

ALABAMA BOARD OF NURSING

REGULAR BOARD MEETING

RSA Plaza Suite 350

Montgomery, Alabama

September 19, 2025

I. CALL TO ORDER

A. Roll Call

The meeting was called to order at 8:34 a.m. on Friday, September 19, 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; Louise O'Keefe, PhD, CRNP, CNE; Gabriel Sapalaran, MSN, RN; Tochie Lofton, DNP, ACNR-BC, CMSRN, RN; Cara Floyd, LPN; and Executive Officer Peggy Benson. Board members absent were: Karron Armstrong, LPN; Deborah "Pepper" Hoover, MSN, FNP, RN; and Sabria Danielle Baker, RN.

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, Deputy Director; Christie Mumford, MSN, RN, Director - Advanced Practice; Brad Jones, IT System Specialist Senior; Tonya Smith, Executive Secretary/Recorder; Wanda Dillard, Chief Financial Officer; Abby Migliore, MSN, RN, Administrative Director for Discipline/Compliance Monitoring; Rachel Brazell, Probation Director; Tina Betts, MSN, RN, Legal Nurse Consultant; Carolyn Chaffer, MSN, RN-BC, Taylor Thomas, Legal Research Assistant; 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 Practice, CE and Licensure; Tara Armistead, Attorney III; Ebony Williams, ASA III; Rosiana Gray, Nurse Consultant; Bernadette Powe, Edd, Leadership Institute Center for Nursing Excellence; Jeannie Price, ASA II, Loan and Scholarship Program; and Natalie Baker, Retired State Employee, Nurse Consultant.

Visitors attending the meeting were: Ms. Eileen Meyer, NPAP, UAB; Ms. Sandi Kirkland, BME; Ms. Suzanne Powell, BME; Ms. Skylard Couch, NPAA/Auburn; Ms. Stephanie Black, Herzing University; Ms. Jennifer Green,

Herzing University; and Ms. Laura Hart, ASNA.

B. Declaration of Quorum

A quorum of ten Board members was present on Friday, September 19, 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. Review of Full Agenda

1. Additions, Modifications, Reordering

Nothing

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

II.A. July 18, 2025, 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

XV.A. Regulatory application/renewal Question revisions

On September 19, 2025, Ms. Seip moved that the Board modify the Consent Agenda and remove XI. Board Travel Number 1.

On September 19, 2025, Dr. O'Keefe moved that the Board accept the modifications and adopt the Consent Agenda. Ms. Seip seconded. Motion carried without objection.

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

On September 19, 2025, Ms. Seip moved that the Board adopt the Full Agenda as amended. Ms. Mims seconded. Motion carried without objection.

II. REVIEW OF MINUTES

A. July 18, 2025, Board Meeting Minutes

The minutes of July 18, 2025, Board meeting was accepted on the Consent Agenda.

III. OLD BUSINESS/FOLLOW-UP

A. Board Action Follow-up

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

IV. BOARD REQUESTS / PRESENTATIONS

A. PRESENTATIONS/REVIEW

1. CBD UPDATE, PATRICK SAMUELSON

Mr. Samuelson presented a presentation on the CBD, Delta 8 and Cannabis Derivatives and was able to answer any Board members questions.

V. FINANCIAL REPORTS

1. Financial Report Board Review

Ms. Dillard, CFO, shared the Revenues and Expenditure Summary, Revenues, and the Expenditure Budget Comparison as of July 31, 2025.

2. ABN 2027 BUDGET

Ms. Dillard reported that the fiscal year 2027 budget will be due in the budget office in November 2025. The proposed budget is typically presented at a Board meeting before the due date so that it can be submitted by the deadline.

On September 19, 2025, Ms. Seip moved that the Board approve the fiscal year 2027 proposed Alabama Board of Nursing Trust Fund Expenditure Budget and the Board Compensation. Ms. Lofton seconded. Motion carried without objection.

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 Acceptance</u>
Lovelady, Caleb Austin	1-094897	06/25/2025
Callaway, Kevin Lee	1-090934	07/14/2025
Fields, Tiffany Alexander	1-103470; CRNP 2-052407	07/16/2025 07/16/2025
Gaidryx, Roberta Lorraine	1-120239	08/05/2025
Patterson, Seth David	1-176308	08/05/2025

2. FYI

Ms. Benson presented a copy of the letter from the Alabama State Board of Medical Examiners on the use of Ketamine for treatment Resistant Depression, a copy of a letter from Ms. Joycelyn Ray on a proposal for Alternative Pathways in Nursing Education, a copy of the letter to Governor Ivey on Rural Healthcare in Alabama and a copy of a letter from Governor Ivey on the Rural Health Transformation Program.

3. ABN BOARD MEMBER COMPENSATION

Ms. Benson reported that Rule 610-X-1-12 Board Member Compensation requires the Board to set the amount of daily compensation at each September meeting.

- 1) Each member of the Board shall receive daily compensation as authorized by the Board for each day that the member attends Board meetings or engages in other duties of the Board, including, but not limited to hearings, survey visits, conferences, and other meetings.
- 2) At each September meeting, the Board shall set the amount of

daily compensation to be received by Board members for the subsequent fiscal year.

The Board established a daily compensation of \$300.00 per day for FY 2018. Prior to October 1, 2014, the daily compensation was \$161.00 per day. Travel days are not compensated with the daily compensation.

On September 19, 2025, Dr. O'Keefe moved that the Board establish Board Member Compensation for the fiscal year of 2025 and 2026 for the same amount of \$300.00. Mr. Sapalaran seconded. Motion carried without objection.

4. SET JOINT COMMITTEE COMPENSATION RATE, HONOR INGELS

Mr. Ingels reported that in 2025, the revised Chapter 5 for advanced practice nursing in collaborative practice related to the Joint Committee allows each agency to set the compensation rate from each perspective board for their appointed members. Historically the rate has been 100.00 per meeting. In addition, JC Members remain eligible for travel reimbursement etc. as listed below.

(d) The committee shall meet annually, or more frequently if requested by the State Board of Medical Examiners or the Board of Nursing. **Members of the committee shall receive a per diem at a daily rate determined by the respective appointing authority. The daily rate shall apply to any day or any portion thereof that such a committee member shall attend an official meeting or function of the committee and in addition shall receive reimbursement for subsistence and travel in accordance with state law for each day actively engaged in the duties of their offices.** The State Board of Medical Examiners shall pay the per diem and expenses of the physician members and the Board of Nursing shall pay the per diem and expenses of the nurse members, and both boards shall furnish necessary clerical and administrative support for operation of the committee.

On September 19, 2025, Dr. O'Keefe moved that the Board increase the compensation rate for Joint Committee Members to \$150.00 for Joint Committee Work. Dr. Acker seconded. Motion carried without objection.

5. OFFICER CANDIDATES FOR EXECUTIVE COMMITTEE FYI

Ms. Benson presented copies of the Officer Candidates for Executive Committee to each Board member to review.

6. HARDSHIP AP LOAN- LADONNA MARSH

Ms. Marsh reported that Ms. Holly Nichols (1-168715, CRNP) was awarded \$12,162.16 via the Advanced Practice Loan Repayment Program (APLRP) for FY 2024. In February 2024, she signed a Contract and Promissory Note where she agreed to work full-time in an Area of Critical Need for 18 months. An Area of Critical Need is an area that is physically located within Alabama and satisfies one of the following criteria:

1. Located within a primary care health professional shortage area (HPSA) for a geographic area, recognized by the Health Resources and Services Administration, or its successor organization, or by the Alabama Office of Primary Care and Rural Health, or its successor organization. ABN Administrative Code § 610-X-12-.01(5)(b)(1)

Ms. Nichols has been employed by the same employer since December 2021, and prior to receiving APLRP funds. Her employment is in a Primary Care Health Professional Shortage Area. She began her service obligation in March 2024, and worked continuously until May 2025, when she had her second child who has suffered significant health problems which is preventing Ms. Nichols from returning to work at this time. Ms. Nichols has fulfilled about 14 of the 18 months of the contractual service obligation.

On September 19, 2025, Ms. Floyd moved that the Board approve the request for hardship and excuse repayment of the loan, in part, due to an extreme hardship not the fault of the participant. Ms. Lofton seconded. Motion carried without objection.

B. Executive Committee.

1. Executive Committee Meeting Minutes September 4, 2025

The minutes of September 4, 2025, Executive Committee meeting was accepted on the Consent Agenda.

C. ABN Research

1. Report

A written report on the ABN Research 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 June 28, 2025, to August 29, 2025, the number of 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 cases in the docket of the Assistant General Counsel as of August 28, 2025, 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 August 29, 2025, was accepted, as information, on the Consent Agenda.

4. Investigations Report

A written report on active investigations per investigator as of September 3, 2025, 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 August 27, 2025, 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 past due fines, the number of cases resulting in revocation by the Board Order as of August 27, 2025, was accepted, as information, on the Consent Agenda.

7. Assistant General Counsel Report, Williams

A written report on pending cases on the docket of Assistant General Ms. Williams, as of August 27, 2025, was accepted, as information, on the Consent Agenda.

8. Assistant General Counsel Report, Armistead

A written report on pending cases on the docket of Assistant General Ms. Armistead, as of August 27, 2025, 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. Leadership Institute/Center for Nursing Excellence Report

1. Report

A written report on Center for Nursing Excellence was accepted, as information, on the Consent Agenda.

G. Nursing Research/Workforce

1. Report

Nothing

2. **RECIPIENT SELECTIONS FOR LOANS AND SCHOLARSHIPS**

A. SCHOLARSHIP

Ms. Marsh reported that the Legislation was passed during the 2025 legislative session appropriating \$150,000* of Education Trust Funds to the Board of Nursing to administer graduate scholarships for nurses (*to be modified to \$166,027). During FY 2026, ABN will administer the scholarship program according to Act No. 2025-270, which provides advanced degree scholarships for nurses.

The electronic scholarship application was accessible in July and August 2025. 188 applications were wholly or partially submitted. Of those, 74 applications met all of the residency and enrollment guidelines and have never been awarded an 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." Ten of 12 Alabama universities that have a graduate nursing program reported full-time enrollment within their program. The reported number of full-

time enrollments was 1302, with 5% of 1302 = 65, meaning that awarding scholarships to 74 graduate nursing students meets the standard established by the rule.

Each of the 74 scholarship recipients will receive \$2,243.60, 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 may be redistributed equally to the remaining scholarship recipients.

Ms. Marsh reported the number of full-time enrollment was 1302, with 5% of 1302=65, meaning that awarding scholarships to 74 with omitting lines 26 and 57 from the list because they were Advanced Practice and awarding scholarships to only 72. Each of the 72 scholarship recipients will receive \$2,305.93 in one lump payment. In the event of legislative proration or applicants refuse the scholarship, the scholarships will be reduced accordingly.

On September 19, 2025, Ms. Seip moved that the Board award the Nursing Scholarships as planned and to the applicants listed. Mr. Witherington seconded. Motion carried without objection.

B. ADVANCED PRACTICE NURSING LOAN REPAYMENT PROGRAM

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 July and August 2025. A total of 82 nurses began the application process, with 32 applications being completed.

The amount available for the Loan Repayment Program for Advanced Practice Nursing for FY 2026 is \$450,000.00. Board staff recommends awarding loans of **\$14,062.50 to 32 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 per loan. Loans will be paid to recipients in a single lump payment.

On September 19, 2025, Ms. Floyd moved that the Board approve the allocation plan and applicants listed to receive the Advanced Practice Nursing Loan.

C NURSING EDUCATION LOAN REPAYMENT PROGRAM

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 July and August 2025. The amount available for the Loan Repayment Program for Nursing Education for FY 2026 is \$150,000.00. Thirty-seven nurses began the application process, and 25 applications met all criteria to be considered complete.

Board staff recommends awarding loans of **\$6,000.00 to 25 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 per loan. Loans will be paid to recipients in a single lump payment.

On September 19, 2025, Ms. Seip moved that the Board approve the applicants listed to receive the Nursing Education Loan as planned for the fiscal year of 2026. Ms. Floyd 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. APPROVE, AS FINAL CERTIFICATION OF ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE SECTION 610-X-3 – EDUCATION PROGRAM, PRELICENSURE CLINICAL

Mr. Ingels reported that the Board staff recommends revising the subject rules to prohibit conduct of clinical learning experiences related to health assessment, fundamentals, or adult health medical/surgical courses by way of a preceptor model.

On September 19, 2025, Ms. Seip moved that the Board approve, as certification, revision of Alabama Board of Nursing Administrative Code 610-X-3-.02 and 610-X-3-.08. Ms. Lofton seconded. Motin carried without objection.

B. APPROVE, FINAL CERTIFICATION TO ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE CHAPTER 610-X-13-VOLUNTARY DISCIPLINARY ALTERNATIVE PROGRAM

Ms. Henley reported that Section 34-21-25(b)(2) of the Code of Alabama (1975) states: “The board may refrain from or delay taking disciplinary action under this subsection if a licensee may be voluntarily treated or rehabilitated pursuant to subsection (j).” Pursuant to this statutory authority, the Board operates the Voluntary Disciplinary Alternative Program (VDAP). These proposed rules revisions will provide an opportunity for additional flexibility in the evaluation and treatment process for nurses with substance use disorders, physical conditions, and mental conditions, while ensuring that VDAP continues to operate consistent with national standards and best practices.

Major revisions to the rules pertain to the eligibility criteria, requirements for evaluations, and requirements for treatment.

Eligibility criteria:

- Presently persons with any disciplinary history are ineligible for VDAP. This provision will state that only disciplinary action related to the condition for which participation in VDAP is sought will render the nurse ineligible.
- The revisions will make clear that nurses who are presently noncompliant in an alternative program in another jurisdiction will be ineligible for VDAP participation.
- The proposed revisions continue to require an admission by the participant, but the required admission is tailored more specifically to the statutory bases for VDAP eligibility. (As described below in the

research section, persons seeking participation for substance use disorder are required to have voluntarily sought treatment for their substance use.)

- There is no longer a two-agreement limitation for eligibility; however, admission may be denied if the nurse has demonstrated behaviors that are so egregious that a public order is necessary for the protection of the public or has engaged in a pattern of deceitfulness or noncompliance such that confidential monitoring of the nurse would be unduly burdensome for the board.
- Return to APRN practice will be based on the evaluation provider's recommendation, without a minimum one year of practice as a RN prior to return to APRN practice.

Evaluations:

- The proposed revisions will separate board-recognized evaluation providers from board-recognized treatment providers. This means that additional evaluation providers may be available, because they no longer have to provide treatment as well.
- For substance use disorder evaluations, the definition of comprehensive evaluation is enhanced to describe the required members of the interdisciplinary team and components of the evaluation. Board-recognized substance use disorder evaluators are required to identify a minimum of three treatment providers at which the recommended treatment may be obtained, and at least two of those treatment providers cannot be owned, operated, or otherwise financially affiliated with the evaluation providers. If there are not three options available, the evaluator must state why.
- Separate, and more context-specific, requirements are set forth for board-recognized evaluators for mental and physical conditions.
- Evaluators must tell the participant the cost of the evaluation up-front.
- Evaluators are required to coordinate with the treatment providers and are required to issue opinions regarding fitness to return to safety sensitive employment in the field of nursing following the completion of that treatment.

Treatment:

- As noted above, treatment providers are separated from evaluation providers (although one entity may provide both services).
- Consistent with the statute, only nurses seeking VDAP for substance use disorder are required to have sought treatment. If the evaluation for a physical or mental condition does not reveal the need for primary treatment, the evaluation may move directly to recommendations for return to practice.

- If the participant does require treatment for a mental condition at the inpatient or partial hospitalization level, then the treatment provider must provide for further outpatient care services for a minimum of one day per week for twelve months or longer if recommended.

The rules revisions are the first part of a two-part process. When the rules are finally certified, ABN staff will bring to the Board revised VDAP agreements reflecting changes to the monitoring length and requirements based on type of agreement (substance use disorder, mental condition, or physical condition).

On September 19, 2025, Ms. Seip moved that the Board approve, as certification, proposed revisions to Alabama Board of Nursing Administrative Code Chapter 610-X-13 -Voluntary Disciplinary Alternative Program. Ms. Floyd seconded. Motion carried without objection.

C. ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE CHAPTER 610-X-4-.14 FEE SCHEDULE

Mr. Ingels reported that the Board rules require review of the fee schedule, which is constituted as 610-X-4-.14 of the Alabama Board of Nursing Administrative Code each September. Board staff makes no recommendation for revision of the fee schedule at this time.

On September 19, 2025, Dr. Acker moved that the Board review and affirm the Alabama Board of Nursing Administrative Code 610-X-4-.14 – Fees. Ms. Floyd seconded. Motion carried without objection.

D. APPROVE, AS FINAL CERTIFICATION ALABAMA BOARD OF NURSING ADMINISTRATIVE CODE CHAPTER 610-X-8-.11 – REINSTATEMENT OF A REVOKED LICENSE

Mr. Ingels reported that the Board staff recommends revision to the subject rule to expand options for reinstatement of a revoked license.

On September 19, 2025, Dr. O'Keefe moved that the Board approve, as final, certification, revision Alabama Board of Nursing Administrative Code 610-X-8-.11 – Reinstate of a Revoked License. Ms. Seip 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. ABN JOINT COMMITTEE MEMBER SELECTION

Ms. Mumford reported that Sections §34-21-81 and §34-21-82, Code of Alabama 1975, were amended to revise the membership of the Joint Committee. Sections §34-21-81 and §34-21-82, Code of Alabama 1975, were amended to read as follows:

“§34-21-81(7)(a)(b)(c)(d)

The Joint Committee of the State Board of Medical Examiners and the Board of Nursing for Advanced Practice Nurses shall mean and shall be a committee composed of the following:

- a. Two physicians licensed to practice medicine in this state.
- b. One licensed physician engaged in a collaborative practice with a certified registered nurse practitioner or a certified nurse midwife in this state.
- c. Two certified registered nurse practitioners engaged in an active collaborative practice with a physician in this state.
- d. One certified nurse midwife engaged in an active collaborative practice with a physician in this state.”

“§34-21-82(2)(a)(b)(4)

The certified registered nurse practitioner member of the joint committee shall be appointed by the Board of Nursing as set out below:

- a. One seat shall be filled from a list of no fewer than two names submitted by the Nurse Practitioner Alliance of Alabama, or its successor organization. The initial member appointed shall serve a term commencing on October 1, 2025, and ending on September 30, 2028.
- b. One seat shall be filled from a list of no fewer than two names submitted by the Alabama State Nurses Association, or its successor organization. The initial member appointed shall serve a term commencing on October 1, 2025, and ending on September 30, 2027.

(4) Following initial terms, all members shall serve three-year terms. No member shall serve more than two full terms, either consecutively or separately.”

The Nurse Practice Act defines the membership and functions of the Joint Committee for Advanced Practice Nursing. The Board of Nursing

appoints the nursing members, and the Board of Medical Examiners appoints the physician members.

Accordingly, with the revisions to Sections §34-21-81 and §34-21-82, Code of Alabama 1975, the Board is required to appoint two (2) CRNPs to the Joint Committee. One seat shall be filled from a list submitted by ASNA, and the other seat shall be filled from a list submitted by NPAA. ASNA and NPAA member selections are attached.

1. NPAA NOMINATION SELECTION

On behalf of the Nurse Practitioner Alliance of Alabama (NPAA), two candidates were nominated to serve as the Nurse Practitioner representative on the Alabama Joint Committee, Sams Elebash and Eileen Meyer.

On September 19, 2025, Ms. Seip moved to approve Sams Elebash to serve as the Nurse Practitioner representative on the Alabama Joint Committee. Ms. Floyd seconded. Motion carried without objection.

2. ASNA NOMINATION SELECTION

On behalf of the Alabama State Nurses Association (ASNA), two candidates were nominated to serve as the Certified Registered Nurse Practitioners (CRNPs) on the Alabama Joint Committee, Tasha Jones Nelson and Laura Hart.

On September 19, 2025, Ms. Mims moved to approve Laura Hart to serve as the Certified Registered Nurse Practitioner on the Alabama Joint Committee. Ms. Lofton seconded. Motion carried with Dr. Acker abstaining.

C. APPROVAL OF CRNP PROTOCOLS

1. CRNP STANDARD PROTOCOL REVISIONS

Ms. Mumford just reported that at its meeting on June 10, 2025, the CRNP Advisory Council reviewed and discussed the Critical Care Specialty Protocol and the Critical Care Advanced Protocol, as well as ABN's historical data related to critical care procedures.

After reviewing the two (2) critical care protocols, the Advisory Council motioned to table both protocols to obtain more research from critical care nurses. In response to the Advisory Council's motion, ABN board staff conducted an additional review of the two

(2) critical care protocols, reviewed literature and CRNP competencies, and consulted with critical care nurses and education program(s). ABN board staff identified procedures in the critical care protocol(s) that should be removed and/or added to the CRNP Standard Protocol as a standard procedure. The identified procedures were nursing-level procedures (within the RN scope of practice, with standardized procedures) or those within the CRNP scope of practice and/or taught in nurse practitioner education programs.

At its July 16, 2025, meeting, the Joint Committee reviewed six (6) protocols for consideration, including the ABN's CRNP Standard Protocol(s). The Committee approved adding the following skills/procedures to the Adult Acute Care, Adult Health, Adult/Gerontology Acute Care, Adult/Gerontology Primary Care, Family, Gerontology, Pediatric, and Pediatric Acute Care Nurse Practitioner specialties:

1. Removal of Mediastinal Chest Tubes
2. Removal of Pacing Wires
3. Removal of Pulmonary Artery Catheter (Swan-Ganz Catheter)

Subsequently, the ABN Board, at its July 18, 2025, meeting, approved the Joint Committee recommendation to add the skills/procedures to the CRNP Standard Protocol.

In addition, at the July Joint Committee meeting, the following items were deferred for the Acute Care Nurse Practitioner specialties:

1. Central Venous Line Removal- Tunneled
2. Chest Tube Insertion
3. Paracentesis
4. Removal of Left Atrial Catheter
5. Thoracentesis

The following items were deferred for the Adult Health, Adult/Gerontology Primary Care, Family, Gerontology, and Pediatric Nurse Practitioner specialties:

1. Central Venous Line Removal- Tunneled
2. Removal of Left Atrial Catheter

The initial request submitted in July to the Joint Committee for consideration has been revised by removing Chest Tube Insertion,

Paracentesis, Thoracentesis, and Removal of Left Atrial Catheter for Acute Care Nurse Practitioner specialties. The request for consideration for the Adult Health, Adult/Gerontology Primary Care, Family, Gerontology, and Pediatric Nurse Practitioner specialties have been revised by removing the Removal of Left Atrial Catheter. The CRNP Standard Protocol request is attached. The Board action requested is to approve the revision to the CRNP Standard Protocols for CRNPs in collaborative practice.

On September 19, 2025, Dr. Acker moved that the Board approve revision to the CRNP Standard Protocols for CRNPs in Collaborative Practice. Ms. Floyd seconded. Motion carried without objection.

2. NEW CRITICAL CARE PROTOCOL

Ms. Mumford reported that at its June 10, 2025, meeting, the CRNP Advisory Council reviewed and discussed the two (2) critical care protocols, ABN's historical data related to critical care procedures, and discussed skills/procedures that are RN practice. The Advisory Council was presented with a Critical Care Skills/Procedures grid that included procedures the ABN Board determined to be within an RN's scope of practice. The requirement for performance by the RN is a submission of a standardized procedure application by the facility to the ABN for approval. The procedures identified on the grid were listed on the CRNP Critical Care Specialty Protocol. The Advisory Council also reviewed and discussed the training requirements, including the initial and annual maintenance requirements.

After reviewing the two (2) critical care protocols, the Advisory Council motioned to table both protocols to obtain more research from critical care nurses. In response to the Advisory Council's motion, board staff conducted an additional review of the two (2) critical care protocols, reviewed literature and CRNP competencies, and consulted with critical care nurses and education program(s). Board staff identified procedures on the critical care protocol(s) that should be removed, placed on the CRNP Standard Protocol as a standard procedure, or reclassified. The identified procedures are nursing-level procedures (within the RN scope of practice with a standardized procedure) or those within the CRNP scope of practice and/or taught in nurse practitioner education programs.

On June 23, 2025, the ABN received a request from Dr. Eileen Meyer, DNP, MLS, CRNP, ACNP-BC, Director of Advanced Practice Providers at UAB, for a consolidation and update to the

critical care procedures protocol for CRNPs. Along with Dr. Meyer's request, the ABN received several letters of support from physicians in critical care for the proposed unification of the Critical Care Specialty and Critical Care Advanced Protocol.

Subsequently, board staff created a new Critical Care Protocol. The Critical Care Protocol was placed on the Joint Committee's July 16, 2025, agenda for a recommendation of consideration. The committee deferred the protocol for further information.

There have been minor revisions made to the New Critical Care Protocol since it was submitted in July to the Joint Committee for consideration. The ABN and BME board staff worked together on the protocol's revisions.

The unification of the Critical Care Specialty and the Critical Care Advanced Protocol aligns with national standards of care. It reflects the current scope of practice of CRNPs. The protocol removes trauma level restrictions, allowing and integrating procedures routinely performed by qualified CRNPs who have demonstrated competency through formal education, area of certification, simulation training, and/or supervised clinical training. The new protocol will also streamline the skill request process.

The Board action requested is to approve the new Critical Care Protocol for CRNPs in collaborative practice.

On September 19, 2025, Ms. Seip moved that the Board approve the new Critical Care Protocol, unifying the Critical Care Specialty and Critical Care Advanced Protocol for CRNPs in Collaborative Practice. Dr. O'Keefe seconded. Motion carried without objection.

3. NEW REVISED BOTOX PROTOCOL

Ms. Mumford reported at its meeting on July 16, 2025, the Joint Committee deferred several items related to the Cosmetic Botulinum Toxin Injection Protocol, referring them to the Board of Medical Examiners' Cosmetic Botox Subcommittee for further review.

The Cosmetic Botox Subcommittee convened on September 9, 2025, and addressed the following deferred items:

- 1) Definition of "Physician's Office" – Clarifying Practice Site

- a. After extensive discussion, the Subcommittee recommended the following proposed language to define where cosmetic botulinum toxin injections may be administered:

The administration of botulinum toxins must occur in a medical setting, such as a hospital, ambulatory surgical center, or the private clinical office of a physician or Advanced Practice Provider (APP), including Certified Registered Nurse Practitioners (CRNPs) and Physician Assistants (PAs). A private clinical office refers to an approved collaborative practice site where a physician and/or APP (CRNP or PA) practices medicine or advanced practice nursing—individually, as part of a group, a professional corporation, or professional association.

Administration of botulinum toxins is prohibited in non-medical settings, including private residences or event venues. Such locations cannot be designated as a principal practice site.

- 2) Physician presence only during APP training
- 3) Physician availability during APP practice
- 4) Purchasing of Botulinum Toxin
- 5) Initial and annual maintenance injection requirements

At its September 17, 2025, meeting, the Joint Committee reviewed and discussed the Board of Medical Examiners' Cosmetic Botox Subcommittee recommendations regarding the deferred items. The Committee approved adding: 1) a definition of "Physician's Office," clarifying the practice site for CRNPs, and 2) allowance of CRNPs purchasing Botulinum Toxin.

In addition, at the September Joint Committee meeting, the following items were deferred, and the Committee voted to revisit them in March 2026.

- 1) Physician presence only during APP training
- 2) Physician availability during APP practice
- 3) Initial and annual maintenance injection requirements

Board staff requests approval of the revisions to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs in collaborative practice. The revisions are highlighted in blue in the attached protocol.

On September 19, 2025, Dr. Acker moved that the Board approve revisions to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs in Collaborative Practice. Dr. O'Keefe seconded. Motion carried without objection.

X. CONTINUING EDUCATION/LICENSURE/PRACTICE

A. Continuing Education

1. Report

A written report on 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. Alabama Department of Mental Health (ADMH) Nurse Delegation Annual Medical Report

Ms. Jeter reported that the ADMH Nurse Delegation Program (NDP) Report is submitted to the Board annually by the Commissioner of the Alabama Department of Mental Health. The report presents data on medication errors identified under the Nurse Delegation Program (NDP) and outlines the implementation of quality improvement plans for these errors.

The following specific medication error types have been identified for inclusion in the Annual Report:

- Level I
- Level II (recipient experienced short-term, reversible adverse consequences and treatments or interventions, in addition to monitoring and observation)
- Level III (sentinel event)

The ADPH noted that the medication error rate, 0.0004, was a slight increase from the previous report year (0.0002). As in previous years, Alabama's error rate remains below the national average (AHRQ reference).

ADMH will continue to monitor and implement measures to decrease medication errors.

Most medication errors were classified as Level I and were committed by unlicensed assistive personnel certified by ADMH as Medication Assistant, Certified (MACs).

XI. BOARD TRAVEL

1. ~~Reminder Annual Meeting August 13-15, 2025, Chicago, IL~~

XII. DISCIPLINARY CASES – Executive Session, to follow completion of Agenda or as indicated by need, September 19, 2025.

On September 19, 2025, Ms. Seip moved that the Board enter into Executive Session to discuss the general reputation and character, professional competence, and physical or mental conditions of specific applicant and licenses. Ms. Lofton seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Louise O'Keefe, Cara Floyd, Gabriel Sapalaran, and Sarah "Mandy" Mims).

Ms. Lavender estimated that the Board would reconvene at 11:15 a.m.

The Board reconvened to open session at 11:05 a.m.

A. CONSENT ORDERS

1. Allen, Ms. Jodi Louise – LPN 2-066619 MSL (Active)

Ms. Allen signed a Consent Order that would deactivate her multistate license and convert to a single state license and place her single state LPN 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 Upholding the Standard: Professional Accountability in Nursing and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

2. Fuller, Ms. Cynthia Elaine – RN 1-073898 SSL (Active); CRNP (Lapsed)

Ms. Fuller signed a Consent Order that would place her RN and her Certificate of Qualification to engage in Advanced Practice Nursing on probation until completion of the following. Ms. Fuller shall maintain an active RN license, she must be designated “single state” and she may not work in another enhanced nurse licensure compact state on a multistate practice privilege. She may not apply for a multistate license prior to completion of the probation pursuant to this order. Ms. Fuller shall immediately notify the Board in writing of any change of physical address, mailing address, email address, and phone numbers and she must successfully complete a course on Substance Abuse and Addiction for APRNs Nursing CE Course.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

3. Cramer, Ms. Kelly Eileen – RN SSL Endorsement Applicant

Ms. Cramer signed a Consent Order that would approve her endorsement application for a single state RN license. Upon licensure, Ms. Cramer’s RN license will be suspended 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 the required course on Upholding the Standard: Professional Accountability in Nursing and 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. Creamer be deemed in need of treatment and upon documented completion of the above terms, Ms. Cramer’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. Cramer’s 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 \$300.00 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. Cramer’s licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

4. Little, Ms. Catherine Marie – LPN 2-058783 SSL (Lapsed); LPN SSL Reinstatement Applicant

Ms. Little signed a Consent Order that would approve her application of reinstatement of a lapsed LPN license. Upon licensure, Ms. Little's single state LPN license will be placed on probation for twelve (12) months with the usual practice stipulations and she will be required to pay a \$300.00 fine and documented completion of a course on Nursing Documentation Nursing CE Course offered by Nursing CE.

On September 19, 2025, Ms. Lofton moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

5. Bussey, Bonita Leigh – RN 1-136788 SSL (Active/Probation)

Ms. Bussey signed a Consent Order that would terminate her May 23, 2025 Order and suspend her RN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and the \$1,500.00 fine associated with her May 23, 2025 Consent Order; (b) successful completion of the educational programs on Upholding the Standard: Professional Accountability in Nursing and Nursing Documentation Nursing CE Course offered by Nursing CE associated with her May 23, 2025 Consent Order; and (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. Bussey's licensure status will be considered as and listed as revoked. Upon reinstatement, Ms. Bussey's RN license will be placed on probation for twenty-four (24) months with the usual practice stipulations.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

6. Cragar, Ms. Rachel Grace – RN 1-174639 SSL (Active/Probation)

Ms. Cragar signed a Consent Order that would terminate her March 21, 2025 Order and suspend her single state 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 monthly drug screens; (f) contact information for individual counselor, if recommended; (g) accrual of requisite continuing educational contact hours; and (h) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Ms. Cragar'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. Cragar's licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

7. Peek, Ms. Heather Dawn – RN 1-180606 SSL (Active/Probation); LPN 2-069869 SSL (Lapsed)

Ms. Peek signed a Consent Order that would terminate her May 17, 2024 Order and 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 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. Peek's licensure status will be considered as and listed as revoked. Upon reinstatement, Ms. Peek's RN license and LPN license will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

8. Ashley, Mr. Jacob Emory – RN Pending MSL Exam Applicant

Mr. Ashley signed a Consent Order that would deny his multistate RN licensure application. Mr. Ashley is approved to take the NCLEX-RN for a single state RN license and if successful, he will be issued an Alabama single state RN license and will be placed on probation for twelve (12) months with the usual illegal/illicit stipulations and he will be 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 September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

9. Carter, Mr. Jesse Chad – LPN 2-070142 MSL (Lapsed), Reinstate of lapsed LPN license applicant

Mr. Carter signed a Consent Order that would deactivate his multistate LPN license and convert to a single state LPN license and approved his reinstatement application for a lapsed LPN license and suspend his LPN license until receipt of documentation of; (a) required comprehensive evaluations; (b) successful completion of the initial phase of a treatment program; (c) participation in an aftercare program; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; and (g) payment of the reinstatement of suspended license fee and any other applicable fees. Upon receipt of the above, Mr. Carter's LPN 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. 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. Carter's licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

10. Clay, Mr. Raymond Leeander – RN 1-151692 SSL (Active)

Mr. Clay signed a Consent Order that would place his RN license on probation for twelve (12) months with the usual illegal/illicit stipulations and require him 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 September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

11. Crawley, Ms. April Jean – RN 1-151806 MSL (Active)

Ms. Crawley 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) completion of required evaluations;

(b) successful completion of the initial phase of an approved treatment program, if treatment is recommended; (c) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) 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 (h) payment of the reinstatement of suspended license fee and any other applicable fees. Should Ms. Crawley be deemed in need of treatment and upon documented completion of the above terms, Ms. Crawley'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. Crawley's 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 \$300.00 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. Crawley's licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

12. Stephens, Mr. Jordan Christian – RN 1-122463 MSL (Active)

Mr. Stephens 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 sixty (60) months with the usual substance use disorder stipulations and require him to pay a \$1,000.00 fine.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

13. Broughton, Ms. Roberta Twombly – RN 1-081832 SSL (Active); LPN 2-037457 SSL (Lapsed)

Ms. Broughton signed a Consent Order that would 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. To the extent Ms. Broughton has an LPN license; said license shall be subject to the same terms and conditions.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

14. Coggins, Ms. Kimberly Leigh – LPN 2-054767 SSL (Active)

Ms. Coggins signed a Consent Order that would 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 and documented completion of courses on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course and Documentation: A Case Study.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

15. Gosnell, Ms. Jennifer Ann – LPN 2-075632 SSL (Active)

Ms. Gosnell 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 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 September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

16. Jackson, Ms. Pamela Dianne – LPN 2-038058 SSL (Active)
Signed a Voluntary Surrender

17. Jester, Ms. Lori Motley – RN 1-169928 SSL (Active)

Ms. Jester signed a Consent Order that would 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) participation in an aftercare program, if treatment is recommended; (d) negative random monthly drug screens; (e) contact information for individual counselor, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses on Upholding the Standard: Professional Accountability in Nursing, and Substance Abuse and Addiction for RNs and LPNs Nursing CE Course, if not deemed in need of treatment; and (h) payment of the reinstatement of suspended license

fee and any other applicable fees. Should Ms. Jester be deemed in need of treatment and upon documented completion of the above terms, Ms. Jester'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. Jester's 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 \$300.00 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. Jester's licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

18. Marbury, Ms. Nikita Nicole – RN 1-163895 SSL (Active)

Ms. Marbury 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 September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

19. Baines, Ms. Ithaca Proskey – LPN 2-050342 MSL (Active)

Ms. Baines signed a Consent Order that would deactivate her multistate license and convert to a single state license and suspend her LPN license until such time as (a) payment of the reinstatement of suspended license fee, any other applicable fees and the \$500.00 fine; (b) successful completion of the educational program on Conflict: An Overview and Nursing Professional Conduct and Accountability; and (c) receipt of the 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. Baines licensure status will be considered as and listed as revoked.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

20. Harris, Ms. Jessica Hope – LPN 2-071988 SSL LPN (Lapsed); RN 1-184281 SSL (Active)

Ms. Harris 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 \$500.00 fine; (b) successful completion of the educational program on Righting a Wrong-Ethics and Professionalism in Nursing; and (c) receipt of the 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. Harris's licensure status will be considered as and listed as revoked. To the extent Ms. Harris has an LPN license; said license shall be subject to the same terms and conditions.

On September 19, 2025, Ms. Lavender recused herself from the discussion and voting concerning Ms. Harris.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

21. Patterson, Ms. Davina Marie – LPN 2-071800 SSL (Active)

Ms. Patterson 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 and documented completion of a course on Substance Abuse and Addiction for RNs and LPNs Nursing CE Course.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

22. Walker, Ms. Anna V. – MAC 6-001483 (Active)

Ms. Waler 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 September 19, 2025, Dr. Acker moved that the Board accept the Consent Order. Ms. Lofton seconded. Motion carried without objection.

23. Cone, Ms. Kristen Leigh – RN SSL Exam Applicant

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

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

24. Corbin, Mr. Terry Corbin – LPN MSL Exam Applicant

Mr. Corbin signed a Consent Order that would approve him to take the NCLEX-PN exam and if successful, he will be issued a multistate LPN license and issued a public reprimand and he will be required to pay a \$300.00 fine.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

25. Moore-Williams, Ms. Yhnasioa Uvone – MAC Pending Exam Applicant

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

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Mr. Sapalaran seconded. Motion carried without objection.

26. Griffin, Mr. Ernest William – RN Multistate Privilege to Practice in AL
Based upon MS Multistate License

Mr. Griffin signed a Consent Order due to his RN multistate privilege to practice in Alabama based upon his Mississippi multistate license will issue him a public reprimand and require him to pay a \$1,000.00 fine and documented completion of a course on Upholding the Standard: Professional Accountability in Nursing.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

27. Hudgens, Ms. Beverly Taylor – RN 1-041170 SSL (Active)

Ms. Hudgens signed a Consent Order that would issue her a public reprimand and require her to pay a \$1,000.00 fine.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

28. Jones, Ms. Leslie Shar'de Ellen – LPN 2-062195 SSL (Lapsed); RN 1-150456 MSL (Active)

Ms. Jones 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 Documentation Nursing CE Course offered by Nursing CE and Upholding the Standard: Professional Accountability in Nursing. To the extent Ms. Jones has an LPN license; said license shall be subject to the same terms and conditions.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

29. Rivers, Ms. Shanavia Samyra – RN 1-141162 SSL (Lapsed); RN Privilege to Practice as RN in Alabama based on Louisiana Multistate RN License Number RN149321

Ms. Rivers signed a Consent Order that would prevent her RN license and her multistate license privilege to practice as a RN based on her Louisiana multistate license and she will be issued a public reprimand and be required to pay a \$300.00 fine and documented completion of courses on Nursing Documentation Nursing CE Course offered by Nursing CE and Upholding the Standard: Professional Accountability in Nursing.

On September 19, 2025, Ms. Lofton recused herself from the discussion and voting concerning Ms. Rivers.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

30. Rosser, Ms. Danita Roxanne – RN 1-103068 SSL (Active); LPN 2-050097 SSL (Lapsed)

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

reprimand and require her to pay a \$600.00 fine.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Seip seconded. Motion carried without objection.

31. Crawford, Ms. Paula Jo – RN 1-119607 SSL (Active)

Ms. Crawford 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 Documentation Nursing CE Course offered by Nursing CE and Righting a Wrong-Ethics and Professionalism in Nursing,

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

32. Freeman, Ms. Teri Owensby – RN 1-066998 MSL (Active)

Ms. Freeman 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 Righting a Wrong-Ethics and Professionalism in Nursing.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

33. Girby, Ms. Joy Pruitt – LPN 2-041256 SSL (Lapsed); RN 1-094022 SSL (Active)

Ms. Girby 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 September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

34. Higginbotham, Ms. Darla Michelle – LPN 2-035722 SSL (Lapsed); RN 1-126483 SSL (Active)

Ms. Higginbotham signed a Consent Order that would issue her a public reprimand and require her to pay a \$300.00 fine.

On September 19, 2025, Ms. Seip moved that the Board accept the Consent Order. Ms. Mims seconded. Motion carried without objection.

B. REINSTATEMENT OF REVOKED – CONSENT ORDERS

1. Clark, Ms. Kristi York – RN 1-128438 SSL (Revoked); Reinstatement of Revoked Applicant

Ms. Clark signed a Consent Order that would approve her application for reinstatement of a revoked single state RN 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 Upholding the Standard: Professional Accountability in Nursing.

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

2. McKinney, Ms. Jennifer Lancaster – RN 1-122844 SSL (Revoked), LPN 2-056696 SSL (Revoked); Reinstatement of Revoked Applicant

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

On September 19, 2025, Ms. Mims moved that the Board accept the Consent Order. Ms. Floyd seconded. Motion carried without objection.

C. ADMINISTRATIVE HEARINGS

On September 19, 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 hearing and vote on the outcomes. Ms. Mims seconded. Motion carried with all in favor: (Cherry Rodgers, Clint Witherington, Kristi Acker, Louise O'Keefe, Gabriel Sapalaran, Tochie Lofton, and Cara Floyd).

Ms. Lavender estimated that the Board would reconvene at 11:25 a.m.

The Board reconvened to open session at 11:16 a.m.

1. Adams-Mullins, Ms. Tiffany Michelle – RN 1-158348 SSL (Active)

On September 19, 2025, Ms. Rodgers moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Adams-Mullins RN license. Ms. Floyd seconded. Motion carried without objection.

2. Horton, Ms. Tusheika - Endorsement Applicant

On September 19, 2025, Mr. Witherington moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Horton's endorsement application for an RN license. Ms. Mims seconded. Motion carried without objection.

3. Nix, Ms. Jamelia Zakiya - LPN SSL Endorsement Applicant

On September 19, 2025, Dr. Acker moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Nix's endorsement application for an LPN license. Ms. Seip seconded. Motion carried without objection.

4. Okojie, Ms. Mona - RN Exam Applicant

On September 19, 2025, Dr. O'Keefe moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Okojie's RN exam application. Mr. Sapalaran seconded. Motion carried without objection.

5. Rabb, Ms. Britny - LPN MSL Endorsement Applicant

On September 19, 2025, Mr. Sapalaran moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and deny Ms. Rabb's MSL endorsement application and grant her a single-state LPN license by endorsement and issue her a public reprimand and require her to pay a \$500.00 fine. Ms. Seip seconded. Motion carried without objection.

6. Smith, Ms. Lauren Danielle - RN 1-177857 SSL (Lapsed)

On September 19, 2025, Ms. Lofton moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and revoke Ms. Smith's RN license. Ms. Mims

seconded. Motion carried without objection.

7. Smith, Mr. William Warren - RN 1-068613 SSL (Active/Probation)

On September 19, 2025, Ms. Seip moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation of the Hearing Officer, and terminate his July 18, 2024 Order and suspend his RN license until receipt of documentation of: (a) compliance with the initial phase of treatment recommended by Birmingham Recovery Center; (b) participation in an after-care program; (c) negative random monthly urine drug screens; (d) active participation in abstinence-oriented support group meetings; (e) accrual of requisite continuing education contact hours; and (f) payment of appropriate fees. Upon receipt of the above, Mr. Smith's 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 \$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, Mr. Smith's licensure status will be considered as and listed as revoked. Ms. Mims seconded. Motion carried without objection.

XIII. NEXT MEETING DATE – November 14, 2025, 770 Washington Avenue, RSA Plaza, Montgomery, Alabama, Suite 350

XIV. OTHER

A. ABN Update

Ms. Benson gave an Alabama Board of Nursing update on:

1. Mr. Kenneth Kirkland will be coming to ABN as a Chief External Affairs Officer in October 2025.
2. Ms. Abby Migilore's last day with the Alabama Board of Nursing is September 19, 2025.
3. The Workforce Survey is next week.
4. Continue to work with Governor Ivey and Senator April Weaver on the Mental Health.
5. The APRN seminar was a great success had 200 advanced nurses attend.
6. Ms. Lavendar gave a brief report on the Succession Plan for the new Executive Officer, excepting resumes and the Executive Committee will pick out the top three to bring before the board in November to vote on a new Executive Officer to replace Ms. Benson after retiring. All resumes will be given to Ms. Benson.

1. REGULATORY CONSENT SHELL/VDAP AGREEMENT REVISIONS, ALICE HENLEY

Ms. Henley reported at its July Board meeting, the Board voted to publish for comment substantial revisions to the rules governing VDAP. These rules are scheduled for final certification at the September 2025 Board Meeting. Unless there is a challenge to the rules that prevents final implementation, they should go into effect in November. Revision of the rules requires revision of the VDAP agreement shells and the consent order shells. Those required revisions, together with other suggested revisions, are presented for your approval. The new shells and evaluation template cannot be implemented unless or until the rules go into effect.

I. VDAP Agreement Revisions

ABN staff propose two VDAP agreement shells – one for substance use disorder and another for mental condition. The mental condition shell could be modified as needed in the event that a nurse applies for VDAP for a physical condition.

Key revisions:

- Different shell for mental condition
- Implements new rules regarding board-recognized evaluation providers, as different from board-recognized treatment providers
- Decreases standard length of substance use disorder VDAP agreement from 60 months to 36 months (supported by evidence)
- Clarifies release evaluation options
- Permits healthcare professionals peer support group meetings to count toward three-meeting-per-week abstinence-oriented support group meeting requirement

II. Consent Order revisions

Because ABN consent order shells for substance use disorder utilizes the providers and processes found in the VDAP rules (board-recognized substance use disorder evaluation providers and board-recognized substance use disorder treatment providers), and because the monitoring requirements are aligned across VDAP and Probation, the consent order shells for substance use disorder need to be revised.

Key revisions:

- Implements new rules regarding board-recognized evaluation providers, as different from board-recognized treatment providers
- Decreases standard length of substance use disorder consent orders from 60 months to 36 months (supported by evidence)
- Clarifies release evaluation options
- Permits healthcare professionals peer support group meetings to count toward three-meeting-per-week abstinence-oriented support group meeting requirement

III. SUD Evaluation Template

With further clarification of evaluation process in the proposed revisions to the VDAP rules, there is an opportunity to standardize the information that is sent to the board as a part of the application process, ensuring the Board has the information needed, while limiting the amount of personal information that must be provided to the board.

On September 19, 2025, Dr. Acker moved that the Board approve new Voluntary Disciplinary Alternative Program (VDAP) Agreement Shells, Consent Order Shells, Ms. Seip seconded. Motion carried without objection.

On September 19, 2025, Dr. O'Keefe moved that the Board approve the Comprehensive Substance Use Disorder Evaluation Report. Ms. Floyd seconded. Motion carried without objection.

2. DECLARATORY RULING REQUEST EDUCATION

Ms. Henley reported that the Petition for a Declaratory Ruling is hereby granted, and the Alabama Board of Nursing hereby rules as follows:

For all of the reasons described in this Declaratory Ruling, Finkley's graduation from the practical nursing program at American Technical Institute, a PN program approved by the Florida Board of Nursing, does not satisfy the requirement of Alabama Board of Nursing Administrative Code § 610-X-4-02(1)(e) that an applicant for practical nurse licensure have graduated from 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.

On September 19, 2025, Ms. Seip moved that the Board approve and issue a Declaratory Ruling findings noted above to UNA Finkley. Ms. Floyd seconded. Motion carried without objection.

3. DECLARATORY RULING REQUEST PRACTICE

Ms. Henley reported that the Petition for a Declaratory Ruling is hereby granted, and the Alabama Board of Nursing hereby rules as follows:

The administration of botulinum toxin A and similar neuromodulators constitutes practice beyond basic education for registered nurses; accordingly, it is within the scope of practice for a registered nurse in Alabama to administer botulinum toxin A ("Botox"), prabotulinumtoxin A xvfs ("Jeuveau"), incobotulinumtoxin A ("Xeomin"), abotulinumtoxin A ("Dysport"), and daxibotulinumtoxin A-term ("Daxxify") for cosmetic purposes (hereinafter collectively referenced as "neuromodulators for cosmetic purposes") only if all of the following requirements are met:

1. The RN may only inject neuromodulators for cosmetic purposes pursuant to:
 - a. an order from a lawful prescriber to whom injection of neuromodulators for cosmetic purposes is within their scope of practice and who is experientially qualified and regularly performs the procedure; and
 - b. a facility-specific ABN pre-approved standardized procedure on file with ABN. If the facility is the office of a CRNP or PA or if the RN will be injecting neuromodulators for cosmetic purposes pursuant to an order from a CRNP or PA, the collaborating or supervising physician must sign the standardized procedure.
2. RNs may only administer neuromodulators for cosmetic purposes in locations authorized in the Cosmetic Botulinum Toxin Injection Protocol for CRNPs approved by the Alabama Board of Nursing and the Alabama Board of Medical Examiners. The RN may not administer neuromodulators for cosmetic purposes at other locations, such as patient homes, event venues, salons, etc., regardless of the type of prescriber ordering the administration of the neuromodulator for cosmetic purposes.

3. The facility-specific; ABN approved standardized procedure must be on file with the ABN and at the facility. The facility must maintain documentation of the RN's completion of the organized program of study, supervised clinical practice, and demonstration of competence both initially and at periodic intervals (which must be at least annual). Although ABN approval is required for each standardized procedure application individually, the Board notes that the following minimum requirements will be required before approval of the standardized procedure may be considered:

- a. The organized program of study must include at least ten hours of didactic training and successful completion of and certification from a course approved by the Alabama Board of Nursing. At a minimum, the organized program of study should address instruction regarding anatomy, physiology, and pathophysiology of the integumentary and supporting structures, and facial muscles, nerves, and vasculature, including nerves, blood vessels and any other structures which must be avoided when injecting neuromodulators; cosmetic and dermatologic conditions; proper techniques specific to the principles related to drug actions and interactions, side effects, contraindications, and complications; nursing care and interventions in the event of complications; immediate management of adverse events; infection control and aseptic technique; safety precautions; informed consent; and laws and rules pertaining to RN injection of neuromodulators for cosmetic purposes in Alabama. The standardized procedure also should include a requirement that the RN maintain current Basic Life Support (BLS) certification.
- b. The supervised clinical practice must include at least as many observed and performed injection procedures under supervision of a lawful prescriber of neuromodulators for cosmetic purposes as is required by Cosmetic Botulinum Toxin Injection Protocol for CRNPs approved by the Alabama Board of Nursing and the Alabama Board of Medical Examiners.
- c. Successful completion of the supervised clinical practice as endorsed by the lawful prescriber may constitute initial demonstration of competency. At least annually thereafter, the lawful prescriber must

ensure the continued competency by reviewing the charts of the RN's performance of at least the same number of injection procedures as are required for CRNP's to maintain competence pursuant to the Cosmetic Botulinum Toxin Injection Protocol for CRNPs approve by the Alabama Board of Nursing and the Alabama Board of Medical Examiners. In addition, a lawful prescriber must observe the RN performing an injection procedure at least quarterly.

4. Only a lawful prescriber may evaluate patients for treatment appropriateness with neuromodulators for cosmetic purposes, develop a treatment plan including ordering appropriate neuromodulators treatment product and dosage, evaluate treatment effectiveness with intervention as needed to correct adverse reactions, and adjust the individual treatment plan as needed. Thus, the lawful prescriber must perform an in-person examination of the patient, determine the appropriateness of the treatment for the patient, and write patient-specific written orders for administration of the neuromodulator, to include the specific locations of the injections, the number of units to be administered at each anatomic site, and the ordered frequency of the injections. There shall be no use of "standing orders." The RN may reconstitute the neuromodulators for cosmetic purposes in amounts, anatomic locations, and frequency which ordered for the patient by the lawful prescriber, and which are FDA-approved. The RN may not administer neuromodulators in an off-label manner or in an off-label anatomic location. Any location, amount, or frequency limitations imposed by the Cosmetic Botulinum Toxin Injection Protocol for CRNPs approved by the Alabama Board of Nursing and the Alabama Board of Medical Examiners apply to the RN's administration of neuromodulators for cosmetic purposes. RN's may not administer neuromodulators to any of the following patients or classes of patients: minors; pregnant or breastfeeding patients; patients with glaucoma; patients with peripheral motor neuropathic diseases, amyotrophic lateral sclerosis or neuromuscular junction disorders; or patients whose facial anatomy has been altered due to prior surgical procedures.
5. When the RN is injecting neuromodulators for cosmetic purposes pursuant to an order from the lawful prescriber, the lawful prescriber must remain at the location at which the injection is occurring. Additionally, if additional provider presence requirements are imposed by the Cosmetic

Botulinum Toxin Injection Protocol for CRNP's approved by the Alabama Board of Nursing and the Alabama Board of Medical Examiners or the Cosmetic Botulinum Toxin Injection Protocol for PA's approved by the Alabama Board of Medical Examiners, those requirements remain in force when the RN administers the neuromodulator pursuant to that lawful prescriber's order.

6. Only a lawful prescriber may evaluate the efficacy of the treatment, change the treatment plan, or direct interventions needed to address adverse events.
7. The RN shall report to the ABN any incidents in which a patient sustains a permanent injury or requires transfer to a higher level of care related to the RN's injection of the neuromodulator for cosmetic purposes.
8. Questions regarding a physician's authority to prescribe neuromodulators for cosmetic purposes for administration by RN's or authorize a standardized procedure pursuant to this ruling should be directed to the Alabama Board of Medical Examiners.

On September 19, 2025, Ms. Seip moved that the Board approve and issue the Declaratory Ruling Request to Laura Hart as withing the scope of practice for an appropriately trained Registered Nurse to administer botulinum a product (i.e. Botox, etc.) injections for cosmetic purposes on the order of a lawfully recognized prescriber after competency validation. Ms. Floyd seconded. Motion carried without objection.

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 1:58 p.m., on Friday, September 19, 2025.

Victoria Lavender, MSN, RN
President

Sarah "Mandy" Mims, LPN
Secretary

Submitted by: _____
Tonya Smith 09/25