BEFORE THE TEXAS BOARD OF NURSING

xecutive Director of the Board

In the Matter of § AGREED

Registered Nurse License Number 606625 §

issued to JULIE LYNN FARRELL § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JULIE LYNN FARRELL, Registered Nurse License Number 606625, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on May 11, 2015.

FINDINGS OF FACT

- 1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
- 2. Respondent waived notice and hearing, and agreed to the entry of this Order.
- 3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
- 4. Respondent received an Associate Degree in Nursing from Odessa College, Odessa, Texas on May 1, 1994, and received a Baccalaureate Degree in Nursing from Texas Tech University, Lubbock, Texas on May 17, 1998. Respondent was licensed to practice professional nursing in the State of Texas on July 11, 1994.
- 5. Respondent's nursing employment history includes:

8/1994 - 2/2000 Staff Nurse

Midland Memorial Hospital Midland, Texas

/606625/0:191 C10

Respondent's nursing employment history continued:

2/1999 - 9/2002	Registered Nurse	Ector County Health Dept. Odessa, Texas
4/2000 - 12/2002	Charge Nurse	Desert Springs Psychiatric Hospital Carrollton, Texas
1/2003 - 5/2004	Case Manager	Regency Hospital Odessa, Texas
6/2004 - 7/2004	Unknown	
8/2004 - 6/2005	Case Manager	Intracorp, Inc. Midland, Texas
7/2005 - 5/2011	Unknown	
6/2011 - Present	Owner / Manager	ADR Services Odessa, Texas
9/2012 - 3/2013	Registered Nurse	Calvert Home Health Big Spring, Texas
4/2013 - 1/2015	Registered Nurse	Epic Pediatric Therapy Lubbock, Texas
2/2015 - Present	Registered Nurse	Angels of Care Pediatric Home Health San Angelo, Texas

- 6. On or about February 28, 2008, Respondent was issued the sanction of REMEDIAL EDUCATION through an Agreed Order by the Board. A copy of the Agreed Order, including Findings of Fact, Conclusions of Law, and Order dated February 28, 2008, is attached and incorporated herein by reference as part of this Order.
- 7. At the time of the initial incident, Respondent was employed as a Registered Nurse with Epic Pediatric Therapy, Lubbock, Texas, and had been in that position for one (1) year and six (6) months.
- 8. On or about October 21, 2014, through November 10, 2014, while employed as a Registered Nurse at Epic Pediatric Therapy, Lubbock, Texas, and assigned to Lamar Early Education Center, Odessa, Texas, as a Private Duty Nurse for Patient Number 13934, Respondent failed to administer tube feedings to the patient at the scheduled times, due to consistently arriving

late to the campus for her assignment. Additionally, Respondent failed to notify the physician that tube feedings were not administered as ordered. Respondent's conduct was likely to injure the patient in that failure to administer feedings as ordered by the physician could have resulted in non-efficacious treatment of the patient's nutritional status.

- 9. On or about October 27, 2014, through October 31, 2014, while employed as a Registered Nurse at Epic Pediatric Therapy, Lubbock, Texas, and assigned to Lamar Early Education Center, Odessa, Texas, as a Private Duty Nurse for the aforementioned Patient Number13934, Respondent inaccurately documented the times feedings were administered to the patient in the medical record. Subsequently, feedings were documented as given earlier than actual time administered. Respondent's conduct resulted in an inaccurate medical record and was likely to injure the patient in that subsequent care givers would not have accurate and complete information on which to base their care decisions.
- 10. On or about November 10, 2014, while employed as a Registered Nurse at Epic Pediatric Therapy, Lubbock, Texas, and assigned to Lamar Early Education Center, Odessa, Texas, as a Private Duty Nurse for the aforementioned Patient Number13934, Respondent failed to ensure that physician's orders for the patient were current. Subsequently, Lamar Early Education Center did not have required orders for the patient's care and treatment. Respondent's conduct resulted in an inaccurate medical record and was likely to injure the patient in that subsequent care givers would not have accurate and complete information on which to base their care decisions.
- 11. In response to the Findings of Fact Numbers Eight (8) through Ten (10), regarding Patient Number 13934, Respondent states that her tardiness was due to her prescribed medication affecting her sleep patterns that caused her to oversleep. In regards to ensuring that physician's orders were current, Respondent states that she attempted to provide the physician's order to the patient's school through it was not an essential part of her job. In regards to inappropriately documenting feedings as being given earlier than actual time administered, Respondent contends that she did not falsify records and had no intention to inaccurately report feedings, but instead provided information as she knew to be true, regardless of who administered feedings.

CONCLUSIONS OF LAW

- 1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
- 2. Notice was served in accordance with law.
- 3. The evidence received is sufficient to prove violation(s) of 22 Tex. ADMIN. CODE §§217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(1)(P) and 217.12(1)(A),(1)(B)&(4).
- 4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas

- Occupations Code, to take disciplinary action against Registered Nurse License Number 606625, heretofore issued to JULIE LYNN FARRELL.
- 5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 Tex. ADMIN. Code §§211.1 *et seq.*, and this Order.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) within one (1) year of the effective date of this Order, unless otherwise specifically

indicated:

- A. A Board-approved course in Texas nursing jurisprudence and ethics that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study courses and video programs will not be approved.
- **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- C. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a preapproved provider. Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.

IV. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse, providing direct patient care in a licensed healthcare setting, <u>for a minimum of sixty-four (64) hours</u> <u>per month</u> for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months <u>will not</u>

count towards completion of this requirement. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. Notifying Present and Future Employers: RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- **B.** Notification of Employment Forms: RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- Indirect Supervision: RESPONDENT SHALL be supervised by a C. Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency, with the exception of her current employer, Angels of Care Pediatric Home Health, San Angelo, Texas and assigned to Vicky's Kids, Odessa, Texas. Respondent will be supervised by another Registered Nurse on the same premises. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- D. Nursing Performance Evaluations: RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for four (4)

quarters [one (1) year] of employment as a nurse.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT may be eligible for nurse licensure compact privileges, if any.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK. CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

my noncompliance.	
	Signed this 28th day of July, 20 15.
	JULIE LYNN FARMELL, Respondent
Sworn to and subscribed befo	ere me this <u>lefth</u> day of <u>Tuly</u> , 20 15.
SEAL	Hope Blackston
HOPE BLACKSTONE My Commission Expires November 9, 2017	Approved as to form and substance.
	Spencer Dobbs, Attorney for Respondent
	Signed this day of Alb, 20

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the <u>28th</u> day of <u>July</u>, 20<u>15</u>, by JULIE LYNN FARRELL, Registered Nurse License Number 606625, and said Order is final.

Effective this 8th day of September, 2015.

Katherine A. Thomas, MN, RN, FAAN

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Executive Director on behalf

of said Board



nuive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse License Number 606625 § issued to JULIE KLESKI LAIN

AGREED

ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JULIE KLESKI LAIN, Registered Nurse License Number 606625, hereinafter referred to as Respondent,

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on December 6, 2007, by Katherine A. Thomas, MN, RN, Executive Director.

FINDINGS OF FACT

- Prior to the institution of Agency proceedings, notice of the matters specified below in these 1. Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
- Respondent waived representation by counsel, informal conference, notice and hearing, and 2. agreed to the entry of this Order.
- Respondent is currently licensed to practice professional nursing in the State of Texas. 3.
- Respondent received an Associate Degree in Nursing from Odessa College, Odessa, Texas, 4. on May 1, 1994. Respondent received a Baccalaureate Degree in Nursing from Texas Tech University, Lubbock, Texas, on May 16, 1998. Respondent was licensed to practice professional nursing in the State of Texas on July 11, 1994.
- 5. Respondent's professional nursing employment history includes:

07/94

Unknown

Respondent's professional nursing employment history continued:

	08/94 - 01/00	RN-Director of Nursing	Ector County Health Department Odessa, Texas
	1999 - 2001	RN-Infection Control	Desert Springs Psychiatric Hospital Midland, Texas
	02/00 - 12/02	RN-Case Manager	Intracorp Inc. Carrollton, Texas
	01/03 - 05/04	RN Director of Quality Management	Regency Hospital Odessa, Texas
	06/04 - 07/04	Unknown	•
ķ	08/04 - 06/05	RN-Case Manager	Intracorp Inc. Carrollton, Texas
	06/05 - 09/05	RN Performance Improvement Manager	Select Specialty Hospital Midland, Texas
	10/05 - 12/05	Unknown	
	2006	RN-PRN	Permian Endoscopy Odessa, Texas
	01/06 - 06/06	RN-Telemetry	Midland Memorial Hospital Midland, Texas
	07/06 - present	Unknown	

- 6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Midland Memorial Hospital, Midland, Texas, and had been in this position for approximately four (4) months.
- 7. On or about April 28, 2006, while employed with Midland Memorial Hospital, Midland, Texas, Respondent failed to completely and accurately document the administration of Xanax in Patient Medical Record Number 4000050226's Medication Administration Record (MAR), Nurse's Notes or both. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

- 8. Regarding the conduct outlined in Finding of Fact Number Seven (7), Respondent admits that she documented in the nurses' notes that the patient was transported for MRI and documented the anti-anxiety medication in the nurses' notes as Ativan instead of Xanax.
- 9. On or about May 18, 2006, while employed with Midland Memorial Hospital, Midland, Texas, Respondent began the administration of D5½ NS + KCL 40 meq intravenously to Patient Medical Record Number 2000688888, without a valid physician's order. Respondent's conduct was likely to injure the patient in that the administration of D5½ NS + KCL 40 meq intravenously without a valid physician's order could result in the patient suffering from adverse reactions.
- 10. On or about May 18, 2006, while employed with Midland Memorial Hospital, Midland, Texas, Respondent failed to completely and accurately document the administration of D5½ NS + KCL 40 meq in Patient Medical Record Number 2000688888's Medication Administration Record (MAR), Nurses' Notes, or both. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.
- 11. Regarding the conduct outlined in Finding of Fact Number Nine (9) Respondent states that the patient had previously been receiving D5½ NS + KCL 40 meq intravenously. The patient's cardiac physician came up to the floor and after visiting the patient spoke with Respondent's preceptor. Respondent states she was passing medication at the time and did not get to speak with the physician. A short time later, the intravenous bag of D5½ NS + KCL 40 meq came up from the pharmacy. Respondent states that she checked the lab and recalled it was a little low. Respondent states she did not wait on the physician to write the order, as she thought the order had been renewed verbally while the physician was on the floor.

CONCLUSIONS OF LAW

- 1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
- 2. Notice was served in accordance with law.
- 3. The evidence received is sufficient to prove violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A)(B)(C)(D) and §217.12(1)(A)&(4).
- 4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 606625, heretofore issued to JULIE KLESKI LAIN, including revocation of Respondent's license to practice professional nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of REMEDIAL EDUCATION, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code §§301.001 et seq., the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 et seq. and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice professional nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

606625:107

- (1) RESPONDENT SHALL deliver the wallet-sized license issued to JULIE KLESKI LAIN to the office of the Texas Board of Nursing within ten (10) days of the date of ratification of this Order for appropriate notation.
- (2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is <u>not</u> being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) contact hours

in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding Sexual Misconduct, Fraud, Theft and Deception, Nurses with Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/about/stipscourses.html.

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/about/stipscourses.html.

- (4) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. Board-approved be found at the following Board website address: courses http://www.bon.state.tx.us/about/stipscourses.html.
- (5) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program

provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the relicensure. Information regarding for Board m a v have web address: the following found a t bе workshop mayhttp://www.learningext.com/products/generalce/critical/ctabout.asp.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 25 day of February, 2008.

IXIE KLESKI LAIN, Respondent

Sworn to and subscribed before me this

SEAL

Notary Public in and for the State of

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the <a href="https://doi.org/10.25th/95.25th

Effective this 28th day of February , 20 08

Katherine A. Thomas, MN, RN
Executive Director on behalf
of said Board