

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

January 17, 2025

I. CALL TO ORDER

A. Roll Call

The meeting was called to order at 9:40 a.m. on Friday, January 17, 2025.

The following members were present: : Victoria Lavender, MSN, RN, President; Janice Seip, CRNA, Vice-President; Sarah “Mandy” Mims, LPN, Secretary; Cherry Rodgers, LPN; Clint Witherington, Consumer; Kristi Acker, PhD, DNP, CRNP, FAANP; Sabria Danielle Baker, RN; 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 and Executive Officer Peggy Benson. Board members absent was Cara Floyd, LPN.

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, PhD, MSN, RN, CEN, Director of Nursing Professional Development; Tara Armistead, Attorney III; Ebony Williams, ASA III; Ramona Henson, Graphics Artist Specialist; Jeannie Price, ASA II, Loan and Scholarship Program; Chanteria Bell, Center for Excellence, Program Analyst I; Drew Van Deventer, Legal Assistant; Shaye Robinson, Nursing Compliance Monitoring Manager (VDAP); and Samantha Smith, Administrative Analyst I.

Visitors attending the meeting were: Ms. Amy Phillips, ESCC; Ms. Catherine Hewitt, Samford University; Ms. Effie Hawthorne, ALBME; and Ms. Andrea Peel.

B. Declaration of Quorum

A quorum of twelve Board members was present on Friday, January 17, 2025.

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. Oath of Office

On January 17, 2025, Ms. Lavender led the Board members present in the reading of the Oath of Office. A written "Oath of Office" was provided to each Board member for signature.

E. Review of Full Agenda

1. Additions, Modifications, Reordering

None

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

- II.A. November 15, 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

- IX.B. 2025 Application Deadline and Joint Committee Meeting Dates
- X.A. Continuing Education Report
- X.B. Licensure Report
- XI A. Board Travel

On January 17, 2025, Ms. Seip moved that the Board adopt the Consent Agenda. Dr. O’Keefe seconded. Motion carried without objection.

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

On January 17, 2025, Dr. O’Keefe moved that the Board adopt the Full Agenda as amended. Ms. Seip seconded. Motion carried without objection.

II. REVIEW OF MINUTES

A. November 15, 2024, Board Meeting Minutes

The minutes of November 15, 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. CENTER FOR NURSING EXCELLENCE, HONOR INGELS, BERNADETTE POWE

Ms. Powe gave a brief presentation on the Center for Nursing Excellence.

2. RESEARCH PROJECT NURSE APPRENTICESHIP, DR. LADONNA MARSH

Ms. Marsh gave a brief presentation on the research project nurse apprenticeship.

V. FINANCIAL REPORTS

1. Financial Report Board Review

Ms. Hollis shared the Revenue and Expenditure Summary, Revenues, and the Expenditure Budget Comparison as of November 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>
Harris, Donna Moore	1-102318	10/29/2024
Jernigan, Cassandra Denise	2-069280	11/04/2024
Elmore, Sandra Gail	2-039898	11/06/2024
Walley, Leah	1-168525	11/06/2024
Hequembourg, Nancy Elaine	1-106440	11/26/2024
Wyers, Daniel Ray	1-122012	12/02/2024
	CRNP	12/02/2024
Bradley, Thomas Roy	1-103533	12/04/2024

2. FYI

None

3. NST-C UPDATE

None

4. APPOINTMENT OF A CRNP/CNM ADVISORY COUNCIL

Ms. Benson reported that the APRN practice continues to evolve and change. Current CRNPs and CNMs need to be included in the professional progression and review of practice.

Board members: Kristi Acker and Louise O'Keefe.

Advisory Committee Members: 8-10 members to be identified by board staff.

Board staff: Peggy Benson, Alice Henley, Christie Mumford, and Honor Ingels.

On January 17, 2025, Ms. Seip moved that the Board appoint advisory councils for CRNP and CNMs to review collaborative practice protocols and recommend revisions and new additions. Ms. Lofton seconded. Motion carried without objection.

4. ABN-AMTLB INTERAGENCY LEGAL AGREEMENT

Ms. Benson reported that in June 2025, the Board assumed management of the Alabama Massage Therapy Licensing Board (AMTLB). Since that time, the Board has provided legal assistance for AMTLB on an as-needed basis for consent orders and discipline case management. The Board will continue to provide such services for the duration of the ABN's retention of management of the AMTLB. Board staff recommends adoption of an interagency agreement to ensure that the ABN is able to recoup funds expended for these purposes during the period of temporary management.

On January 17, 2025, Mr. Sapalaran moved that the Board reviewed and approved ABN-AMTLB Interagency Agreement for limited legal services. Ms. Mims seconded. Motion carried without objection.

6. CPM APPOINTMENT -ADVANCED PRACTICE NURSE

Ms. Benson reported that the 34-19-12(g)(3), Code of Alabama 1975, relating to the composition of the Alabama State Board of Midwifery, states as follows:

“(3) One member shall be a licensed certified nurse midwife or registered nurse licensed under Article 5 of Chapter 21. This member shall be appointed from a list submitted by the Alabama Board of Nursing.”

Accordingly, with the expiration of the term of Stephanie Armstead, CRNP, the Board is required to nominate a CNM or CRNP to serve on the Board. Board staff recommends appointment of Sheila M. Lopez, CNM, to the position. Ms. Lopez, who previously served two terms as the CNM member of the Joint Committee, has agreed to serve if appointed.

On January 17, 2025, Dr. Acker moved that the Board approve nomination Sheila M. Lopez to serve as CNM/CRNP Member of the Alabama State Board of Midwifery. Dr. O’Keefe 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 October 26, 2024, to December 23, 2024, the number of open 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 December 20, 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 December 19, 2024, was accepted, as information, on the Consent Agenda.

4. Investigations Report

A written report on active investigations per investigator as of

December 20, 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 December 20, 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 December 19, 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 December 17, 2024, was accepted, as information, on the Consent Agenda.

8. **SUBSTITUTION OF PAGES IN ABN CASE NO. 2022-0997**

Ms. Henley reported that at the November 2024 Board meeting, the ABN approved a Consent Order in ABN Case No. 2022-0997. This was an attorney-negotiated case that went through multiple rounds of negotiation between ABN's attorney and the respondent's attorney. When the last change was made by the ABN's attorney, a prior version of the proposed consent order was inadvertently edited, with the result that some of the agreed-upon changes were not reflected in the final order. Unfortunately, neither the ABN attorney nor the respondent's attorney noticed the error, making this a "mutual mistake." When a mutual mistake has occurred, a contract may be reformed. Based on this legal principle, we are asking to substitute two pages of the consent order so that the consent order accurately reflects the agreement of the parties. This will be a *nunc pro tunc* ("now for then") correction, meaning that the substitution will not affect the effective date of the order. The substitution does not change the disciplinary action approved by the Board.

On January 17, 2025, Ms. Seip moved that the Board permit Board staff to substitute pages in approved consent order to correct mutual mistake of negotiating parties. Ms. Mims seconded. Motion carried without objection.

E. Policy and Communication

1. Report

A written report on policy and communication activities was accepted, as information, on the Consent Agenda.

F. Leadership Institute/Center for Nursing Excellence Report

1. Report

G. Nursing Research/Workforce

1. Report

A. LOANS/SCHOLARSHIP APRN

Ms. Marsh reported that the Loan Repayment Program (LRP) for Advanced Practice Nursing was established to provide loans for Alabama residents who are pursuing graduate degrees to become certified registered nurse practitioners (CRNPs), certified nurse midwives (CNMs), or certified registered nurse anesthetists (CRNAs), or currently approved CRNPs, CNMs, or CRNAs who graduated from such a program within the previous five (5) years. Loan recipients must fulfill an eighteen (18) month service obligation by practicing in an Area of Critical Need in Alabama.

The electronic scholarship application was accessible during September 2024. A total of one hundred four (104) nurses began the application process, and thirty-eight (38) applications were completed. Of the thirty-eight (38) completed applications:

- Five (5) did not meet eligibility criteria for not providing adequate enrollment documentation four (4) or falling outside the five-year window of post-graduation eligibility (FY 2020, October 1, 2019).

The amount available for the Loan Repayment Program for Advanced Practice Nursing for FY 2025 is \$450,000.00. Board staff recommends awarding loans of \$13,638.63 to thirty-three (33) candidates. In the event that one or more of those candidates declines the loan, loan amounts will be increased accordingly, not to exceed \$15,000.00 per loan. Loans will be paid to recipients in a single lump payment.

On January 17, 2025, Ms. Mims moved that the Board approve the listed applicants to receive the Advanced

Practice Nursing Loan for 2025. Dr. O'Keefe seconded. Motion carried without objection.

B. LOAN SELECTION (NURSING ED)

Ms. Marsh reported that the Loan Repayment Program (LRP) for Nursing Education was established to provide loans for Alabama residents who are pursuing graduate degrees to become nursing educators, or nurses who already have an advanced degree who graduated from such a program within the previous five (5) years. Loan recipients must fulfill a service obligation by teaching in an Alabama public pre-licensure nursing education program for twenty-four (24) months after receiving the loan or completion of the graduate program.

The electronic scholarship application was available during October 2024. This marked the first year that the Loan Repayment Program for Nursing Education was funded and accepted applications. The amount available for the Loan Repayment Program for Nursing Education for FY 2025 is \$150,000.00. Seventy-one (71) nurses began the application process, and twenty-two (22) applications were completed. Of the twenty-two (22) completed applications:

- Two (2) were enrolled in advanced practice nursing role preparation programs and did not indicate immediate post-graduation teaching plans.
- Two (2) were ineligible because they do not provide evidence of being enrolled in graduate nursing program.
- One (1) was ineligible for exceeding the five-year (5) post-graduation qualification time.

Board staff recommends awarding loans of \$8,823.52 to seventeen (17) candidates. In the event that one or more of those candidates declines the loan, loan amounts will be increased accordingly, not to exceed \$15,000.00 per loan. Loans will be paid to recipients in a single lump payment.

On January 17, 2025, Ms. Seip moved that the Board approve the listed applicants to receive the Nursing Education Loan for FY 2025. 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)

VIII. POLICY

A. FINAL CERTIFICATION – 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 January 17, 2025, Ms. Armstrong moved that the Board approve, as final certification, revision to Alabama Board of Nursing Administrative Code 610-X-3-.02-Standards for Approval. Dr. O’Keefe seconded. Motion carried without objection,

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

Mr. Ingles 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 January 17, 2025, Ms. Armstrong moved that the Board approve, as final certification, revision to Alabama Board of Nursing Administrative Code 610-X-4-.03-Licensure by Examination. Ms. Mims seconded. Motion carried without objection.

**C. PROPOSED REVISIONS – ALABAMA BOARD OF NURSING
ADMINISTRATIVE CODE 610-X-4-.11 NOTICE REQUIREMENTS**

Mr. Ingels reported that the Board staff recommends revision of the rule to require licensees accepting the role of CNO or DON of licensed facilities to provide notice of the change to the Board.

On January 17, 2025, Ms. Armstrong moved that the Board approve as proposal, revision to Alabama Board of Nursing Administrative Code 610-X-4-.11-Notice Requirements. Ms. Lofton seconded. Motion carried without objection.

**D. PROPOSED REVISIONS – ALABAMA BOARD OF NURSING
ADMINISTRATIVE CODE 610-X-17-.03 NST QUALIFICATIONS**

Mr. Ingels reported Board staff recommends revision of the rule to allow qualified NST-C candidates who were educated in a high school track to apply at seventeen (17), regardless of the applicant's graduation status.

On January 17, 2025, Ms. Armstrong moved that the Board approve as proposal, revision to Alabama Board of Nursing Administrative Code 610-X-17-.03-Qualifications of Applicant for Permit. Dr. O'Keefe 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. SCOPE OF DETERMINATION FOR OPHTHALMOLOGY SKILLS

Ms. Mumford reported that on December 6, 2024, Shelby Gerhardt submitted a request for a determination regarding whether a Family Practice Nurse Practitioner could perform the following skills: 1) Incision and curettage of chalazion, single or multiple, 2) Epilation (eyelash removal), 3) Excision of eyelid (without prior physician approval), 4) Biopsy of eyelid lesion (without prior physician evaluation), 5) Kenalog injection to the eyelid, intralesional, and 6) Probe lacrimal canaliculi. The procedures description was defined as follows:

- Incision and curettage of chalazion, single or multiple- "local anesthetic is injected prior to the procedure. A chalazion clamp is applied to the eyelid. If the procedure is to be done transconjunctivally, the eyelid will be everted. The procedure

may also be done transcutaneously. An incision, likely 3mm, is made over the lesion. Contents of the lesion will be removed, and the walls of the cyst will be excised.”

- Epilation (eyelash removal) – “Anesthetic eye drops will likely be instilled prior to the procedure. The head will be slightly tilted back. If epilation is to be performed on the upper eyelid, the upper eyelid will be pulled up using the provider’s nondominant hand. If epilation is to be performed on the lower eyelid, the lower eyelid will be pulled down using the provider’s nondominant hand. Epilation forceps will be used to grasp the eyelash at its base. The eyelash will then be pulled in the direction that is growing to be removed.”
- Excision of eyelid lesion (without prior physician approval) – “After administering a local anesthetic the lesion will be excised. The NP will not excise below the level of the dermis. Sutures may be indicated. The specimen may be sent for pathology. Removal of benign lesions” is listed within the Standard Protocol; however, this procedure requires prior physician evaluation. It is being requested that prior physician evaluation is not required for this procedure.
- Biopsy of eyelid lesion (without prior physician evaluation) – “After injecting local anesthetic, the lesion will be biopsied, not to exceed 0.5 cm. Sutures may be indicated. The specimen will be sent for pathology. This procedure is listed within the Standard Protocol; however, eyelid biopsies require prior physician evaluation. It is being requested that prior physician evaluation is not required for this procedure.”
- Kenalog injection to the eyelid, intralesional – “Topical numbing eye drops will likely be instilled before the procedure. The eyelid will be everted, and Kenalog (triamcinolone) will be injected into the lesion transconjunctivally. This could also be done without everting the eyelid and injecting the Kenalog transcutaneously after disinfection of the area with an alcohol wipe.”
- Probe lacrimal canaliculi – “After dilation of the punctum, a probe is inserted into the punctum, through the canaliculus, and into the lacrimal sac. Sterile saline is flushed through the nasolacrimal system to assess patency.

In support of these requests, Ms. Gerhardt indicated that she has experience in surgical ophthalmology as and RN for over three (3) years, during which she learned the anatomy of the eye and surrounding structures. In graduate school, she was educated on how to perform incision and drainage procedures on other areas of the body. She noted that she would receive education and training to include some of the following: (a) direct physician supervision of no less than five (5) procedures for initial training, and (b) the physician will review

the NPs performance yearly for competency validation. Ms. Gerhardt also informed us that the ophthalmology procedures will be an area of quality assurance that will be reviewed quarterly and documented within her collaborative practice.

On January 17, 2025, Dr. Acker moved that the Board approve a Family Practice Nurse Practitioner in Collaborative Practice within the scope of practice to perform the Ophthalmology Skills outlined above. Dr. O’Keefe 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 Nurse Delegation Program Medication Error Report

XI. BOARD TRAVEL

1. 2025 AANP Health Policy Conference: March 2-4, 2025, Washington, DC
<https://www.aanp.org/events/2025-hpc>
2. INANE 2025 Portland Maine August 4-6, 2025

XII. DISCIPLINARY CASES – Executive Session, to follow completion of Agenda, January 17, 2025

On January 17, 2025, 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, and Tochie Lofton).

Ms. Lavender estimated that the Board would reconvene at 12:00 p.m.

The Board reconvened to open session at 11:42 a.m.

A. CONSENT ORDERS

1. Ballard, April Joyce – LPN 2-072999 SSL (Active)

Ms. Ballard signed a Consent Order that would place her LPN license on probation for twelve (12) months with the usual illegal/illicit stipulations and she is required 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 January 17, 2025, Ms. Lofton moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

2. ~~Loutzenheiser, Michael Roy – RN 1-163763 SSL (Active)~~ Removed from the Agenda
3. Starr, Melissa Ann -- RN 1-125126 MSL (Active)

Ms. Starr signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license until receipt of 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 drug screens; (f) contact information for individual counselor; (g) accrual of requisite continuing education contact hours; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Starr’s RN license will be placed on probation for sixty (60) months with the usual substance use disorder stipulations and 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. Starr’s

licensure status will be considered as and listed as revoked.

On January 17, 2025, Ms. Lofton moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

4. Lee, Allison Shaw – RN 1-137558 SSL (Active)

Ms. Lee 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 courses on Upholding the Standard: Professional Accountability in Nursing, Righting a Wrong-Ethics and Professionalism in Nursing, and Understanding Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On January 17, 2025, Ms. Lavender recused herself from the voting and discussion concerning Ms. Lee.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

5. Merchant, Brenda Jo – RN 1-121722 MSL (Active)

Ms. Merchant 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 a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On January 17, 2025, Ms. Lavender recused herself from the voting and discussion concerning Ms. Merchant.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

6. Sewell, Lydia Mae – RN 1-118507 SSL (Active); LPN 2-033705 SSL (Lapsed)

Ms. Sewell signed a Consent Order that would suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$500.00

fine; (b) successful completion of the educational program on Upholding the Standard: Professional Accountability in Nursing; (c) accrual of requisite continuing education credits. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Sewell's licensure status will be considered as and listed as revoked. Upon reinstatement, Ms. Sewell's RN license will be placed on probation for twelve (12) months with the usual practice stipulations. To the extent Ms. Sewell has an LPN license; said license shall be subject to the same terms and conditions.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

7. Knight, Jennifer Lauren – RN 1-111072 SSL (Active); CRNA

Ms. Knight signed a Consent Order that would terminate her VDAP Agreement dated July 27, 2020, and suspend her RN license and her CRNA approval for a minimum of three (3) months. Prior to reinstatement, Ms. Knight must submit documentation of: (a) required comprehensive evaluations; (b) successful completion of the initial phase of treatment; (c) receipt of recommendation to return to the practice of nursing; (d) participation in an aftercare program; (e) negative random 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. Knight'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. Knight's licensure status will be considered as and listed as revoked.

On January 17, 2025, Ms. Lavender recused herself from the voting and discussion concerning Ms. Knight.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Baker seconded. Motion carried without objection.

8. Davis, Terence Jarrell – LPN SSL Pending Exam Applicant

Mr. Davis signed a Consent Order that would approve him to take

the NCLEX-PN exam, and if successful he will be licensed with a single state LPN license and issued a public reprimand.

On January 17, 2025, Ms. Lofton recused herself from the voting and discussion concerning Mr. Davis.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Armstrong seconded. Motion carried without objection.

9. Kirksey, Nakita La 'Teara – MAC Pending Exam Applicant

Ms. Kirksey 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.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Armstrong seconded. Motion carried without objection.

10. Gray, Jane Elizabeth – RN MSL Pending Endorsement Applicant

Ms. Gray signed a Consent Order that would approve her endorsement application for a multistate RN license, and when issued she will be issued a public reprimand and require her to pay a \$300.00 fine.

On January 17, 2025, Ms. Baker moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

11. Rodgers, Nicole Marie – MAC Pending Exam Applicant

Ms. Rodgers 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 January 17, 2025, Ms. Baker moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

12. Hammett, Linda Suzanne – RN 1- 078469 SSL (Active); CRNP (Active)

Ms. Hammett signed a Consent Order that would issue her a public

reprimand on her RN license and CRNP Certificate of Qualification and require her to pay a \$1,000.00 fine and documented completion of a course on Professional Accountability and Legal Liability for Nurses.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. Acker seconded. Motion carried without objection.

13. Tullis, Lindsey Harrison – RN 1-162999 MSL (Active); CRNP 1-162999 (Active)

Ms. Tullis signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine.

On January 17, 2025, Ms. Baker moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

14. Barnett, Stacey Monique – RN 1-081939 SSL (Active); CRNP 1-081939 (Active)

Ms. Barnett signed a Consent Order that would issue her a public reprimand on her RN license and CRNP Certificate of Qualification and require her to pay a \$300.00 fine.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

15. Beaty-Mims, Sheniqua – LPN 2-065803 SSL (Active)

Ms. Beaty-Mims signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Critical Thinking Nursing CE Course.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

16. Campbell, Brittney Nichole – RN 1-180259 SSL (Active)

Ms. Campbell signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Nursing Documentation Nursing CE Course offered by Nursing CE.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

17. Gunnerson, Anderica – RN 1-184919 MSL (Active)

Ms. Gunnerson signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Critical Thinking Nursing CE Course.

On January 17, 2025, Ms. Baker recused herself from the voting and discussion concerning Ms. Gunnerson.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

18. Huff, Sarah – LPN 2-077062 SSL (Active)

Ms. Huff 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, Documentation: A Case Study and Nursing Documentation Nursing CE Course offered by Nursing CE.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

19. Jordan, Whitney Jelahn – RN 1-148894 MSL (Active)

Ms. Jordan 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 January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

20. Kondrak, Sarah Krause – RN 1-145448 SSL (Active); CRNP 1-145448 (Active)

Ms. Kondrak signed a Consent Order that would issue her RN license and CRNP Certificate of Qualification a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

21. McCarra, Bryan – Multistate Privilege to Practice in Alabama Based Upon Mississippi MSL License RN855164

Mr. McCarra signed a Consent Order where the privilege to practice in the state of Alabama by virtue of his Mississippi multistate RN license is disciplined by issuing him a public reprimand and requiring him to pay a \$500.00 fine and documented completion of courses on Upholding the Standard: Professional Accountability in Nursing and Documentation: A Case Study.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

22. Pickrell, Carol Allison – RN 1-134499 SSL (Active)

Ms. Pickrell 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 Documentation: A Critical Aspect of Client Care and Upholding the Standard: Professional Accountability in Nursing.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

23. Richardson, Tranesha Shawnte – LPN 2-075273 MSL (Active)

Ms. Richardson signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

24. Smith, Tina Nicole – RN 1-195006

Ms. Smith signed a Consent Order that would issue her a public reprimand and require her to pay a \$500.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

25. Stoyak, Whitney Hare – RN 1-131371 MSL (Active); CRNP (Active)

Ms. Stoyak signed a Consent Order that would issue her a public reprimand on her RN license and Certificate of Qualification to Engage in Advanced Practice Nursing and require her to pay a \$300.00 fine and documented completion of a course on Nursing Documentation Nursing CE Course.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

26. Waddell, Clinton James – RN 1-163219 MSL (Active)

Mr. Waddell signed a Consent Order that would issue him a public reprimand and require him to pay a \$300.00 fine.

On January 17, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

B. SUPPLEMENTAL DISCIPLINARY CONSENT ORDERS

1. Atkins, Lori – RN 1-107055 SSL (Active)

Ms. Atkins signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and a \$300.00 fine; (b) successful completion of the educational program on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course; (c)

receipt of the employer notification; and (d) accrual of requisite continuing education credits. In no event will this period of suspension extend beyond twelve (12) months of the effective date of this Order. Should such occur, Ms. Atkins licensure status will be considered as and listed as revoked. Upon reinstatement, Ms. Atkins RN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

2. Compton, Ann Hughey – RN 1-131984 SSL (Active); 1-131984 CRNP (Eligible for Collaboration)

Ms. Compton signed a Consent Order that would issue her RN license and CRNP Certificate of Qualification 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 Substance Use and Drug Diversion for Licensees: Recognizing and Intervention for Peers Displaying Diversion Symptoms Online Courses.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

3. Couch, Dawn Sheri – RN 1-188713 SSL (Active/Probation)

Ms. Couch signed a Consent Order that would terminate her January 19, 2024 Order and suspend her 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 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. Couch be deemed in need of treatment and upon documented completion of the above terms, Ms. Couch'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. If not deemed to be in need of treatment, Ms. Couch's RN 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. Couch's licensure status will be considered as and listed as revoked.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

4. Dickson, Brian Edward – RN 1-105284 MSL (Active)

Mr. Dickson signed a Consent Order that would issue him a public reprimand.

On January 17, 2025, Dr. Acker recued herself from the voting and discussion concerning Mr. Dickson.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

5. Long, Mark Everett – RN 1-109567 MSL (Lapsed)

Mr. Long signed a Consent Order that would deny his application to reinstate his RN multistate license and place his single state RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require him 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 January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

6. McCollum, Michelle Walker – LPN 2-075280 SSL (Active); RN SSL Exam Applicant

Ms. McCollum signed a Consent Order that would approve her to take the NCLEX-RN and if successful she will be issued an Alabama RN single state license and be issued a public reprimand.

On January 17, 2025, Ms. Seip moved that the Board accept the

Consent Order. Dr. O’Keefe seconded. Motion carried without objection.

7. Smith, Elizabeth Edwards – RN 1-151269 SSL (Active); CRNA

Ms. Smith signed a Consent Order that would issue her RN license and CRNA approval to practice a public reprimand and require her to pay a \$1,000.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O’Keefe seconded. Motion carried without objection.

8. Washington, Patricia Denise – LPN 2-050628 SSL (Active)

Ms. Washington 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 Documentation: A Case Study.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O’Keefe seconded. Motion carried without objection.

9. Webb, Nikisha Lauren – MAC Exam Applicant

Ms. Webb 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.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O’Keefe seconded. Motion carried without objection.

10. Wells, Kelli Elizabeth – RN 1-129232 SSL (Active/Probation); CRNP

Ms. Wells signed a Consent Order that would terminate her July 20, 2023 Order and suspend her RN license and CRNP Certificate of Qualification 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; (e) negative random monthly drug screens; (f) active participation in abstinence-oriented support

group meetings; (g) accrual of requisite continuing education contact hours; and (h) payment of appropriate fees. Upon documented completion of the above terms, Ms. Wells' 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. Wells licensure status will be considered as and listed as revoked.

On January 17, 2025, Ms. Seip moved that the Board accept the Consent Order. Dr. O'Keefe seconded. Motion carried without objection.

C. ADMINISTRATIVE HEARINGS

On January 17, 2025, 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 ad 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, and Tochie Lofton).

Ms. Lavender estimated that the Board would reconvene at 12:00 p.m.

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

1. Davidson, Whitney – RN 1-156691 (Active)

On January 17, 2025, Ms. Mims moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Davidson's RN license. Ms. Seip seconded. Motion carried without objection.

2. Haxton, Donna – RN 1-185629 (Lapsed)

On January 17, 2025, Ms. Seip moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and suspend her RN license until such time as receipt of evidence of an unencumbered RN license in the state of New York and payment of a \$500.00 fine and documented completion of a course on Understanding Substance Use Disorder in Nursing. In no event will this period of suspension extend beyond thirty-six (36) months of the

effective date of this Order. Should such occur, Ms. Haxton's licensure status will be considered as and listed as revoked. To the extent Ms. Haxton has an LPN license; such license shall be subject to the same terms and conditions. Ms. Mims seconded. Motion carried without objection.

3. Washington, Wendolyn - 6-001268 MAC (Active)

On January 17, 2025, Ms. Lofton moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and issue her a public reprimand and require her to pay a \$300.00 fine. Ms. Seip seconded. Motion carried without objection.

D. REINSTATEMENT OF REVOKED – ADMINISTRATIVE HEARINGS

1. Gary, Elizabeth – LPN 2-065277 (Revoked), Reinstatement Applicant

On January 17, 2025, Ms. Hoover moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and grant Ms. Gary's application subject to written reprimand place her LPN license on probation for sixty (60) months and she will be required to pay a \$500.00 fine. Mr. Sapalaran seconded. Motion carried without objection.

2. Ott, Stephanie – RN 1-103121 (Revoked), Reinstatement Applicant

On January 17, 2025, Mr. Sapalaran moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and grant Ms. Ott's application subject to written reprimand and issue her a public reprimand and require her to pay a \$500.00 fine. Ms. Seip seconded. Motion carried without objection.

XIII. NEXT MEETING DATE – March 21, 2025, 770 Washington Avenue, RSA Plaza, Montgomery, Alabama, Suite 350

XIV. OTHER

A. ABN Update

1. SUNSET COMMITTEE MEETING JANUARY 14, 2025

Ms. Benson gave a brief report on the Sunset Committee Meeting on January 14, 2025, she mentioned that ABN was granted back the four (4) years until next audit. Board staff is putting together a VDAP folder to send to the Sunset Committee to review.

2. CENTER FOR NURSING EXCELLENCE

Ms. Benson mentioned that the Center for Nursing Excellence will be moving to the RSA Union Building.

3. ABN UPDATE

Ms. Benson gave a brief update on:

- a. ABN staff are still being threatened.
- b. ABN will be opening a satellite office in Clanton and will have Advisory Committees in Clanton along with an Open House.
- c. The Mid-Year meeting will be in Pittsburgh, need to go ahead and enroll.
- d. NST has rolled out.
- e. ABN photos will be taken on March 21, 2025, after the Board Meeting.
- f. ABN Board Retreat will be February 21, 2025, Wynlakes Country Club, Montgomery, Alabama.

XV. BOARD MEETING DEBRIEFING

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

Nothing

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

Nothing

XVI. ADJOURNMENT

The ABN Board meeting adjourned at 12:48 p.m. on Friday, January 17, 2025.

Victoria Lavender, MSN, RN
President

Sarah "Mandy" Mims, LPN
Secretary

Submitted by: _____
Tonya Smith Recorder 01/25