



Renewal Fee Increases Coming for All Texas Nurses, Effective September 1, 2019

Effective September 1, 2019, renewal fees for licensed vocational nurses (LVN) and registered nurses (RN) will increase by \$3 each. Consequently, the LVN renewal fee will increase from \$42 to \$45, and the RN renewal fee will increase from \$65 to \$68. These increases are necessary to ensure the Texas Board of Nursing is able to raise enough funds as required by the legislature to support agency operations.

Advanced practice registered nurse renewal fees will increase by \$14, from \$115 to \$129. This increase is necessary to fund the operations of the Texas Prescription Drug Monitoring Program, operated by the Texas State Board of Pharmacy as one method of addressing the opioid crisis. This increase is also necessary to fund Texas Online subscription fees and implement the requirements of House Bill (HB) 2174, relating to controlled substance prescriptions and reimbursement for the treatment of certain substance use disorders. The \$14 fee increase includes the new \$3 RN increase, \$6 to fund the prescription drug monitoring program (as already allowed by current rule), \$4 to fund the requirements of HB 2174, and \$1 for expenses required by Texas Online.

Coming in Early 2020! Improving the BON Online Systems

The Texas Board of Nursing (BON) continues to work on implementing the ORBS (Optimal Regulatory Board System) platform. This system will provide more efficient online services for our stakeholders. It is designed to provide increased security, ease of use, and comprehensive disaster recovery capabilities. Licensees or applicants renewing or applying in early 2020 will be using the new BON online interface. The new system will require a valid email address for all users. Look for updates and videos about that process as we get closer to the implementation date.



Requirements to Review Prescription Monitoring Program Effective September 1

Effective September 1, 2019, advanced practice registered nurses (APRNs) and other health care prescribers will be required to review the prescription monitoring program (PMP) prior to issuing prescriptions for opiates, benzodiazepines, barbiturates, or carisoprodol. APRNs will be required to document this review in the patient's medical record in addition to the rationale for prescribing the controlled substance. Although APRNs are encouraged to review the PMP before prescribing any controlled substance, they are required to do so for drugs in the categories identified above.

Exceptions to checking the PMP may be made for patients who have been diagnosed with cancer or who are receiving hospice care. APRNs must clearly note on the prescription or in the electronic prescription record the applicable exemption. Amendments to Board Rules 222.8 and 222.10 and adoption of new Rule 228.2 reflecting these requirements will become effective on September 1, 2019, and will be available on the Board's website at that time.

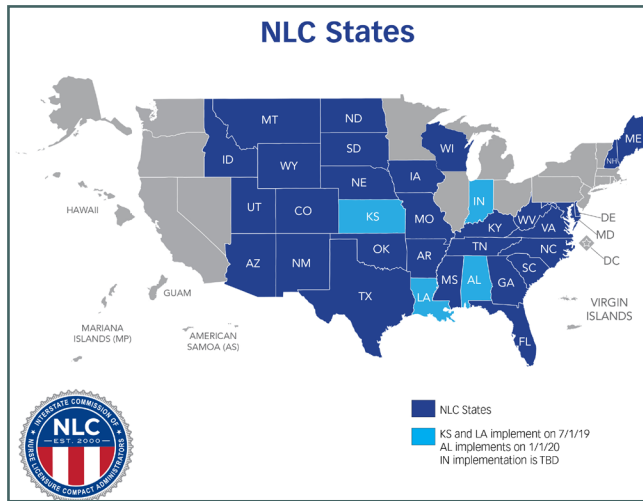
Inside this Issue

- pg 1 | Renewal Fee Increases Coming Effective September 1, 2019
Requirements to Review Prescription Monitoring Program Effective September 1, 2019
Coming in Early 2020! Improving the BON Online Systems
- Alabama and Indiana Join the NLC Use of APRN as a Licensure Credential | 2
- 3 | Summary of April Board Meeting
Nursing Education Actions
86th Texas Legislative Session Ends:
Several Bills Amend NPA
- Scope of Practice Decision-Making Model: A Resource to Help Nurses Determine Scope of Practice | 4-8
- 9 | FAQ: How do I meet my reporting requirement when I suspect a nurse's practice is impaired?
Save the Date: TPAPN Social Peer Support Workshop
- What is the Nursing Jurisprudence and Ethics Continuing Education Requirement for Nurses? Imposter Warning | 10
- 11-13 | Notice of Disciplinary Action
Calling all CNOs, DONs, and Administrators!
NCSBN Offers Webinars on NLC for Nurses and Employers | 14
- 15 | 2019 HHS Quality in Long-Term Care Conference
BON Continuing Education Insert

Alabama and Indiana Join the Nurse Licensure Compact

The Alabama Governor has signed Senate Bill (SB) 38, which enacts the Nurse Licensure Compact (NLC) in Alabama. The Alabama Board of Nursing anticipates an implementation date of January 1, 2020.

The Indiana Governor has signed House Bill 1344, which enacts the NLC in Indiana. The bill becomes effective July 1, 2019, but the implementation date is yet to be determined.



Louisiana became the 31st state in the nation to enact the NLC on May 31, 2018, when Governor John Bel Edwards signed SB 202 into law. Louisiana and Kansas both implemented the NLC on July 1, 2019.

New Jersey is one step closer to joining the NLC, as the NLC bill has passed the legislature and is awaiting the Governor's signature. New Jersey will bring the total compact membership to 34 states.

Use of APRN as a Licensure Credential

Texas Board of Nursing (Board) Rules were recently amended to provide clarification to advanced practice registered nurses (APRNs) regarding the use of credentials. **Board Rule 221.2(b)** clarifies that APRNs are now required to identify themselves as APRNs and also identify the licensure title they are authorized to use by the Board. This means that, at a minimum, an APRN must list credentials as both an APRN and identify the title authorized by the Board. For example, a family nurse practitioner must use both APRN and FNP, or a nurse-midwife must use APRN, NM. Please note that the Board does not specify the order in which credentials must appear. It is acceptable to place either credential first as long as both credentials are included.

The Board does not require the inclusion of academic distinctions or certification designations when listing credentials. If you wish to use these additional credentials, you may do so. If you are in a facility-based practice or in an employment setting where there are policies regarding the use of these additional credentials, we recommend you review the policies for your practice setting.



The Texas Board of Nursing

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Texas Board of Nursing Meeting Schedule

2019 Board Meeting Dates

July 25-26

October 24-25

2019 Eligibility and Disciplinary Committee Meeting Dates

August 13

September 10

November 12

December 10

All Board and Eligibility & Disciplinary Committee Meetings will be held in Austin at the William P. Hobby Building located at 333 Guadalupe, Austin, Texas, 78701.

The *Texas Board of Nursing Bulletin* is the official publication of the Texas Board of Nursing and is published four times a year: January, April, July, and October. Subscription price for residents within the continental U.S. is \$15.00, plus tax.

Published by:
TEXAS BOARD OF NURSING
VOLUME L - No. III

Publication Office:
333 Guadalupe, Suite 3-460
Austin, Texas 78701-3944
Phone: (512) 305-7400
Fax: (512) 305-7401
Publication Date: 06/15/2019



Summary of Actions



A regular meeting of the Board of Nursing was held April 25-26 2019, in Austin. The following is a summary of Board actions taken during this meeting.

In the April 12, 2019, edition of the *Texas Register*:

The Texas Board of Nursing (Board) published as adopted amendments to §213.33(b) and (e), relating to *Factors Considered for Imposition of Penalties/Sanctions*. The amendments were adopted with changes to the proposed text as published in the

February 15, 2019, issue of the *Texas Register* (44 TexReg 665). The Texas Legislature adopted House Bill (HB) 2950 during the 85th Regular Legislative Session. HB 2950 amended the Occupations Code §301.461 (Nursing Practice Act) to prohibit the Board from imposing upon an applicant or licensee the costs of an administrative hearing at the State Office of Admin-

istrative Hearings (SOAH). The proposed amendments are necessary to conform to this statutory requirement. The proposed amendments also eliminate redundant language from the section and clarify the use of the Board's Disciplinary Matrix. The date of adoption for amendments to §213.33(b) and (e) was April 21, 2019.

Nursing Education Actions - April 2019 Board Meeting

Reviewed Reports on:

New Nursing Education Programs and Currently Active and Potential Proposals; Programs with Sanctions; Communication Activities with Nursing Education Programs; 2018 NCLEX-PN® Examination Pass Rates; NCLEX® Examination Statistics; and Closed Vocational and Professional Nursing Education Programs since 2006.

Approved Report of Survey Visit:

Angelina College – Vocational Nursing (VN) (MEEP and Traditional) and Associate Degree Nursing (ADN)

Education Programs in Lufkin.

Approved Change in Approval Status from Initial Approval to Full Approval:

Tarrant County College – VN Education Program in Fort Worth.

Approved Change in Approval Status from Full Approval with Warning to Full Approval:

Clarendon College – VN Education Program in Pampa and Kilgore College – VN Education Program in Longview.

Reviewed Reports of Approval of New Baccalaureate Degree Nursing (BSN)

Education Programs in Public Junior Colleges:

Collin College in McKinney, Laredo Community College in Laredo, and South Texas College in McAllen.

Approved Proposal to Establish a New Nursing Education Program:

Chamberlain College of Nursing – BSN Education Program in San Antonio.

Approved Continuation of Conditional Approval Status:

CyberTex Institute of Technology – VN Education Program in Austin.

86th Texas Legislative Session Ends: Several Bills Amend Nursing Practice Act

On June 10, 2019, Governor Greg Abbott signed two bills amending the Nursing Practice Act.

House Bill (HB) 2059, by Cesar Blanco, relating to required human trafficking prevention training for health care practitioners and certain employees of health care facilities, requires a nurse who provides direct patient care to complete a human trafficking prevention course approved by the Health and Human Services Commission (HHSC). The HHSC is required to develop at least one human trafficking prevention course that is available without charge, and post a list of

the approved training courses on HHSC's Internet website. Currently, Board staff are looking at changes to Chapter 216 of the Board of Nursing Rules and Regulations relating to *Continuing Competency* necessary to implement the new requirements added by HB 2059 and other bills enacted by the 86th Texas Legislature.

HB 2410, by Stephanie Klick, relating to a request for a nursing peer review determination, authorizes a nurse, if the nurse is unable to complete a Safe Harbor Request Form due to immediate patient care needs, to request a nursing peer re-

view committee determination by orally notifying the nurse's supervisor of the request.

HB 2059 and HB 2410 become effective September 1, 2019. To view the text of these bills, visit: <https://capitol.texas.gov/> For additional information, see the Legislative Update (Agenda Item 1.3) for the July 2019 Board Meeting, which can be found at www.bon.texas.gov/meetings_board_meetings.asp.

The October 2019 issue of the *BON Bulletin* will also include a summary of legislation enacted by the 86th Texas Legislature.



Scope of Practice Decision-Making Model: A Resource to Help Nurses Determine Scope of Practice

By Heather Franz, MSN, APRN, AGCNS-BC

Many nurses contact the Texas Board of Nursing (BON or Board) with questions about whether or not specific activities or procedures are within their scope of practice. In response to scope-related questions, Board staff are rarely able to give simple yes or no answers. This is because every situation is different with many variables to consider. Along with legal scope of practice and standard of care considerations, nurses must also reflect upon their individual background, knowledge, skills, and level of competence relating to a particular activity, procedure, or role. Recognizing that there is much to consider, the Board developed a resource to assist nurses in making sound scope of practice decisions.

Nursing is a dynamic, ever-changing practice, and for this reason, the Board does not have a list of activities or procedures that all nurses can or cannot do. Formal education in nursing prepares nurses with the foundational competencies to practice nursing at either the vocational or professional level. Upon completing their nursing education and obtaining licensure, nurses entering the workforce may practice in a variety of roles and healthcare settings and will achieve and maintain competence in activities, interventions, or procedures relevant to their current area of practice. As nurses advance throughout their careers they may encounter new activities, procedures, or areas of nursing practice that require additional education and training to achieve a level of competence that ensures patient safety. Accordingly, each nurse's experience and level

of competence related to a particular area of nursing practice, activity, or procedure is different. It cannot be presumed that what one nurse can do, e.g., insertion/removal of a peripherally inserted central catheter (PICC line) or review of an electronic fetal monitoring strip, can be done by any nurse at any point in his/her nursing career.

It is important for each nurse to be aware of and recognize when he/she reaches the limits of his/her scope. If a nurse accepts an assignment to, for example, insert/remove a PICC line or review an electronic fetal monitoring strip, he/she is individually accountable for carrying it out competently and safely, along with functioning within the parameters of the legal scope of nursing practice. Likewise, if a nurse does not feel appropriately prepared to carry out an assignment, he/she is responsible for speaking up to supervisors to request instruction and supervision, while also making a reasonable effort to obtain the necessary training, knowledge, and skills to competently carry out the assignment in the future.

Beyond competence, determining a nurse's legal scope of practice related to a specific activity or procedure can be challenging because the Nursing Practice Act (NPA) and Board rules are written broadly. Legal scope of practice or the nurse's legal authorization to practice nursing is based on licensure level, i.e., licensed vocational nurse (LVN) or registered nurse (RN), and what constitutes the practice of nursing at the vocational or professional level. Each nurse must ensure he/

she is functioning within the legal parameters of nursing practice at his/her licensure level, bearing in mind that he/she practices under his/her own license and is accountable for providing safe, effective care in accordance with the standards of nursing practice. In addition, the nurse should reflect upon whether or not he/she can uphold the standards of safe nursing practice outlined in Board Rule 217.11 when performing a particular activity/procedure.

The Board addresses specific questions or situations in position statements, which are available on the BON's website. Position statements do not have the force of law, but they provide guidance regarding the Board's opinion on an issue. A common thread throughout the position statements is the emphasis on a nurse's legal duty to promote patient safety. In some instances, other regulatory agencies have applicable rules and regulations to consider when determining scope of practice. To comply with Board rules, nurses must know and follow all the laws and rules at the local, state, and federal levels applicable to their current area of nursing practice.

Typically, a facility or employment setting will have policies and procedures to guide specific nursing procedures or activities. The policies and procedures may address aspects of a nursing procedure, such as required training, competency assessment and interval for "recertifying" competency, who supervises and "signs off", instructions for the procedure, actions to

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Scope of Practice - continued from previous page

take in the event of complications/ untoward events, etc. The BON has no jurisdiction over facility policies, but policies and procedures are important for nurses to know and reference, as they are developed to help nurses and the facility at large comply with the applicable regulations and accreditation standards.

Board staff recognizes that policies and procedures may not be available for every situation or may be outdated. In these instances, nurses are encouraged to seek guidance from their nursing supervisors and nursing administrators. The nurse and his/her administrators may consider working together to develop or revise policies and procedures.

In the best interest of patients and to ensure sound decision-making and quality nursing care, nurses should stay informed about current evidence-based practice standards or guidelines applicable to their area of practice. Evidence-based practice guidelines and/or national nursing organizations can help nurses determine the best practices and standards in a particular area of nursing practice. Also, national nursing organizations may specify which qualifications or certification(s) are necessary for a nurse to perform a particular role, activity, or procedure.

In response to scope-related inquiries, Board staff have previously referred nurses to the Six-Step Decision-Making Model, a resource developed in 1994 by the Board to help nurses individually make sound judgements about performing specific nursing activities or procedures. Over time, minor revisions have been made to the re-

source, but recently a major revision was done to provide more clarity for nurses. In developing the newest resource, Board staff reviewed scope of practice-related resources from over 20 boards of nursing across the nation, as well as the National Council of State Boards of Nursing Scope of Practice Decision-Making Framework. The new resource tool is titled the Scope of Practice Decision-Making Model, which will be referred to as the DMM for short.

The DMM contains eight questions to assist nurses in making a sound scope of practice decision. The DMM is meant to be answered in a step-wise fashion, beginning at the top and continuing through each question in order. If a nurse is able to progress through all questions without reaching a stop sign, he/she may proceed with the activity or procedure in question. Conversely, if at any time a nurse reaches a stop sign, he/she should consider the activity or intervention to be beyond his/her scope of practice. The DMM also includes two pages of supplemental information that guides nurses to resources or other considerations to explore for each question in the model.

The DMM can be found on the Board's website within the **Practice** tab by selecting *Scope-Vocational Nurse Practice* or *Scope-Registered Nurse Practice* and scrolling to the blue hyperlink labeled **Scope of Practice Decision-Making Model**. Hyperlinks to the DMM are also embedded in various position statements and FAQs on the BON's website.

The following are two examples that demonstrate how to use the DMM to make a scope of practice determination.

Example 1: You are a RN with several years of ICU experience. You are often the go-to person on your unit for difficult peripheral IV insertions and have provided IV therapy to numerous patients via PICC line, amongst other central venous access devices. You have recently been offered a position on the PICC team at your hospital and want to know if inserting a PICC line would be within your scope of practice.

1. Is this activity or intervention prohibited by the Texas NPA; Board rules, guidelines, or position statements; or any law, rule, or regulation from any agency?

Review the Standards of Nursing Practice outlined in Board Rule 217.11. The nurse should reflect on his/her duty to keep patients safe and uphold all of the standards of nursing practice.

Relevant BON Position Statements to consider:

- Position Statement 15.10 (Continuing Education Limitations for Expanding Scope of Practice) examines how continuing education, certification, or on-the-job training can serve to maintain, develop, and expand competency, but each nurse must realize the licensure-level limitations to expansion of his/her scope. Continuing education or on-the-job training cannot be substituted for formal education leading to the next level of nursing practice/licensure.

- Position Statement 15.14 (Duty of a Nurse in Any Practice Setting) discusses that a nurse's

Scope of Practice - continued from previous page

duty in any practice setting is to promote patient safety, and this duty supersedes any physician's order or facility policy.

- Position Statement 15.28 (Registered Nurse Scope of Practice) provides direction for nurses and their employers regarding the safe and legal scope of practice for RNs.

Research any federal or state laws and rules that apply to the hospital setting. For example, the Texas Department of State Health Services regulates hospitals; Centers for Medicare and Medicaid Services (CMS) sets requirements for reimbursement of healthcare services; and the Joint Commission establishes accreditation standards for hospitals, and there may be applicable accreditation standards/criteria to consider.

2. Is this activity or intervention authorized by a valid order?

Nursing practice does not include acts of medical diagnosis or the prescription of therapeutic or corrective measures. Orders are required for all acts that go beyond the practice of nursing. Prior to inserting a PICC line, the RN must verify he/she has a valid order from a physician, dentist, podiatrist, advanced practice registered nurse (APRN), or physician assistant (PA). [NPA Sec. 301.002(2)]

3. Is the activity or intervention consistent with current policies and procedures in your employment organization or facility?

Review the facility's policies and procedures regarding PICC line in-

sertions. The policies and procedures may specify:

- Instructions for PICC insertion
- Education/training requirements that a RN must complete prior to inserting a PICC line
- Supervision requirements (may specify that a RN must be directly supervised "x" number of times before inserting a PICC line unsupervised)
- The process by which the "sign-off" of supervision occurs and is documented and where the "sign-off" documentation is kept
- Continuing competency requirements/interval to "recertify" competency
- Direction on what actions to take if a nurse suspects complications or untoward events

4. Is performing the activity or intervention consistent with current (A) evidence-based practice findings and/or guidelines or (B) scope of practice/position statements from national nursing organizations?

Conduct a literature search and/or contact national nursing organizations or certification organizations, such as the Infusion Nurses Society or the Association for Vascular Access. These organizations may have a resource available to offer guidance regarding evidence-based practice or specialty-specific nursing practice standards.

5. Is there documented evidence of your current competence to perform the activity or intervention safely and effectively, in accordance with the accepted nursing "standard of care"?

The RN should keep a record/documentation of all relevant education and training that supports current competency and his/her decision to insert PICC lines. This may include documen-

tation of: continuing nursing education; a national certification; facility-based/on-the-job training or competency assessments and skills check-offs; performance evaluations; and a log of the number of times the RN has performed, been evaluated on, and/or educated others about PICC line insertion.

6. Would a reasonable and prudent nurse perform the activity or intervention in a similar circumstance?

Ask nursing colleagues if they would insert a PICC line in the same setting, under the same circumstances. Consider what resources are available-human, material, equipment, etc. For example, would a recently trained PICC nurse be the only PICC nurse in the facility during his/her shift or would he/she have PICC team members available to assist him/her? A nurse may determine it would not be prudent to proceed in certain circumstances, i.e., newly trained and the only PICC nurse in a rural facility vs. newly trained PICC nurse who is part of a PICC team.

7. Are you prepared to accept accountability for the provision of safe care and the outcome of the care rendered?

Prior to inserting a PICC line, the RN must be prepared to accept accountability and responsibility for providing the service safely, competently, and in accordance with nursing practice standards. Can you support how your clinical judgements and nursing actions align with the NPA and Board

Scope of Practice - continued from previous page

rules and standards adopted by national nursing organizations? An order or directive from a supervisor does not diminish a nurse's accountability to provide nursing care that meets standards of safety and effectiveness.

Example 2: You are a LVN and have been working on a medical-surgical unit in a large city hospital for the past five years. Your hospital allows LVNs to insert peripheral IV lines and administer IV medications/fluids via peripheral IV lines, provided the LVNs have completed the required training and competency assessment. In addition, facility policy prohibits LVNs from providing IV therapy via any central line, including PICC lines. You have recently interviewed for a nursing position in a small hospital and have learned that you may be assigned patients with PICC lines who need IV medications and IV fluids. You want to know if providing IV therapy through a PICC line would be within your scope of practice as a LVN.

1. Is this activity or intervention prohibited by the Texas NPA; Board rules, guidelines, or position statements; or any law, rule, or regulation from any agency?

Review the Standards of Nursing Practice outlined in Board Rule 217.11. The nurse should reflect on his/her duty to keep patients safe and uphold the standards of nursing practice.

Relevant BON Position Statements to consider:

- Position Statement 15.3 (LVNs Engaging in Intravenous Therapy, Venipuncture, or PICC lines) clar-

ifies that the LVN must complete post-licensure training to engage in IV Therapy/Venipuncture (not typically included in LVN curriculum), and insertion and removal of PICC lines is beyond the scope of practice for LVNs.

- Position Statement 15.10 (Continuing Education Limitations for Expanding Scope of Practice) examines how on-the-job training can serve to maintain, develop, and expand competency, but each nurse must realize the licensure-level limitations to expansion of his/her scope. Continuing education or on-the-job training cannot be substituted for formal education leading to the next level of nursing practice/licensure.
- Position Statement 15.14 (Duty of a Nurse in Any Practice Setting) discusses that a nurse's duty in any practice setting is to promote patient safety, and this duty supersedes any physician's order or facility policy.

Research any federal/state laws and rules that apply to the hospital setting. For example, the Texas Department of State Health Services regulates hospitals; Centers for Medicare and Medicaid Services (CMS) sets requirements for reimbursement of healthcare services; and the Joint Commission establishes accreditation standards for hospitals, and there may be applicable accreditation standards/criteria to consider.

2. Is this activity or intervention authorized by a valid order?

Nursing practice does not include acts of medical diagnosis or the prescription of therapeutic or corrective measures. Orders are required for all acts that go beyond the practice of nursing. Prior to administering any medication or treatment via the IV

route, the LVN must verify he/she has a valid order from a physician, dentist, podiatrist, APRN, or PA. [NPA Sec. 301.002(2) & (5)].

3. Is the activity or intervention consistent with current policies and procedures in your employment organization or facility?

This example demonstrates that policies and procedures vary from facility to facility. In the nurse's current hospital, LVNs are prohibited from providing IV therapy via any central line, including PICC lines. In this instance, the nurse would have to comply with the hospital policy, even if he/she has completed instruction and training related to PICC lines elsewhere.

This example also demonstrates a LVN whose IV therapy practice has been limited to peripheral IVs for the past five years. Even if this particular LVN has an IV certification, he/she would need to have current competence specific to PICC lines prior to providing any IV therapy via PICC lines. The LVN's new employer should provide the necessary training and competency validation if PICC lines are part of the LVN's IV therapy practice in this facility. Position Statement 15.3 discusses that the BON does not set requirements for an IV validation course, except that it should include principles of IV therapy congruent with prevailing nursing practice standards and instruction in the knowledge and skills applicable to the LVN's IV therapy practice.

The LVN in this example would

Scope of Practice - continued from previous page

want to research the policies and procedures in his/her new facility related to PICC lines. The policies and procedures may specify:

- Instructions for maintaining the PICC line
- Education and training requirements that the LVN must complete before engaging in IV therapy via PICC line
- Supervision requirements (may specify that the LVN must be directly supervised “x” number of times before accessing/providing IV therapy via PICC line unsupervised)
- The process by which the “sign-off” of supervision occurs and is documented and where the “sign-off” documentation is kept
- Continuing competency requirements/interval to “recertify” competency
- Direction on what to do for suspected complications, i.e., infection or catheter occlusion. Policies may specify that the LVN must notify his/her clinical supervisor for any deviations from what is expected

The LVN should ask his/her nursing supervisors or administration about performing IV therapy via PICC lines if there are no policies or procedures in place. This discussion may also start the process for developing a policy and procedure.

4. Is performing the activity or intervention consistent with current (A) evidence-based practice findings and/or guidelines or (B) scope of practice/position statements from national nursing organizations?

Conduct a literature search and/or contact national nursing organizations or certification organizations, such as the Infusion Nurses Soci-

ety, the Association for Vascular Access, or the National Association of Licensed Practical Nurses. These organizations may have a resource available to offer guidance regarding evidence-based practice or specialty-specific nursing practice standards.

5. Is there documented evidence of your current competence to perform the activity or intervention safely and effectively, in accordance with the accepted nursing “standard of care”?

The LVN should keep a record/documentation of all relevant education and training that supports current competency and his/her decision to provide IV therapy via PICC lines. This may include documentation of: continuing nursing education; current IV certification; facility-based/on-the-job training or competency assessments and skills check-offs; and performance evaluations.

6. Would a reasonable and prudent nurse perform the activity or intervention in a similar circumstance?

Ask LVN peers and coworkers whether or not they would perform IV therapy via PICC line in the same setting, under the same circumstances. Consider what resources are available-human, material, equipment, etc. A LVN may determine it would not be prudent to proceed in certain circumstances, i.e., if a patient’s PICC line dressing is peeling off and the catheter placement is no longer secured by the dressing, the LVN would not proceed with administering IV meds and should notify his/her

clinical supervisor immediately.

7. Are you prepared to accept accountability for the provision of safe care and the outcome of the care rendered?

The LVN must be prepared to accept accountability and responsibility for providing the service safely, competently, and in accordance with nursing practice standards. Can the LVN support how his/her clinical judgements and nursing actions align with the NPA and Board rules and standards adopted by national nursing organizations?

An order or directive from a supervisor does not diminish a nurse’s accountability to provide nursing care that meets standards of safety and effectiveness.

8. If you are a LVN, will adequate supervision be available? (skip if you are an RN).

LVNs have a directed scope of nursing practice and appropriate supervision is required by a physician, dentist, podiatrist, APRN, or PA. [NPA Secs. 301.002(5) & 301.353]. The LVN must ensure that an appropriate supervisor, e.g., a RN, is available to guide and direct the LVN’s nursing practice in the best interest of patients. The LVN and his/her supervisor should be aware of the scope limitations of the LVN-including that LVN practice involves providing nursing care to patients with predictable healthcare needs and performance of focused assessments. It is the LVN’s responsibility to report findings that are outside of the expected range to the appropriate supervisor.

FAQ: How do I meet my reporting requirement when I suspect a nurse's practice is impaired?



When a nurse accepts an assignment, the nurse must have the education, experience, and knowledge to deliver safe patient care, and the emotional and physical ability to carry out the assignment safely [22 TAC §217.11(1)(T)]. There are a number of factors that may impair a nurse's practice. Life events may impact a nurse's emotional ability to accept an assignment and factors such as fatigue or physical injuries can impact a nurse's physical ability to accept an assignment. Some circumstances may impact the nurse's ability to self-assess fitness to practice including substance use disorders, mental health condition, or diminished mental capacity.

Conduct subject to reporting includes a suspicion "that the nurse's practice is impaired by chemical dependency or drug or alcohol abuse" [Tex. Occ. Code, Sec. 301.401(1)(B)]. A nurse is required to report when the nurse suspects that another nurse has engaged in conduct subject to reporting [Tex. Occ. Code, Sec. 301.402 (b)(1)].

The reporting requirements for nurses, employers, and others are addressed in the Nursing Practice Act (Texas Occupations Code, Chapter 301, et. seq.). There are three pathways that a report related to an impaired nurse's practice may potentially take.

- **A report to the Board of Nursing (Board or BON) is required** if the nurse is impaired **or** suspected of being impaired by chemical dependency or diminished mental capacity **and** there is a belief that the nurse in question committed a practice violation [Tex. Occ. Code, Sec. 301.410(b)].
- A report may be made to a nursing peer review committee (please see Tex. Occ. Code, Chapter 303) instead of to the Board [Tex. Occ. Code, Sec. 301.402(e)(1)].
- A report may be made to the Texas Peer Assistance Program

for Nurses (TPAPN) instead of to the Board or to a nursing peer review committee if the nurse has **not** committed a practice violation [Tex. Occ. Code, Sec. 301.410(a)].

If a person is required to report and is unsure whether there is a practice violation, the report may be made to both the BON and to TPAPN.

For information on filing a complaint to the Board, please click on the link below:

Discipline & Complaints – How to File a Complaint: www.bon.texas.gov/discipline_and_complaints_policies_and_guidelines_filecomplaint.asp

For information on filing a complaint (referral) to TPAPN, please click on the link below:

https://cdn.ymaws.com/www.texasnurses.org/resource/resmgr/tpapn/tpapn-referral-form2018_-_fi.pdf

Save the Date: TPAPN Social Peer Support Workshop on November 1, 2019

The Texas Peer Assistance Program for Nurses (TPAPN) conducts Social Peer Support Workshops twice a year. The workshop is designed to give the peer support partner, or potential peer support partner (formerly referred to as TPAPN advocate), information about the social peer support role of the TPAPN volunteer peer support partner. The workshop will include content on the following areas:

- **Recovery from mental illness and/or substance use disorders,**
- **Principles of peer support,**
- **Practices of peer support, and**
- **Overview of TPAPN**

The fall workshop is November 1, 2019. The location for the workshop is the Texas Nurses Association office, 4807 Spicewood Springs Rd., Bldg. 3, Ste. 100, Austin TX 78759. Space is limited; therefore, registration is **required** prior to attendance. The registration information for the fall workshop will be accessible on the TPAPN website prior to the event. If you are interested in learning more about the TPAPN peer support partner role, please visit the TPAPN website (www.tpapn.org) and click on the page: for advocates.

What is the Nursing Jurisprudence and Ethics Continuing Education Requirement for Nurses?

All nurses must complete at least two contact hours of continuing nursing education (CNE) relating to nursing jurisprudence and nursing ethics before the end of every third two-year licensing period (applicable to licensing periods that began on or after January 1, 2014). The CNE course(s) must contain information related to:

- the Nursing Practice Act,
- the Board's rules (including §217.11, Standards of Nursing Practice),
- the Board's Position Statements, and
- principles of nursing ethics.

Contact hours completed for this requirement count toward completion of the 20 contact hours of CNE required for all nurses. Certification may not be used to fulfill this requirement. Advanced practice registered nurses (APRNs) may not use continuing medical education to fulfill this requirement. Only CNE is acceptable.

The Board of Nursing's workshop, *Protecting Your Patients & Your Practice, Nursing Jurisprudence & Ethics* which offers 8.6 contact hours is an excellent way to fulfill this requirement. The purpose of the workshop is to provide all nurses with information on the current nursing licensure laws that serve as the foundation for nursing practice in the State of Texas. Workshop participation will contribute to the nurse's ability to know and conform with the Texas Nursing Practice Act and the Board's Rules & Regulations, which in turn will promote and protect the welfare of the public. The remaining workshop sites for the year include El Paso, Odessa, and Houston. For complete information, go to www.bon.texas.gov/education_continuing_education.asp

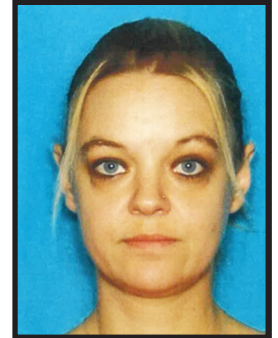
IMPOSTER WARNING

If you have any knowledge or information regarding the employment practices of the following individuals, please contact the Board's Enforcement Division immediately at (512) 305-6838.

JEANETTE SUE ALLEN:

a.k.a. Jeanette Allen

On or about March 5, 2018, through January 7, 2019, Jeanette Sue Allen was promoted to Patient Access-Registered Nurse with a local hospital in Seminole using falsified licensure information. During this time, Ms. Allen represented herself as a registered nurse (RN) while using the credentials of "RN" and title "Nurse" on the facility's business and medical records. Ms. Allen fabricated a nursing license using the license number belonging to a nurse with a completely different first and last name.



Additionally, Ms. Allen provided fabricated emails from the Texas Board of Nursing to her employer. The Board's investigation revealed that the date of birth, social security number, and address information provided by Jeanette Sue Allen to the facility did not belong to any nurse having a license or privilege to practice nursing in the State of Texas. The case has been referred to the Office of the Gaines County District Attorney for prosecution.

JESSICA MICHAEL PORTER

a.k.a. Jessica Porter, Jessica M. Powell, Jessica Michael Powell, Jessica Luber, Jessica L. Uber, Jessica Michael Luber, and Michael J. Powell

On or about August 10, 2016, through October 12, 2018, Jessica Michael Porter obtained employment as a Health Service Administrator, a position that required registered nurse licensure, with a correctional facility in the Johnson County area. Jessica Michael Porter submitted a copy of a licensure record for an individual with the same first and last name from the State of Florida indicating she was a registered nurse. During this time, Jessica Michael Porter identified herself as a registered nurse (RN) while using the credentials "RN" on medical records and various other forms. Additionally, Jessica Michael Porter performed a variety of nursing duties, including patient care, tuberculosis testing, placing individuals on suicide watch, giving injections, and performing a sexual assault exam.



When management staff requested updated licensure information after noticing the Florida license she initially provided had expired, Jessica Michael Porter indicated she had obtained licensure in the State of Texas but was unable to produce the license and left the premises. According to Board licensure records, Jessica Michael Porter has never been issued a nursing license and/or privilege to practice registered nursing in the State of Texas.

NOTICE OF DISCIPLINARY ACTION

The following nurses had disciplinary action taken against their licenses through a Board order containing public information about the nurse's disciplinary action. While every effort is made to ensure the accuracy of this information, the Board's licensure verification system should be utilized for verification. You can obtain information about these disciplinary actions from the Board's website, www.bon.texas.gov, using the verification look-up under **Licensure** or under the disciplinary action section of **Discipline & Complaints**. Under **Licensure**, select **Verification** then click on the applicable type of license type; **Discipline & Complaints**, select **Disciplinary Action** then select individual newsletter date. Additionally, you can send your written request to the Texas Board of Nursing, Enforcement Division, 333 Guadalupe, Suite 3-460, Austin, Texas 78701-3944.

Name	License Numbers	Discipline	Date of Action
Acosta, Connie Sue	RN 572054 & LVN 130161	Reprimand with Stipulations	3/5/19
Adkisson, Lauren Elizabeth	RN 855329 & LVN 309876	Warning with Stipulations	4/25/19
Akapo, Rachel B.	LVN 328685	Reprimand with Stipulations	2/12/19
Akharamen, Magdalene B.	RN 608967	Voluntary Surrender	2/7/19
Allen, Jaime Lee	RN 827538	Reprimand with Stipulations	4/25/19
Alvarado, Cesar R.	AP127281 & RN 847802	Warning with Stipulations	2/12/19
Andres, Hannah Estudillo	RN 741149	Reprimand with Stipulations	4/25/19
Arackathazhath, Minimol Xavier	RN 692071 & LVN 161090	Warning with Stipulations	4/25/19
Asabere, Franklina Gyamfua	RN 911554	Warning with Stipulations	4/25/19
Asher, Crystal Marie	RN 581352	Remedial Education	4/5/19
Ayodele, Iyabode Abiola	RN 692443	Reprimand with Stipulations	4/25/19
Barbini, Dawn N.	LVN 180992	Enforced Suspension	2/13/19
Barfield, Rebecca	RN 641147	Warning with Stipulations	4/25/19
Barker, Sally Esther (Harshaw)	RN 936564	Remedial Education with Fine	3/21/19
Barrientes, Lesley Marie	LVN 209866	Warning with Stipulations	2/12/19
Battle, Candice Nolan	LVN 200804	Revoked	4/25/19
Beall, Denise	PTP IA RN 080821	Revoked	2/12/19
Beltowski, Michael Robert	RN 889894	Warning with Stipulations	4/25/19
Bennett, Jonathan Eric	RN 929510	Enforced Suspension	4/4/19
Berongoy, Mafe Vicenta Gerente	RN 749176	Warning with Stipulations and Fine	4/25/19
Billings, Sharon Lee	LVN 172863	Warning with Stipulations	3/5/19
Binko, Matthew Marshall	RN 672649	Voluntary Surrender	3/8/19
Blundell, Zachary Thomas	RN 926455	Enforced Suspension	3/5/19
Borza, Joseph	RN 855700	Voluntary Surrender	3/4/19
Brady, Tamara	LVN 197871	Enforced Suspension	4/25/19
Brand, Bridget Renee	RN 881433	Voluntary Surrender	4/8/19
Brookshire, Brandon R.	LVN 320440	Remedial Education	4/25/19
Broyles, Robin Lynn	LVN 176658	Suspend/Probate	4/25/19
Buchanan, Alice Hopkins	RN 604059	Remedial Education	2/21/19
Burkhart, Mark Erwin	RN 598764	Voluntary Surrender	2/28/19
Buttbaker, Lee Michael	LVN 215882	Warning with Stipulations and Fine	3/5/19
Byrd, Carolyn	RN 790831	Suspend/Probate	4/25/19
Byrd, Kristine Denise	RN 746098 & LVN 202020	Remedial Education	4/10/19
Cabla, Krystal Lynn	RN 801883	Enforced Suspension	4/25/19
Caldwell, Benjamin Clay	AP109730, RX 3208 & RN 636969	Reprimand with Stipulations	4/25/19
Carruthers, Donna Lee	LVN 76227	Voluntary Surrender	2/7/19
Charles, Marie Alvina	LVN 70121	Suspend/Probate	3/5/19
Chavira, Shelly Renee	LVN 311485	Warning with Stipulations	3/5/19
Clark, Lori Nicole	RN 920389	Warning with Stipulations and Fine	3/5/19
Clark, Rasheedah	LVN 224389	Revoked	2/12/19
Cole, Wendy	AP117344, RX 8562, RN 597056 & LVN 139035	Suspend/Probate	3/5/19
Coleman, Barbara Jean	LVN 134423	Warning with Stipulations	4/25/19
Combs, Kimberly Dawn	LVN 315187	Suspend/Probate	4/25/19
Comer, Bradley Don	LVN 171062	Revoked	11/16/18
Cook, Emily Paige	RN 655421	Suspend/Probate	4/25/19
Cook, Garrette Michael	RN 876744	Revoked	2/12/19

Name	License Numbers	Discipline	Date of Action
Cook, Gina Louise	LVN 132619	Warning with Stipulations	2/12/19
Cortez, Victor Manuel	RN 740545 & LVN 175447	Reprimand with Stipulations	4/25/19
Cothorn, Brandy Lee	LVN 302119	Revoked	2/12/19
Couch, William Lucas	RN 835706	Warning with Stipulations	4/25/19
Counahan, Karen Danette	LVN 135170	Warning with Stipulations	3/5/19
Coward, Crystal Michelle	LVN 326438	Remedial Education with Fine	4/22/19
Crouch, Jeremy Lee	LVN 319116	Warning with Stipulations	4/25/19
Daigle, Sarah Elizabeth	RN 931704	Remedial Education	2/22/19
Davis, Georgia	RN 581721	Reprimand with Stipulations	4/25/19
Davis, Kelly	LVN 213023	Reprimand with Stipulations	4/25/19
Del Angel Arteaga, Martin	RN 936522 & LVN 330484	Remedial Education	4/18/19
Dillard, Samantha Jean	LVN 203045	Warning with Fine	2/12/19
Dodds, Deborah Arleen	LVN 179422	Warning with Stipulations and Fine	4/25/19
Donhauser, Faith Christin	RN 783651	Revoked	2/12/19
Doucet, Juana	RN 621162	Warning with Stipulations	2/12/19
Drackley, Terra Michele	LVN 214473	Warning with Stipulations	2/12/19
Drennen, Nancy Michelle	LVN 221675	Warning with Stipulations and Fine	4/25/19
Drew, Shannon Ann	LVN 141759	Warning with Stipulations	3/5/19
Drury, Dana Denise	LVN 306768	Warning with Stipulations	4/25/19
Dunn, Virginia Maria	LVN 120285	Remedial Education with Fine	2/28/19
Duran, Jeannette	RN 739746	Remedial Education	4/19/19
Durso, Anna Beth	RN 913618 & LVN 227496	Remedial Education	2/25/19
Eberlan, Michael Cody	LVN 229629	Warning with Stipulations and Fine	4/25/19
Ewah, Usani Onun	RN 659214	Revoked	11/27/18
Faigao, Adonis Feudo	RN 703647 & LVN 180768	Warning with Stipulations	4/25/19
Felix, Taurus Dontrell	RN 712333 & LVN 161710	Reprimand with Stipulations	3/5/19
Flores, Alfonso	LVN 183931	Warning with Stipulations	2/12/19
Fombo, Irine Bengzen	RN 840860	Remedial Education	3/5/19
Fotzeu, Nelly Laure	RN 790756	Warning with Stipulations and Fine	2/12/19
Franklin, Lisa Ann	RN 694093	Reprimand with Stipulations	2/12/19
Frederick, Johnathan Tooke	RN 846696	Enforced Suspension	3/5/19
Freeman, April Dawn	RN 824303	Reprimand with Stipulations	2/12/19
Freeman, Dykstra Wayne	AP138419, RX 27239 & RN 844599	Suspend/Probate	4/25/19
Gaiser, Christopher Nathan	RN 825557	Voluntary Surrender	4/26/19
Gallegos, Corina	RN 805269	Reprimand with Stipulations	2/12/19
Gamble, Keith Romund	LVN 149278	Revoked	4/25/19
Garcia, Destiny Sheri	RN 928052	Warning with Stipulations	3/5/19
Garcia, Rene Perez	RN 705189	Voluntary Surrender	2/12/19
Garcia, Teresa Elizabeth	LVN 333192	Enforced Suspension	4/3/19
Garibay, Raquel	RN 701313	Warning with Stipulations	2/12/19
Gibbs, Katie Michelle	RN 860792	Warning with Stipulations and Fine	3/5/19
Gilbert, Katie Kubecka	AP114926, RX 6843 & RN 696853	Warning with Stipulations	2/12/19
Gillis, Joseph Augustus	RN 909536	Warning with Stipulations	4/25/19

continued on next page

DISCIPLINARY ACTION

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Name	License Numbers	Discipline	Date of Action
Goertz, Kimberly Kay	RN 767639 & LVN 208659	Warning with Stipulations and Fine	2/12/19
Gonzales, Anastacia Mercedes	LVN 337601	Warning with Stipulations	4/25/19
Graboski, Christina Lynn	RN 769060	Voluntary Surrender	2/26/19
Graham, Rhonda Diane	LVN 130035	Suspend/Probate	4/30/19
Green, Debra Ann	RN 798218 & LVN 167119	Warning with Stipulations and Fine	4/25/19
Green, Jacqueline Ford	LVN 345730	Enforced Suspension	4/3/19
Gregg, Wendi Raye	RN 780440	Warning with Stipulations and Fine	2/12/19
Guerrero, Melchora	AP120862, RX 11755 & RN 728577	Remedial Education with Fine	4/16/19
Haggerton, Melessia Marie	RN 663102	Suspend/Probate	3/5/19
Hamilton, Andrea Renea	LVN 210535	Revoked	2/12/19
Hamilton, Catherine Ann	LVN 165044	Warning with Stipulations and Fine	2/12/19
Hamilton, Tina Annette	RN 604104	Voluntary Surrender	3/26/19
Hasselbach, Shannon Michelle	RN 826445 & LVN 214755	Warning with Stipulations	3/5/19
Hayes, Kileen Nicole	LVN 307037	Voluntary Surrender	3/15/19
Hays, Naomi Fay	RN 756548	Warning with Stipulations and Fine	4/25/19
Hearnsberger, Kristi	RN 827267	Warning with Stipulations and Fine	2/12/19
Heckman, Jerald Jason	RN 630080 & LVN 138557	Revoked	2/12/19
Hernandez, Juan Andres	LVN 210255	Remedial Education with Fine	4/22/19
Hernandezledezma, Marisol	RN 905531	Warning with Stipulations	3/5/19
Hickman, Caddy Inez	RN 814913	Revoked	2/12/19
Hidalgo, Rafael Bravo	RN 921668	Warning with Stipulations and Fine	3/5/19
Hiett, Cliffa Jan	RN 577639	Enforced Suspension	3/8/19
Hood, Jeremy Jason	RN 863240	Reprimand with Stipulations	3/5/19
Horton, Rachel	RN 879803	Revoked	3/5/19
Hurndon, Consandra Yvette	RN 895985 & LVN 229789	Remedial Education	3/26/19
Inmon, Janine S.	RN 770869	Warning with Stipulations	4/25/19
Iteinjoh, Lylies	LVN 332099	Revoked	3/5/19
Jackson-Newman, Ellera Louise	LVN 197254	Warning with Stipulations	4/25/19
Jacobs, Ashlee Nicole	RN 742553	Reprimand with Stipulations	4/25/19
James, Debra Lorraine	RN 595295	Remedial Education	4/23/19
Jean Baptiste, Antonine	LVN 321031	Remedial Education	4/19/19
Johnson, Loura Louice	LVN 164654	Warning with Stipulations	4/25/19
Johnson, Sacajawea Matchabelli	LVN 183464	Voluntary Surrender	4/16/19
Jones, Erin	RN 900994	Revoked	4/25/19
Joyner, Alla Mikhaylouna	PTP NM RN-71782	Remedial Education	4/18/19
Juarez, Marilyn Nunn	LVN 76617	Revoked	3/5/19
Kell, Kristen Cecelia	LVN 309962	Warning with Stipulations	4/25/19
Kelley, Sheryl Lynne	RN 618281 & LVN 124020	Warning with Stipulations	2/12/19
Kelly, Bryan Timothy	RN 760089	Reprimand with Stipulations	2/12/19
King, Serina L. Ann	LVN 309836	Remedial Education with Fine	4/3/19
Kiplinger, Jon D.	LVN 132228	Suspend/Probate	3/5/19
Kohli, Azaad Kayode	RN 935428	Remedial Education with Fine	3/4/19
Kolleade, Christopher Oluwaseyi	RN 836909	Remedial Education	4/25/19
Kotara, Kasey Lorraine	LVN 307736	Warning with Stipulations and Fine	2/12/19
Kuck, Trynna Lynn	RN 533482	Remedial Education with Fine	4/8/19
Kvothe, Elizabeth Dyanne	RN 836642	Revoked	3/5/19
Lathrop, Kristen Kay	RN 733631	Limited License	4/25/19

Name	License Numbers	Discipline	Date of Action
Leal, Amanda Len	LVN 231314	Remedial Education with Fine	3/11/19
Leal, Casey Renee	LVN 326414	Voluntary Surrender	4/16/19
Lee, Kyung I.	RN 906543	Warning with Stipulations	4/25/19
Lee, Mijung	RN 691135	Reprimand with Stipulations	4/25/19
Lehmann, Rory J.	RN 805082	Warning with Stipulations, Deferred	4/25/19
Levesque, Chivas Renee	LVN 232361	Voluntary Surrender	2/19/19
Lewis, Sabra Crystal (Modisette)	LVN 208905	Warning with Stipulations	3/5/19
Lindsey, Tara Denise	AP129271, RX 18969 & RN 717772	Warning with Stipulations	2/12/19
Little, Paula Anne	RN 908742	Enforced Suspension	2/1/19
Longoria, Cindy	RN 906924 & LVN 143899	Limited License	4/25/19
Love-Jones, Derrick Micah	AP125430, RX 15604 & RN 786037	Suspend/Probate	4/25/19
Lowery, Jana Dale	RN 595720 & LVN 139508	Enforced Suspension	4/25/19
Lundy, Samantha Howard	LVN 340815	Remedial Education	2/20/19
Macomber, David Scott	RN 589407	Warning with Stipulations	2/12/19
Madsen, Sara	RN 872702 & LVN 232582	Warning with Stipulations and Fine	3/5/19
Maldonado, Diana Margarita	LVN 309379	Warning with Stipulations and Fine	4/25/19
Manley, Kristin Alexandra	LVN 329926	Reprimand with Stipulations	2/12/19
Mariscal, Cecilia	LVN 225997	Warning with Stipulations and Fine	4/25/19
Martin, Tammie	RN 653658	Voluntary Surrender	4/4/19
Martinez, Monica	LVN 320276	Reprimand with Fine	4/25/19
Matijevic, Alojz	RN 840683	Remedial Education	3/25/19
Mayo, Tabitha Kay	RN 779277 & LVN 216216	Limited License	3/5/19
McCrea, Danny A.	RN 943987 & LVN 172071	Voluntary Surrender	2/5/19
McMullen, Celia Garcia	RN 774803	Reprimand with Stipulations	4/25/19
McNeil, Shannon Michelle	LVN 140460	Revoked	1/17/19
Mefferd, Martha Aminah	AP120700, RX 11610 & RN 654932	Remedial Education with Fine	4/19/19
Mendoza, Jonathan Omar	AP125975, RX 16069 & RN 800117	Warning with Stipulations and Fine	3/5/19
Miles, Christy Lynette	RN 811605	Warning with Stipulations	3/5/19
Miller, Nathan Kyle	RN 922195	Enforced Suspension	4/24/19
Miller, Stephenie Dawn	LVN 216327	Enforced Suspension	2/20/19
Mirabella, Randi Kay	RN 505459	Warning with Stipulations	4/25/19
Mitchell, Magdalene Goldie	RN 612185	Warning with Stipulations and Fine	2/12/19
Mitchell, Tanesha Shanelle	RN 931215	Warning with Stipulations	4/25/19
Modile, Adenike Priscilla	RN 826503 & LVN 219124	Reprimand with Stipulations	4/25/19
Montgomery, Sebastian James	RN 697833	Revoked	2/12/19
Moody, Denise Rachelle	RN 784857 & LVN 187697	Warning with Stipulations	4/25/19
Morgan, Bonnie L.	LVN 53154	Revoked	3/5/19
Morgan, Kevin	AP123323, RX 13799 & RN 758246	Voluntary Surrender	2/26/19
Murray, Hope Dianne	RN 561686	Reprimand with Stipulations	4/25/19
Muzirah, Danie	RN 701473	Reprimand with Stipulations	2/12/19
Naron, Chelsey Lee	LVN 306810	Enforced Suspension	4/3/19
Narvaez, Vanessa Kay	RN 911032 & LVN 324558	Warning with Stipulations and Fine	2/12/19
Navarro, Francisco	LVN 215797	Revoked	4/25/19
Negrete, Sergio	LVN 318756	Warning with Stipulations and Fine	2/12/19
Ngoue, Marie Madeleine	LVN 319499	Warning with Stipulations	3/5/19
Njagi, Angelius Njogu	RN 732027 & LVN 192217	Suspend/Probate	4/25/19
Oconnell, Aaron	RN 865724	Revoked	2/12/19
Odom, Misti Brooke	LVN 179308	Warning with Stipulations	4/25/19

DISCIPLINARY ACTION

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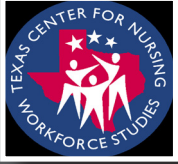
Name	License Numbers	Discipline	Date of Action
Olivarez, Julia	LVN 161111	Warning with Stipulations	4/25/19
Otitigbe, Isaac Erhiga	LVN 220528	Voluntary Surrender	3/20/19
Outley, Carolyn Lavern	LVN 95348	Warning with Stipulations and Fine	2/12/19
Pack, Wendy Renee	RN 768831	Warning with Stipulations	2/12/19
Palomino-Garcia, Elizabeth A.	LVN 216905	Voluntary Surrender	2/5/19
Parker, Elizabeth R.	RN 629647 & LVN 153192	Revoked	2/12/19
Patel, Monica Leigh	AP126793, RX 16821 & RN 661156	Warning with Stipulations	3/5/19
Patman, Kelly Rena	LVN 150976	Reprimand with Fine	2/12/19
Peralez, Melissa Kay	RN 896542	Remedial Education	4/10/19
Perez, Jennifer Lefner	AP116960, RX 8571 & RN 680277	Warning with Stipulations	3/5/19
Perez, Richard Raymond	LVN 207867	Warning with Stipulations	3/5/19
Perez, Yolanda	LVN 200929	Reprimand with Stipulations and Fine	4/25/19
Perry, Susan	AP130970	Revoked	9/27/18
Peterson, Alyssa Marie	RN 797941	Warning with Stipulations	2/12/19
Phenix, Linell	LVN 202073	Remedial Education	3/15/19
Phillips, Malia Jean	RN 845033	Warning with Stipulations	2/12/19
Phillips, Nicole	RN 914955	Remedial Education with Fine	3/12/19
Pike, Donna M.	RN 613344	Revoked	2/12/19
Pliml, Becky R.	RN 625684 & LVN 116609	Warning with Stipulations	2/12/19
Pollard, Krystal Brooke	RN 767163 & LVN 181255	Warning with Stipulations	2/12/19
Poole-Barfield, Krystal La'Shae	LVN 335158	Warning with Stipulations	3/5/19
Prather, Gabriella I.	RN 606870	Voluntary Surrender	3/1/19
Quimpo, Leilani Grace	RN 563977	Warning with Stipulations	4/25/19
Rainey, Patricia R.	RN 793345 & LVN 181875	Warning with Stipulations	3/5/19
Ramadhar, Rawle Ramash	LVN 169891	Reprimand with Stipulations	3/5/19
Randall, Anna May	RN 771468	Warning with Stipulations	2/12/19
Reed, Dianna M.	RN 630924 & LVN 125498	Voluntary Surrender	4/12/19
Reeves, Katharine Lee	RN 716105	Enforced Suspension	2/26/19
Reyes, Jennifer Garcia	RN 909892 & LVN 219215	Reprimand with Stipulations	2/12/19
Reyes, Jessica F.	LVN 222260	Warning with Stipulations	2/11/19
Richard, Betty Joyce	LVN 119092	Warning with Stipulations	2/12/19
Riojas, Clarissa Ann	RN 823403	Warning with Stipulations and Fine	4/25/19
Rios, Fernando Adolfo	RN 915921 & LVN 321491	Warning with Stipulations	2/12/19
Rivera-Galindo, David	RN 805133	Remedial Education with Fine	3/6/19
Roberts, Crystal Anne	RN 915923	Warning with Stipulations and Fine	4/25/19
Roberts, Elijah	LVN 211155	Revoked	3/5/19
Robinson, Imacel	RN 861218	Reprimand with Stipulations	2/12/19
Robinson, Lovette	AP132869, RX 22207 & RN 855802	Warning with Stipulations and Fine	2/12/19
Rodriguez, Lisa J.	RN 645372	Warning with Stipulations	4/25/19
Rodriguez, Lupita	LVN 205515	Reprimand with Stipulations	2/12/19
Roulette, Damaris Chepkogei	RN 850971	Remedial Education with Fine	4/11/19
Rowell, Carl Russell	RN 866739 & LVN 217582	Reprimand with Stipulations and Fine	3/5/19
Rudd, Tracie Renee	LVN 310875	Warning with Stipulations	4/25/19
Saghier, Syed Shahzad	RN 767503	Revoked	3/5/19
Sanchez, Amber Mae	RN 632072	Warning with Stipulations	4/25/19
Scales, Victoria Freeman	RN 755769	Reprimand with Stipulations	4/25/19
Schroeder, Halley Michelle	LVN 233184	Enforced Suspension	4/2/19

Name	License Numbers	Discipline	Date of Action
Schroeder, Stephannie Dene	RN 790491	Warning with Stipulations, Deferred	3/5/19
Shell, Annie Lea	RN 893279	Revoked	2/12/19
Small, Stacey W.	LVN 303928	Warning with Stipulations	2/12/19
Smith, Denise Maureen	RN 769473 & LVN 131258	Warning with Stipulations	3/5/19
Smith, Margaret Molinar	LVN 205824	Remedial Education with Fine	4/3/19
Smith, Nathalie Brooke	RN 915173	Remedial Education	2/13/19
Springer, Anna Carleen	RN 698440	Remedial Education with Fine	3/21/19
Stephens, Peggy Teresa Lucas	RN 547872 & LVN 83359	Warning with Stipulations	3/5/19
Stephens, Sarena Lee	RN 696379	Revoked	4/25/19
Stephenson, Amber Laine	RN 804156 & LVN 212577	Warning with Stipulations	3/5/19
Summers, Tonya Kay	RN 731785 & LVN 199091	Warning with Stipulations	2/12/19
Swiney, Jennifer June	LVN 164057	Revoked	2/12/19
Swistak, Summer Lyn	LVN 341179	Enforced Suspension	4/10/19
Tafah, Marienoel Mbianga	RN 810217	Reprimand with Stipulations	4/25/19
Taylor, Jamie O'Neal	RN 917329	Remedial Education	3/7/19
Taylor, Mark Aaron	RN 610028	Limited License	4/25/19
Tetteh, Ebenezer	RN 898627	Warning with Stipulations	2/12/19
Thomas, Alvin Lewis	RN 854153	Remedial Education	2/11/19
Thompson, Maecile	RN 578528 & LVN 97847	Revoked	2/12/19
Thorne, Stefanie Nicole	RN 856385	Warning with Stipulations	2/12/19
Tierney, Jennifer Marie	RN 789699	Warning with Stipulations and Fine	4/25/19
Tillman, Demetria Dora	LVN 332206	Warning with Stipulations and Fine	4/25/19
Tomlinson, Angela Jean	RN 794378	Revoked	2/12/19
Torres, Ashley Nichole	LVN 323095	Revoked	2/12/19
Torson, Lindi Gail	LVN 192118	Suspend/Probate	3/5/19
Tramel, Linsey Renay	RN 803604 & LVN 206767	Reprimand with Stipulations	4/25/19
Tubbs, Mona Monique	LVN 225658	Reprimand with Stipulations	3/5/19
Tulk, Dana Marie	RN 859631	Reprimand with Stipulations	2/12/19
Turley, Sue Ellen	RN 453841	Warning with Stipulations	3/5/19
Valencia, Laura	LVN 97612	Suspend/Probate	4/25/19
Vandeventer, Melissa Renee	LVN 343126	Remedial Education	2/20/19
Vicknair, Rebecca Gwen	RN 590202	Warning with Stipulations and Fine	4/25/19
Villicana, Isaac	RN 786167	Revoked	4/25/19
Walden, Laura Luise	RN 693283 & LVN 182328	Reprimand with Stipulations	3/5/19
Weaver, Trina Mae	LVN 338946	Warning with Stipulations	4/25/19
Wiedmeyer, Peter Ambrose	PTP CO RN 181561	Reprimand with Stipulations	4/25/19
Williams, Debra Earlene	RN 585073 & LVN 109069	Suspend/Probate	2/12/19
Williams, Kristi Lea	LVN 178467	Suspend/Probate	4/25/19
Williams, Tyneisha Louise	RN 931431	Warning with Stipulations	2/12/19
Williams, Yolanda Nicole	RN 886536	Warning with Stipulations	2/12/19
Wilson, Reeta Ellen	LVN 325705	Reprimand with Stipulations and Fine	2/12/19
Wilson, Reeta Ellen	LVN 325705	Voluntary Surrender	3/19/19
Wood, Kendahl Danielle	RN 916895	Suspend/Probate	3/5/19

Abbreviations in the Notice of Disciplinary Action Section

PTP Privilege to Practice in Texas, also known as Nurse Licensure Compact Privilege, associated with the indicated state and license. States are abbreviated using the official two letter state abbreviations of the United States Postal System.

RX Prescription Authorization



Calling all CNOs, DONs, and Administrators!



The Texas Center for Nursing Workforce Studies' 2019 Nurse Staffing Surveys will be open through July 19th.

The purpose of these surveys is to assess nurse staffing issues among employers of nurses throughout the state and to gather data that helps nursing advocates and lawmakers make informed decisions regarding the nursing shortage in Texas.

Your participation is necessary to ensure valid, reliable, and representative data are available to support recommendations and policy aimed at strengthening the nursing workforce in Texas.

Don't miss your opportunity to make your voice heard!

If you are a CNO, DON, or Administrator of a healthcare facility in Texas, go to the relevant link below to take the survey:

- **Hospitals** - www.dshs.texas.gov/chs/cnws/2019-hnss/
- **Long Term Care Facilities** - www.dshs.texas.gov/chs/cnws/2019-ltcnss/
- **Home Health & Hospice** - www.dshs.texas.gov/chs/cnws/2019-hhcnss/
- **Governmental Public Health Agencies** - www.dshs.texas.gov/chs/cnws/2019-tgphnss/



NCSBN Offers Webinars on NLC for Nurses and Employers

Learn more about the Nurse Licensure Compact (NLC). Jim Puente, Director, Nurse Licensure Compact, National Council of State Boards of Nursing, will lead a series of brief webinars during which he will:

- Provide an overview of the Nurse Licensure Compact,
- Provide an update regarding the status of pending legislation in various states,
- Explain Nursys, the national nurse licensure database and E-Notify,
- Understand requirements when changing primary state of residence, and
- Answer questions.

Mark your calendars & register!

Webinar Dates:
July 16, 2019
August 16, 2019
September 15, 2019
November 15, 2019

All webinars begin at 2pm CT and will last 30-60 minutes.

For registration and additional information, visit: <https://www.ncsbn.org/nlc-meetings.htm>

DISCIPLINARY ACTION

- continued from previous page

Statistical information

The 282 disciplinary actions reported in this bulletin represent only 0.067% of all nurses who are currently licensed to practice in the State of Texas



2019 HHS Quality in Long-Term Care Conference

(Formerly known as the HHS Geriatric Symposium)

August 12-13, 2019

Sheraton Georgetown Hotel & Conference Center

Texas Health and Human Services (HHS), in collaboration with The University of Texas at Austin School of Nursing, are hosting an informative **two-day, free conference** on quality long-term care. By attending, long-term care nurses and other healthcare providers will gain professional knowledge from nationally and internationally-recognized speakers regarding evidence-based best practices, current healthcare trends, and cutting-edge advances in long-term care, aging, and disabilities. Throughout this vibrant and engaging educational opportunity, attendees will be able to network with peers and other experts in the field of long term care services and supports.

Day 1 will provide professional focus on topics such as dementia, mental health, intellectual and developmental disabilities, aging, trauma-informed care, and technology related to disabilities, as well as current health care issues like opioids and addiction. **Day 2** will focus on information relevant to multiple health care disciplines, community providers, family members, and consumers, including trauma-informed care, palliative care, aging, and person-centered thinking.

Who should attend?

Day 1: Empowering Nurses across the Long-Term Care Continuum

- RNs and LVNs who work in long-term care, with older adults or individuals with disabilities

Day 2: Connecting the Dots: Improving Quality and Safety across the Long-Term Care Continuum

- All health care disciplines
- Community providers
- Family members
- Consumers

Registration: Registration opened May 1, 2019. Seats are limited.

For more information

For more information about this event, please email the HHS Quality Monitoring Program at QMP@hhsc.state.tx.us

Continuing Education

Texas Health and Human Services Commission Long-Term Care Regulatory Services is an approved provider of continuing nursing education by the Texas Nurses Association – Approver, an accredited approver with distinction, by the American Nurses Credentialing Center’s Commission on Accreditation.



E-Notify for nurses is a free of charge innovative nurse licensure notification system. The system helps nurses track their license and discipline statuses and provides license renewal reminders. The information is provided as it is entered into the Nursys database by participating boards of nursing. For more information, visit: www.nursys.com/

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The purpose of the *Texas Board of Nursing Bulletin* is to disseminate information to nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Texas Board of Nursing related to the safe and legal practice of nursing. The *Texas Board of Nursing Bulletin* provides information on current issues and trends in nursing regulation, status of nursing education programs, information regarding licensure and nursing practice, and disciplinary action taken against licensees who violated the Nursing Practice Act or Board Rules and Regulations.

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Office Hours and Location

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