probation for sixty (60) months with the usual substance use disorders stipulations and she will be required to pay a \$1,000.00 fine. If not deemed to be in need of treatment, Ms. McMickens RN license will be placed on probation for twenty-four (24) months with the usual illegal/illicit stipulations and concurrent with court-ordered probation and she will be required to pay a \$600.00 fine. In no event will this period of suspension extend longer than twelve (12) months past the effective date of this Order. Should such occur, Ms. McMickens licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. McMickens.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

19. Newell, Caitlin Kennedy – RN 1-140482 SSL (Active)

Ms. Newell signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation until payment of a \$300.00 fine, documented completion of a course on Upholding the Standard: Professional Accountability in Nursing, and receipt of employer notification.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Newell.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

20. Womble, Angel Lyn – LPN Pending Exam Applicant

Ms. Womble signed a Consent Order that would approve her to take the NXLEX-PN exam and if successful she will receive her LPN license, and her LPN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and she will be required to pay a \$300.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Womble.

On November 15, 2024, Ms. Mims moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

21. Blackmon, Alexis Susanne – RN 1-155028 MSL (Active)

Ms. Blackmon signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Blackmon.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

22. Holmes, Kashunda Quineshea – RN 1-191098 SSL (Active); RN MSL Applicant

Ms. Holmes signed a Consent Order that would deny her application for conversion of her single state RN license to a multi-state RN license and place her single state RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to

pay a \$300.00 fine and documented completion of courses on Nursing Documentation Nursing CE and Substance Abuse and Addiction for RNs and LPNs.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Holmes.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

23. Tomaino, Chelsea Ann – RN 1-183451 MSL (Active)

Ms. Tomaino signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) months with the usual practice stipulations and require her to pay a \$600.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Nursing Documentation Nursing CE Course offered by Nursing CE.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Tomaino.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

24. Walker, LaRhonda Dean – RN 1-160879 MSL (Active)

Ms. Walker signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Walker.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

25. Whittle, Tiffany Adams – RN 1-130078 SSL (Active); CRNP (Active)

Ms. Whittle signed a Consent Order that would place her RN and Certificate of Qualification to Engage in Advanced Practice Nursing as a CRNP on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of courses on Documentation – A Critical Aspect of Client Care, Medication Errors: Causes and Prevention, and Understanding Substance Use Disorder in Nursing.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Whittle.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

26. Cork, Scarlett Nicole – RN 1-166075 MSL (Active); LPN 2-056127 SSL (Lapsed)

Ms. Cork signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) with the usual illegal/illicit stipulations and require her to pay a \$300.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Cork.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

27. Gray, Laterra D'Shun – RN 1-163283 MSL (Active)

Ms. Gray signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license for a minimum of one (1) month until receipt of satisfactory documentation of: (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$600.00 fine; (b) successful completion of the educational program on Upholding the Standard: Professional Accountability in Nursing; and (c) accrual of requisite continuing education credits. Ms. Gray's RN license will be placed on probation for twelve (12) months with the usual practice stipulations. In no event will this period of suspension extend beyond

twelve (12) months of the effective date of this Order. Should such occur, Ms. Gray's licensure status will be considered as and listed as revoked.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Gray.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

28. Johnson, Morgan Elizabeth – RN 1-179071 SSL (Active)

Ms. Johnson signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require her to pay a \$600.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Johnson.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

29. Morris, Matthew Christopher – RN 1-160079 SSL (Active)

Mr. Morris signed a Consent Order that would deactivate his multistate license and convert to a single state license and place his RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require him to pay a \$900.00 fine and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Morris.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

30. Bell, Kendi Janaire – LPN SSL Pending Exam Applicant

Ms. Bell signed a Consent Order that would approve her to take the

NCLEX-PN exam and if successful she will be issued an Alabama LPN single state license and issue her a public reprimand.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Bell.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

31. Godbey, Kamron Mychel – LPN MSL Pending Exam Applicant

Mr. Godbey signed a Consent Order that would approve him to take the NCLEX-PN exam and if successful he will be issued an Alabama LPN multistate license and be issued a public reprimand.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Godbey.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

32. Odell, Greneka – MAC Pending Exam Applicant

Ms. Odell signed a Consent Order that would approve her to take the MACE exam and if successful she will be issued her MAC permit and issued a public reprimand and require her to pay a \$300.00 fine.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Odell.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

33. McNeal, Jessica Kiara – LPN 2-067974 SSL (Lapsed)

Ms. McNeal signed a Consent Order that her approval to take the NCLEX-RN for Alabama single state license is pursuant to her July 30, 2023, Order remain in full force and effect, and she will be issued a public reprimand and required to pay a \$600.00 fine.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. McNeal.

On November 15, 2024, Mr. Sapalaran moved that the Board

accept the Consent Order. Ms. Hoover seconded. Motion carried without objection.

34. Loggins, Lisa Gayle – RN 1-138082 SSL (Active)

Ms. Loggins signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Righting a Wrong-Ethics and Professionalism in Nursing.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Loggins.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

35. Mehle, Gracie Emily – Multistate Privilege to Practice in Alabama bases upon Arizona MSL License RN153905

Ms. Mehle signed a Consent Order where the privilege to practice in the state of Alabama by virtue of her Arizona multi-state RN license is disciplined by issuing her a public reprimand and requiring her to pay a \$300.00 fine and documented completion of a course on Documentation: A Case Study.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Mehle.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

36. Peterson, Terrance Dontrell – RN 1-177925 MSL (Active); CRNP 1-177925 (Active)

Mr. Peterson signed a Consent Order that would issue him a public reprimand and require him to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Documentation: A Case Study.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Peterson.

On November 15, 2024, Ms. Buford moved that the Board accept

the Consent Order. Ms. Seip seconded. Motion carried without objection.

37. Sargent, Sylvia Ann – RN 1-148136 SSL (Active)

Ms. Sargent signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of courses on Nursing Professional Conduct and Accountability and Professional Communication Techniques.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Sargent.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

38. Smith, Olivia Jordan – RN 1-190552 SSL (Active)

Ms. Smith signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Righting a Wrong-Ethics and Professionalism in Nursing.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Smith.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

39. Stewart, Mychae Rena – LPN 2-054399 SSL (Active)

Ms. Stewart signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of courses on Professional Communication Techniques and Nursing Professional Conduct and Accountability.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Stewart.

On November 15, 2024, Ms. Buford moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

B. REINSTATEMENT OF REVOKED – CONSENT ORDERS

1. Lee, Heather Ryan – RN 1-181872 SSL (Revoked)

Ms. Lee signed a Consent Order that would approve her application of reinstatement of a revoked RN license and issue her a public reprimand and require her to pay a \$300.00 fine.

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Lee.

On November 15, 2024, Ms. Seip moved that the Board accept the Consent Order. Dr. Acker seconded. Motion carried without objection.

C. ADMINISTRATIVE HEARINGS

On November 15, 2024, Ms. Seip moved that the Board enter into Executive Session in its capacity as a quasi-judicial body to deliberate and discuss evidence and testimony presented during contested case hearings and vote on the outcomes. Ms. Mims seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Sabria Danielle Baker, Louise O’ Keefe, Karron Armstrong, Gabriel Sapalaran, Deborah “Pepper” Hoover, Tochie Lofton, and Cynthia Buford).

Ms. Lavender estimated that the Board would reconvene at 1:00 p.m.

The Board reconvened in open session at 12:44 p.m.

1.	<p>Brown, Victoria Denise - MAC Exam Applicant</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Brown.</p> <p>On November 15, 2024, Mr. Sapalaran moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Brown’s MAC Application. Ms. Seip seconded. Motion carried without objection.</p>
2.	<p>Cagle, Lauren Christine – RN 1-132724 (Suspension); MAC Exam Applicant</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Cagle.</p>

	<p>On November 15, 2024, Ms. Armstrong moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Cagle's MAC Application. Ms. Mims seconded. Motion carried without objection.</p>
3.	<p>Carr, Erin Elizabeth – RN 1-139771 (Lapsed)</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Carr.</p> <p>On November 15, 2024, Dr. O'Keefe moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Carr's RN license. Ms. Buford seconded. Motion carried without objection.</p>
4.	<p>Jackson, Mirian Bumpers – RN 1-102820 (Active)</p> <p>On November 15, 2024, Ms. Rodgers and Dr. Acker recused themselves from the voting and discussion concerning Ms. Jackson.</p> <p>On November 15, 2024, Ms. Baker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and place Ms. Jackson's RN license on probation for sixty (60) months with the usual illegal/illicit stipulations and require her to pay a \$1,000.00 fine and documented completion of a course on Understanding Substance Use Disorder in Nursing. Ms. Mims seconded. Motion carried without objection.</p>
5.	<p>Jenkins, Mohammad Shahid – LPN 2-064480 (Lapsed)</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. Jenkins.</p> <p>On November 15, 2024, Dr. Acker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Mr. Jenkins LPN license. Ms. Seip seconded. Motion carried without objection.</p>
6.	<p>McDuffa, Kendra RYanne – RN 1-095478 (Active/Probation)</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Mr. McDuffa.</p>

	<p>On November 15, 2024, Mr. Witherington moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. McDuffa's RN license. Ms. Buford seconded. Motion carried without objection.</p>
7.	<p>Mead, Tanya – MAC 6-000287 (Lapsed); Reinstatement Applicant</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Mead.</p> <p>On November 15, 2024, Ms. Mims moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Mead's Reinstatement MAC application. Mr. Sapalaran seconded. Motion carried without objection.</p>
8.	<p>Perry, Dawn Tavis – LPN 2-045786 (Active)</p> <p>On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms., Perry.</p> <p>On November 15, 2024, Ms. Buford moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and issue Ms. Perry a public reprimand and require her to pay a \$500.00 fine. Ms. Mims seconded. Motion carried without objection.</p>

D. REQUEST FOR REHEARING

1. Bessire, Channing Marie-RN 1-185421 (Suspended)

On November 15, 2024, Ms. Rodgers recused herself from the voting and discussion concerning Ms. Bessire.

On November 15, 2024, Ms. Seip moved that the Board deny Ms. Bessire a rehearing. Ms. Buford seconded. Motion carried without objection.

XIII. NEXT MEETING DATE – January 17, 2025, 770 Washington Avenue, RSA Plaza, Montgomery, Alabama, Suite 350

XIV. OTHER

Ms. Benson gave a brief update on the NST-C permitting process and planned rollout for January 2025.

XV. BOARD MEETING DEBRIEFING

A. New Board Members (How can we help?)

None

B. Meeting Process: What can we improve/change?

None

XVI. ADJOURNMENT

The ABN Board meeting adjourned at 12:48 p.m. on Friday, November 15, 2024.

Victoria Lavender, MSN, RN
President

Cynthia Buford, LPN
Secretary

Submitted by: _____
Tonya Smith Recorder 11/24