



RN UPDATE

A Quarterly Publication of the Board of Nurse Examiners for the State of Texas



July 2000

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BNE Reorganizes Departments Toward Common Functions

In 1999, the Board of Nurse Examiners (BNE) reorganized its internal departments based on interrelated functions, groups served, and better efficiency in meeting customer needs. Reorganization included: merging of the Education/Examination Department with the Practice Department and moving the Licensure Department and Customer Service Group into the Operations Department. The BNE now has three departments. They are: Professional Nursing, Operations, and Enforcement.

Professional Nursing includes accreditation of nursing programs, examination of new graduates and nursing practice. The BNE's six nursing consultants are now in the same department. The continuum of issues that BNE consultants address includes: advanced practice nursing; accreditation of nursing programs; general nursing practice issues; workshops for nurses; interpretation of the Nursing Practice Act, new legislation, and rules and regulations; and a variety of other issues relating to professional nursing practice. Staff of the Professional Nursing Department conduct survey visits of the 91 nursing education programs accredited by the Board based on established criteria. The department processes registration of new graduates for the NCLEX-RN® examination as well as notification concerning test results within 21 days of taking the test. Sandra Owen, MN, RN, is Director of Professional Nursing. Ms. Owen joined the BNE on January 3, 2000.

The Operations Department encompasses Accounting, Automated Data Processing, the Customer Service Group, Human Resources, Licensing, Mail Room, Network Support, Property and Purchasing. The Operations Department provides customers with the information and paperwork they need in order to obtain or renew RN licenses in a timely manner. They assist customers wanting to reactivate inactive licenses or place their Texas licenses on inactive or retired status and support RNs residing outside of the State of Texas who wish to obtain endorsement to practice here. They handle all aspects of the internal processing of a professional nursing license from the request for a RN licensure application to the mailout of the licensure certificate. Mark Majek, MA, PHR, is Director of Operations. Mr. Majek has been with the BNE for 12 years.

The Enforcement Department ensures swift, fair and effective enforcement of the Nursing Practice Act so that consumers are protected from unsafe, incompetent and unethical nursing practice by registered professional nurses. Investigators respond to more than 2,200 allegations against Texas licensed RNs per year. They also handle background investigations on nursing students seeking to take the NCLEX-RN® examination who have previous criminal backgrounds, chemical dependency, or certain mental illnesses. Tony Diggs, MSCJ, is Director of Enforcement. Mr. Diggs has been with the Board for more than ten years. Legal services remain under the Executive Director.

If you have questions concerning your RN license, you can contact the BNE office by phone, e-mail, or regular mail. For e-mail or telephone contact information on any of these departments, see the BNE Helpful Numbers section on page 14.

Sworn Declarations of Primary State of Residence are Overdue

All Texas licensed registered nurses are required to complete a **Sworn Declaration of Primary State of Residence** (Sworn Declaration)(Rule 220.2a). If you have not turned in your Sworn Declaration (See *RN Update*, April 2000), you should send yours in immediately. If you cannot locate your form, visit the Board of Nurse Examiners's web site located at www.bne.state.tx.us. Click on **Files and Downloads**, then click on **Sworn Declaration**. You will need **Adobe Acrobat Reader** to print out the form. If you need Acrobat Reader, you can click on the yellow box at the top of the Files and Downloads Section to download a **FREE** copy of the program. If you do not completely fill out the form or have the form notarized, the form will be returned. Failure to file a complete Sworn Declaration will result in non-compliance with the Nurse Licensure Compact and Board rules and will obstruct recognition of a multistate privilege.

A Word from the Executive Director



Kathy Thomas, MN, RN

Combining the LVN and RN Boards

During the 73rd Legislative Session (1993), the Sunset Commission reviewed the Board of Nurse Examiners and the Board of Vocational Nurse Examiners and recommended that the two agencies be merged. Legislation was passed during that session to combine the Physical Therapy and Occupational Therapy Boards. To date, no legislation has been passed that establishes a single board of nursing in Texas. There are currently only 5 states which have separate boards of nursing for registered nurses and vocational/practical nurses. The states are California, Georgia, Louisiana, Texas, and West Virginia.

Individual legislators have raised the issue several times since the last Sunset Review process. In response to similar questions surfacing during the 75th Legislative session, the Texas Nurses Association convened a *Task Force To Dialogue on Combining of the BNE and the BVNE* to consider whether the Boards should be merged and under what proposed structure. The Board of Nurse Examiners (BNE) and the Board of Vocational Nurse Examiners (BVNE) were invited to participate on the Task Force. Registered Nurse and Vocational Nurse organizations, home health and hospital organizations, and educational organizations were also represented on the Task Force.

The Task Force met over the past two years and, in April 2000, reached agreement that combining of the boards should be supported if the Legislature considers this appropriate. To ensure adequate preparation, the Task Force believes that combining the Boards should take place by 2003. The full scope of the recommendations is under development at this time. It is the Board's opinion that combining the two agencies and boards will allow better use of existing resources and better protection of the citizens of Texas. In addition, combining the practice acts will bring consistency in interpreting standards of practice, further ensuring safe practitioners of nursing care.

HPC Offers Toll-Free Number for Complaint Forms

The Health Professions Council has a toll-free phone number for obtaining complaint forms to report inappropriate actions by Texas-licensed health professionals including Doctors, Physician Assistants, Therapists, RNs, and LVNs.

That number is: **1-800-821-3205**.



The Board of Nurse Examiners For the State of Texas

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Preventing Medication Errors Through a Systems Approach: JCAHO Releases Sentinel Event Alert

In the April issue of *RN Update*, the Executive Director's column (page 2) discussed the release of the Institute of Medicine's report, *To Err is Human*. This report suggests that human beings make errors and that many of these errors could be prevented by "designing systems that make it hard for people to do the wrong thing and easy for people to do the right thing." Creating safe systems requires identification of problems and failures and implementing appropriate, safe strategies.

On November 19, 1999, the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), released its eleventh issue of "Sentinel Event Alert", a publication which identifies sentinel events in member healthcare organizations and suggests systems strategies for preventing errors. Sentinel Events are defined as "any unexpected occurrence involving death or serious physical or psychological injury, or the risk thereof. Serious injuries specifically include a loss of limb or functions." This issue titled, "High-Alert Medications and Patient Safety", defines high-alert medications as those with the greatest risk of causing injury when misused. The report is based on research conducted by the Institute for Safe Medication Practices (ISMP) during 1995-1996. The results of this study showed that the most serious errors were caused by specific medications.

Five high-alert medications and strategies for preventing errors with these medications are described in this report. The top five high-alert medications are insulin, opiates and narcotics, injectable potassium chloride concentrate, intravenous anticoagulants (heparin), and sodium chloride solutions above 0.9 percent. The risk factors and suggested strategies to prevent errors are offered for each of these medications.

The Board of Nurse Examiners receives numerous complaints against registered nurses for failing to administer medications correctly, including those medications described in the "High-Alert Medications and Patient Safety" report. Because of the potential for death or serious injury to patients, these particular medications warrant special attention by facilities and nurses to design safe systems of medication delivery. Individual nurse competence, environmental factors, and systems which contribute to unsafe practice must be addressed.

One of the most serious medication errors identified by the Board and the JCAHO report was highlighted in the January 2000 issue of *RN Update* in an article titled "Potassium Chloride Administration Errors are Ongoing Problem for Nurses". It suggests that systems problems may contribute to errors with administration of concentrated potassium chloride for injection. JCAHO recommends three suggested strategies for these errors: (1) remove potassium chloride/phosphate from floor stock; (2) move drug preparation off units and use commercially available premixed IV solutions; and (3) standardize and limit drug concentrations.

The report concludes, "The Joint Commission expects health care organizations to have systems in place to assure that the correct patient is getting the correct drug, in the correct dosage, at the correct times, by the correct route. To accomplish this on a consistent basis, organizations must have policies and procedures in place that address the ordering, preparing, dispensing, administering and monitoring of medication." Nurses recognize these as the five rights of medication administration.

The Board believes that systems remedies such as those described in the JCAHO report are one of several very effective strategies for reducing medication errors. Look for continued discussion of this very important issue in future publications of this newsletter.

References:

Cohen, M.R. & Kilo, C.M. (1999). High-Alert Medications: Safeguarding Against Errors. In Michael Cohen (Ed.), *Medication Errors*. (5.1-5.40). Washington, D.C.: American Pharmaceutical Association.

Joint Commission on Accreditation of Healthcare Organizations (1999). High-Alert Medications and Patient Safety. Retrieved June 19, 2000 from the World Wide Web:
http://www.jcaho.org/edu_pub/sealert/sea11.html

Kohn, L.T., Corrigan, J.M., & Donaldson, M.S., (Eds.). (1999). *To Err is Human: Building a Safer Health System*. Washington, D.C.: National Academy Press.
Executive Summary may be found at <http://www.nap.edu>.

RN PRACTICE DEMANDS EXCELLENT DOCUMENTATION

by Jeanne Jacobson, BSN, RN

Cases involving documentation errors comprise a significant percentage of practice complaints received by the Board of Nurse Examiners (BNE). During 1999, over seventy (70) cases involving some type of documentation error led to discipline against licenses of registered nurses. Rule 217.11(4) of the BNE's Rules and Regulations, Standards of Professional Practice, requires nurses to "accurately and completely report and document" and Rule 217.12(20), Unprofessional Conduct, provides that the nurse shall not "fail to make entries, destroy entries, or make false entries in records pertaining to the care of clients." In every setting, the nurse must meet these standards although it may be accomplished in a variety of ways, including through today's computerized systems.

Every nursing student has heard the adage, "If it wasn't documented, it wasn't done," but nurses face numerous challenges when completing documentation, including frequently being expected to document as quickly and briefly as possible. How can nurses protect themselves from subsequent scrutiny if a medical record is reviewed for possible civil litigation or by the licensing Board because of a complaint received? How do nurses, physicians and others make appropriate care decisions when they are forced to rely on inadequate documentation from prior shifts or days? How does a nurse meet the challenge of learning to be complete in as few words as possible? Excellent documentation must be a priority for all nurses, but too many have learned that any lack of diligence in documenting may result in future problems. Thorough charting includes, but is not limited to, documentation of assessments, care given, responses of patients to treatments performed and medications administered, changes in patients' conditions and when they were first noted, contacts with supervisors and physicians, and teaching.

There are numerous documentation methods used in facilities and health care agencies, and the specifics of different methods may be mandated by facility policy. No matter what method is used, nurses must remember that their primary duty is to perform thorough on-going assessments of their patients, and then follow through with the remainder of the nursing process, including documentation. The BNE does not apply specific standards to any method of documentation, but does require that the aforementioned standards be met. If nurses should discover that the documentation system they use in their place of employment does not meet their needs or these standards when providing individualized patient care, they should review the system with their supervisors. Excellent documentation protects each nurse's practice and assists all health care personnel to collaborate effectively through written communication.

Several methods of documentation, often taught in nursing education, include the SOAP (subjective-objective-assessment-plan) method of documentation which is a problem-oriented method; FOCUS charting which organizes the nurse's note around some specific symptom, sign, or nursing diagnosis; and charting by exception. Charting by exception "is a shorthand method for documenting normal findings and routine care based on clearly defined standards of practice and predetermined criteria for nursing assessments and interventions." (Lewis, Collier & Heitkemper, 1996). Often charting by exception means only documenting abnormal findings (exceptions) to normal assessments or changes which have occurred since the last entry. Check lists, which don't always provide adequate space for notes and which are frequently not completed in entirety, may be used in this method. Charting by exception should never be performed by an individual practitioner unless under specific facility policies.

The BNE recognizes that charting by exception is commonly used, but cautions that it may not be adequate in every circumstance to prove that a nurse completed appropriate assessments or care. In the case of a post-operative patient experiencing pain, for instance, a nurse using the charting by exception system may not document the pain assessment at all if the patient does not report any pain. A post-operative patient should

continued on next page

DOCUMENTATION-continued

obviously be assessed in an on-going manner for the level of pain experienced; therefore, the charting by exception method may leave a question as to whether the nurse actually did assess this critical symptom or that the patient experienced relief. In a second example, a home health nurse regularly visiting an elderly patient with skin breakdown may not document specifics of the breakdown at each visit, such as measurements of the site, drainage, and so on, if no change has occurred since the last visit. The question remains whether the assessment was actually performed and whether subtle changes in the wound occurred. Nurses who appear before the BNE in disciplinary cases where documentation of patient care has been inadequate often defend themselves by stating that they are required to chart by exception. While the goal of every method of charting is to present a complete and accurate picture of a patient, charting by exception may prove less than adequate in certain cases, particularly if a nurse failed to take initiative to complete additional notes if needed. When each charting entry is not complete and cannot stand alone, questions may arise later about the care given over an extended period of time.

In a 1994 civil court case, *Lama v. Borrás*, “[t]here was evidence from which the jury could have inferred that, as part of the practice of charting by exception, the nurses did not regularly record certain information important to the diagnosis of an infection, such as the changing characteristics of the surgical wound and the patient’s complaints of post-operative pain.” The records were thus found to be substandard and the court ruled that the incomplete records failed to provide a minimum standard and that “intermittent charting failed to provide the sort of continuous danger signs that would be the most likely spur to early intervention by a physician.”

Even if required by a facility to chart by exception, nurses in different practice settings must consider issues particular to their setting to include in their documentation. The home health nurse faces particular challenges, as home care is not just a series of tasks performed, but a critical interface between the patient, family, and the health care system. This communication and teaching should be addressed in the documentation. The mental health nurse must consider documenting use of restraints and other legal issues such as direct observation of a patient, and particulars of a patient’s behavior and mood. Nursing home nurses need to assess subtle changes in their patients’ level of energy or responsiveness, attendance to activities of daily living (ADL’s), and changes in overall condition (with specific references to time of changes), and include these assessments in their documentation. Critical care nurses document detailed assessments of every body system and responses to treatments and medications.

The importance of excellent documentation should never be underestimated. Completeness and accuracy are the most important aspects of quality documentation in any setting and by any method. Care of the patient is not finished until documentation has been completed.

NOTE: Beginning on August 1, 2000, the BNE will introduce a list of resources on the web site specific to different settings to assist nurses in improving their documentation.

Reference:

Lewis, S.M., Collier, I.C., & Heitkemper. (1996). Medical Surgical Nursing: Assessment and Management of Clinical Problems. St. Louis, MO: Mosby-Year Book, Inc.

Did you know...

RNs must wear identification while providing patient care. According to the Nursing Practice Act, Section 301.351(b), a professional nurse must wear an insignia identifying himself/herself as a RN. How your name appears on that identification is up to you and/or facility policy. APNs are required to comply with this requirement, as well.



EDUCATION REPORT

By Donna Carlin, MSN, RN



April 2000 Board Action

Based on the 1999 Annual Report and NCLEX-RN® pass rate continued full accreditation of:

Panola College Associate Degree Nursing Program, Carthage

Based on the 1999 Annual Report, Survey Visit Report and NCLEX-RN® pass rate changed the accreditation status from warning to full accreditation with commendations, recommendations and requirements to be met of:

Howard College Associate Degree Nursing Program, Big Spring

Based on the self study report that evaluates factors which contributed to graduates' performance on the NCLEX-RN® and a description of the corrective measures to be implemented and survey visit report, issued commendations, recommendations and requirements to be met to:

Paris Junior College LVN-to-ADN Program
University of Texas Pan American,
ADN Program, Edinburg
Texas Christian University, BSN Program,
Fort Worth
Texas Tech University Health Sciences Center,
BSN Program, Lubbock
University of Texas Pan American, BSN
Program, Edinburg
West Texas A&M University, BSN Program,
Canyon

Approved Interim Director Petitions for:

Patrick Lilley, North Central Texas College,
ADN Program, Gainesville, until July 31, 2000
Fran Rettig, St. Philips College, LVN-ADN
Program, San Antonio, until August 15, 2000

Based on the self study report that evaluates factors which contributed to graduates' performance on the NCLEX-RN® and a description of the corrective measures to be implemented issued requirement to be met to:

El Paso Community College, ADN Program
Houston Community College, ADN Program
Lamar State College, LVN-ADN Program, Orange
Odessa College, ADN Program
Southwestern Adventist University, ADN Program,
Keene
Tarleton State University, BSN Program,
Stephenville

Granted Initial Accreditation to:

Weatherford College Associate Degree Nursing
Program with an LVN transition track with
requirements to be met.

Nurse Participates in Development of Exam

The Board is pleased to announce the appointment of the following nurses as participants in the NCLEX-RN® development process: **Chris Porter** of Fort Worth, Item Reviewer, and **Mary Jo Luquette**, Bellaire, Item Writer. By contributing their expertise, Ms. Porter and Ms. Luquette assisted the National Council of State Boards of Nursing to insure the inclusion of NCLEX content which is current, accurate, practice-related and appropriate for an entry level practitioner.

To learn how you can become a member of an NCLEX Item Development Panel, call the National Council Item Development Hot Line at 312/787-6555, ext. 496 or visit National Council's web site at www.ncsbn.org.



APN Questions and Answers



Q: I am an advanced practice nurse. Am I correct in referring to myself as a “licensed independent practitioner?”

A: Staff receive numerous questions from individuals seeking information regarding whether an advanced practice nurse is a “licensed independent practitioner.” This term is not used by the Board of Nurse Examiners; therefore, the Board has not defined this term nor have they designated categories of people who fit that description. Based on current rule, however, there are aspects of advanced practice which the Board considers to be the independent practice of nursing.

According to 22 TAC §221.12(b), “The advanced practice nurse acts independently and/or in collaboration with the health team in the observation, assessment, diagnosis, intervention, evaluation, rehabilitation, care and counsel, and health teachings of persons who are ill, injured or infirm or experiencing changes in normal health processes; and in the promotion and maintenance of health or prevention of illness.” This shall not be construed as requiring delegated medical authority for nursing aspects of care.

Q: I am a clinical nurse specialist in adult health, and my authorization to practice has been inactive for the last three years. What do I have to do to reactivate my authorization?

A: Requirements for reactivation of advanced practice authorization may be found in §221.10. Because less than four years have lapsed since you last practiced, you are required to provide evidence that you still hold current national certification, provide evidence that you have fulfilled the continuing education requirement, and attest that you have a minimum of 400 hours of current practice within the preceding biennium. The 400 hours of practice may be obtained by working in a supervisory relationship with another advanced practice nurse or a physician. The supervisor must be authorized to practice in the same specialty or in a very closely related specialty. The supervisor must provide **direct** supervision and co-sign all records. Remember, until your authorization to practice as an advanced practice nurse has been reactivated, you may only use the title of registered nurse.

Q: I will be graduating from my gerontological nurse practitioner program in December. I want to continue working as a staff nurse while I look for a job after graduation. My nurse manager says I cannot work as a staff nurse after I graduate. Is this correct?

A: There is no language in §221 which would prohibit an advanced practice nurse from working in a staff nurse position. When working in this role, it is important that you limit your scope of practice to that permitted a registered nurse.

Q: I am a pediatric nurse practitioner, and I work with a family practice physician who sees patients across the lifespan. Can I examine the child’s parents and/or write prescriptions for them?

A: Rule 221.12(a) requires that “The advanced practice area of the advanced practice nurse shall be appropriate to his/her advanced educational preparation.” In addition, §221.13 states that educational preparation is one of the criteria on which the advanced practice nurse’s scope of practice is based. A pediatric nurse practitioner’s educational preparation focuses on the care of children. In addition, the scope of professional practice of the particular specialty area limits you to providing care to patients up to the age of 21 years. Therefore, you may only provide advanced practice nursing care and/or write prescriptions for pediatric patients. This does not, however, prevent you from providing nursing care to the child’s parents.

Q: I am a nurse midwife and would like to start my own practice. What are the rules which govern business practices of advanced practice nurses? Can I form this business jointly with a physician?

A: The Board of Nurse Examiners does not have any specific rules relating to advanced practice nurses and business practices. Staff recommend that you contact an attorney who is well versed in business law. Your professional organization may be able to assist you in locating an individual who can advise you on legal matters.

continued on next page

APN Q & A - continued

The Texas State Board of Medical Examiners(TSBME), on the other hand, has very strict rules regarding physician business relationships. It is recommended that you review the appropriate TSBME rules and regulations thoroughly.

Q: I work in an internal medicine clinic which is part of the hospital's department of medicine. The clinic itself, however, is approximately nine miles from the actual hospital campus. Can I still get prescriptive authority and have my site qualify as a facility based practice?

A: To qualify as a facility based practice, the clinic must be a physical part of the licensed hospital or licensed long term care facility rather than a department of the hospital. A clinic which does not meet this requirement cannot qualify as a facility based practice. It may, however, qualify as a clinic serving a medically underserved population or as a physician's primary practice site.

Q: I have prescriptive authority at a physician's primary practice site. The physician I work with has decided to open a satellite office on the other side of town. He would like me to work there four days per week. The other day, I will go to the primary office and he will go to the satellite office. Can I use limited prescriptive authority at the satellite office?

A: You may utilize limited prescriptive authority at the satellite office if that office meets the criteria for a qualified site. Based on the wording of your question, it appears that the site would not qualify as the physician's primary practice site. If the site qualifies as a facility based practice or meets the requirements for a medically underserved site, then you may utilize your limited prescriptive authority (upon approval from the BNE and TSBME) at the satellite office. Any specific requirements for physician supervision (such as those required in a medically underserved area) must be met at that location. On the other hand, if your site does not qualify by meeting the requirements as specified in the Medical Practice Act, then you may not utilize limited prescriptive authority at the satellite office.

Q: I am a nurse anesthetist living in Texarkana, Texas. I work part time at a facility in Arkansas and part time at a facility in Texas. I understand that the Nurse Licensure Compact (multistate licensure) is already effective in Texas and will become effective in Arkansas on July 1, 2000. Does that mean I can practice in Arkansas on my Texas license and advanced practice authorization?

A: At this time, the Nurse Licensure Compact only applies to registered nurses. You are reminded that all advanced practice nurses are licensed in Texas as registered nurses. Thus, you may utilize your Texas RN license in both states; however, in order to continue working as an advanced practice nurse in both states, you are required to maintain your advanced practice authorization in both states.

Q: I am a women's health care nurse practitioner. I am not currently employed, but I volunteer my services at a clinic one day per week. While at the clinic, I provide care to patients in my advanced role and specialty just as I would if I were working in a doctor's office. Will the hours spent volunteering at the clinic count toward the 400 hours of current practice required to renew my advanced practice authorization?

A: Rule 221.8(a)(2) requires that an advanced practice nurse have a minimum of 400 hours of current practice in the preceding biennium as a condition for renewal of advanced practice authorization. Rule 221.1(8) defines current practice as "maintaining competence as an advanced practice nurse by practicing as a clinician, educator, consultant or administrator." There is nothing in the definition of current practice or the rule which requires that the advanced practice nurse be compensated for her/his 400 hours of practice. It is recommended that the advanced practice nurse keep a record of hours spent volunteering in case the Board requires verification that the requirement has been met during an audit process.

Did you know...

The BNE does not require RNs to complete courses in CPR, basic life support, or advanced life support. Completion of such courses is typically required by employers. Requirements may differ for APNs.

IMPOSTOR WARNING

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

Shelli Lynn Lukey

Shelli Lynn Lukey secured employment with a group of physicians in Houston, Texas and worked there from May 18, 1998 through May 29, 1998. She was terminated after they were unable to verify licensure in Texas or California. Ms. Lukey submitted an application for licensure by endorsement to the Board of Nurse Examiners, however when staff contacted the California Board their records revealed that Ms. Lukey is not licensed to practice professional nursing in the state of California.



Elizabeth Gayle Bailey

Elizabeth Gayle Bailey secured employment as a registered nurse with a home health agency in Kirbyville, Texas. Ms. Bailey worked at the agency for approximately two weeks during the month of July 1999. The administrator contacted the Board and was unable to verify licensure. Ms. Bailey was terminated from employment.



NOTICE OF DISCIPLINARY ACTION

The following registered nurses had disciplinary action taken against their licenses. If you would like to receive additional information regarding the disciplinary action which has been imposed, please send your request to the Board of Nurse Examiners, Department of Investigations, P.O. Box 430, Austin, Texas, 78767-0430.

<u>NAME</u>	<u>LICENSE #</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Alanis, Linda L.	534495	Remedial Education	June 8, 2000
Alaniz, David Flores	561613	Fine and Remedial Education	March 15, 2000
Albert, Myra Lynn	546486	Warning with Stipulations	June 13, 2000
Aldrich, Ronald Dean	440476	License Revoked	March 14, 2000
Alejandro, Rita Z.	254397	Remedial Education	April 11, 2000
Allen, Sheryl Ann	578496	Warning with Stipulations	June 13, 2000
Allison, Sarah K.	524607	Fine with Remedial Education	May 9, 2000
Anderson, Guilbert L.	529674	Reprimand with Stipulations	June 13, 2000
Ashley, Lona	647529	Reprimand with Stipulations	June 13, 2000
Babb, Theresa Marie	621902	Reprimand with Stipulations	March 14, 2000
Bailey, Meagan	570950	Warning with Stipulations	May 9, 2000
Baldwin Bowers, Shawna L.	516003	License Revoked	March 14, 2000
Barnett, Teneta	637285	Reprimand with Stipulations	April 13, 2000
Barton, Kim Dewit	547217	License Revoked	March 14, 2000
Baslangic, Toni D.	611773	Warning with Stipulations	June 13, 2000
Bellar, Allison	651958	Warning with Stipulations	May 9, 2000
Boudreaux, Jan	219555	License Revoked	March 14, 2000
Brandon, Lisa Ann	535484	License Revoked	March 14, 2000

continued on next page

DISCIPLINARY ACTION

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<u>NAME</u>	<u>LICENSE #</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Brant, Michael Richard	561239	Reprimand with Stipulations	April 13, 2000
Browder, Nancy Marie	516196	Warning with Stipulations	May 9, 2000
Burleson, Leisha Gail	593846	Fine with Remedial Education	May 18, 2000
Burlingame, Evelyn Gonzales	449447	Warning with Stipulations	May 9, 2000
Butler, Deborah Ann	506485	Reprimand with Stipulations	April 13, 2000
Butler, Linda	619588	Reprimand with Stipulations	June 13, 2000
Calamon, Paul Jonathan	567390	License Revoked	March 14, 2000
Cameron, Linda Lou	547011	Warning with Stipulations	April 13, 2000
Carpenter, Lisa D.	530868	Warning with Stipulations	April 13, 2000
Casagrande, Amy Elizabeth	593972	Suspended/Limited License	April 13, 2000
Castaneda, Loretta	593982	Reprimand with Stipulations	June 13, 2000
Castillo, Adelmira Ramon	567426	Reprimand with Stipulations	May 9, 2000
Cenatiempo, Lynne Marie	521657	Fine	April 5, 2000
Chacko, Mini	608876	Reprimand with Stipulations	May 9, 2000
Chang, Shu-Ju	586729	Warning with Stipulations	June 13, 2000
Cobb, Rebecca Anne	249064	License Revoked	March 14, 2000
Connell, Janice L.	620345	Warning with Stipulations	May 9, 2000
Cook, Lynn	254242	Limited License	March 14, 2000
Cooper-Scott, Rene	557383	Reprimand with Stipulations	April 13, 2000
Coulter, Sharon Louise	606176	Reprimand with Stipulations	April 13, 2000
Crawford, Cynthia Joyce	655423	Reprimand with Stipulations	June 13, 2000
Cromwell, Anne L.	251745	Warning with Stipulations	June 13, 2000
Cross Howard, Sally Ann	558840	Reprimand with Stipulations	June 13, 2000
Cuellar, Yolanda Espinosa	640500	Warning with Stipulations	June 13, 2000
Curran, Jerry L. Mallow	226656	Reprimand with Stipulations	June 13, 2000
Daniel, Sosamma	513243	Reprimand with Stipulations	April 13, 2000
Daniels, Kimberly J.	616305	Warning with Stipulations	April 13, 2000
Davenport, Beatriz R.	618974	Reprimand with Stipulations	April 13, 2000
Davenport, Shirley June	554190	Remedial Education	April 5, 2000
Degel, Larry A.	616757	Warning with Stipulations	March 14, 2000
Del Barrio, Ana M. V.	227416	Warning with Stipulations	June 13, 2000
Ellis, Tina Louise	636235	Warning with Stipulations	May 9, 2000
Emenyi, Roseline Atim	652791	Reprimand with Stipulations	June 13, 2000
Everly, Ada L.	239268	Suspend/Probate	June 13, 2000
Farley, Timmie Sue	549630	Warning with Stipulations	April 13, 2000
Farr, Anita Lemerl	250806	Warning with Stipulations	April 13, 2000
Fatuch, Susan Marie	233260	License Revoked	March 14, 2000
Findley, Desiree	654277	Reprimand with Stipulations	May 9, 2000
Fischer, Jane Nonan	448621	Reprimand with Stipulations	March 14, 2000
Fisher, Selina Jo	646100	Warning with Stipulations	May 9, 2000
Floyd, Kathy L.	242386	License Revoked	March 14, 2000
Garza, Leo Homero	600959	Warning with Stipulations	March 14, 2000
George, Susan K.	257126	Fine with Remedial Education	May 15, 2000
Golson, Johnny Conrad	586728	Reprimand with Stipulations	March 14, 2000
Gordon, Patricia Elaine	535245	Limited License with Stipulations	June 13, 2000
Gossett, Keith	628754	Warning with Stipulations	April 13, 2000
Griffin, Carla D.	516559	License Revoked	March 14, 2000
Guevara, Rose M. Martinez	230171	Reprimand with Stipulations	May 9, 2000
Harris Simmerman, Evelyn Marie	523131	Warning with Stipulations	March 14, 2000
Harris, Karen Johnson	605863	License Revoked	June 13, 2000
Harvey, Doris Carolyn	558796	Fine and Remedial Education	June 8, 2000
Hawkins, Nora Gale	547569	Remedial Education	June 8, 2000
Heflin, Barbara M.	620445	Warning with Stipulations	May 9, 2000

continued on next page

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE #</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Hernandez, Maria Del Rosario	554668	Warning with Stipulations	June 13, 2000
Hixon, Laura	646446	Warning with Stipulations	June 13, 2000
Hooper, Bonnie L. V.	219346	Warning with Stipulations	April 13, 2000
Hollar, Barbara Ann	533598	Warning with Stipulations	June 13, 2000
Hubbard, Kimberly L.	504973	Warning	June 13, 2000
Hughson, Amy Elizabeth	654866	Fine with Remedial Education	March 7, 2000
Humphrey, Loreal	640867	Warning with Stipulations	June 13, 2000
Hutchings, Paula Lynn	589169	Reprimand with Stipulations	June 13, 2000
Ihezukwu, May Ngozi	615703	Warning with Stipulations	April 13, 2000
Ingram, Patricia Anne	230669	Reprimand with Stipulations	April 13, 2000
Iyare, Stella Ehireme	663145	Warning with Stipulations	April 13, 2000
Jackson, Deanna	641899	Reprimand with Stipulations	June 13, 2000
Janz, Molly Annmarie	587283	Remedial Education	June 9, 2000
Jasso, Vianey F.	665200	Remedial Education	April 3, 2000
Johnson, Danita Marie	551448	Warning with Stipulations	March 14, 2000
Johnson, Judith	620044	Remedial Education	February 29, 2000
Johnson, Sandra Diane	553620	Remedial Education	March 7, 2000
Joseph-Alvarado, Mary Louisa	583093	Limited License	June 13, 2000
Kaye, Denise Ann	563138	Warning with Stipulations	March 14, 2000
Keivanfar, Farangis	545940	Warning with Stipulations	April 13, 2000
Knezevich, Stephen D.	632535	License Revoked	March 14, 2000
Lagrone, Toni Bourque	606620	Warning	June 13, 2000
Lance, Jennifer Lyne	594775	Reprimand with Stipulations	April 13, 2000
Landrum, Bonnie Lou	608964	Warning with Stipulations	April 13, 2000
Lester, Gina R.	619155	Warning with Stipulations	June 13, 2000
Lewis, Kristi L.	517367	Reprimand with Stipulations	June 13, 2000
Lin, Swee Chun	570134	Reprimand with Stipulations	April 13, 2000
Lockridge, Pamela Elaine	465151	Enforced Suspension	May 9, 2000
Lucas, Rhonda Lee	640176	Reprimand with Stipulations	March 14, 2000
Mair-Miley, Casie	641970	Warning with Stipulations	April 13, 2000
Malone, Evelyn Demetra	572716	Warning with Stipulations	May 9, 2000
Markman, Lucinda Lea	559011	Reprimand with Stipulations	March 14, 2000
McCallum, Mark Franklin Archie	649476	License Revoked	March 14, 2000
McKee, Danette M. W.	427965	Warning with Stipulations	May 9, 2000
McMillan, Mary	650988	Warning with Stipulations	May 9, 2000
McPherson, Mark Kevin	520277	Reprimand with Stipulations	May 9, 2000
Medina, Matilde	595932	Warning with Stipulations	April 13, 2000
Minerd, Ellen Margaret	623837	Warning with Stipulations	April 13, 2000
Musick, Deborah Lynn	660565	Reprimand with Stipulations	June 13, 2000
Nadey, B. Margaret	603834	Remedial Education	March 9, 2000
Nelson, Brenda R.	541101	Reprimand with Stipulations	May 9, 2000
Nelson, Gary Edwin	633165	Reprimand with Stipulations	May 9, 2000
Nelson, Leona	507637	Warning with Stipulations	May 9, 2000
Nemia, Denise Michelle	637241	Warning with Stipulations	June 13, 2000
Nguyen, Mary	637120	Reprimand with Stipulations	March 14, 2000
Oaks, Bonnie Patricia	243948	License Revoked	March 14, 2000
Oblimar, Myrna Apao	565922	Remedial Education	April 17, 2000
Obot, Mandu ChrysJohnson	568290	Suspended/Probated	May 9, 2000
Ogdee, Diane Sheila	575146	Warning with Stipulations	April 13, 2000
Ogle, Linda Louise	232259	License Revoked	March 14, 2000
Okorochoa, Benardine Ngozi	568301	Warning with Stipulations	June 13, 2000
Onwunali, Gift Nkwachi	639565	Warning with Stipulations	May 9, 2000
Padron, Sara Ann	578137	Warning with Stipulations	March 14, 2000

continued on next page

DISCIPLINARY ACTION

- continued from previous page

<u>NAME</u>	<u>LICENSE #</u>	<u>DISCIPLINE</u>	<u>DATE OF ACTION</u>
Patton, Robin Leigh	626170	Reprimand with Stipulations	May 9, 2000
Pearson, Beverly Benton	461696	Warning with Stipulations	April 13, 2000
Peckenpaugh, Charles B.	526449	License Revoked	March 14, 2000
Phillips, Susan	638636	Reprimand with Stipulations	June 13, 2000
Pinola, Wilma B.	522395	Warning with Stipulations	June 13, 2000
Pope, Nancy Lee	645321	Reprimand with Stipulations	April 13, 2000
Powers, Toni Coleman	573268	Warning with Stipulations	April 13, 2000
Proctor, Michele Lee	657468	License Revoked	March 14, 2000
Pryce, Lloyd Alexander	597757	License Revoked	June 13, 2000
Pyatt, Velva	641429	Warning with Stipulations	April 13, 2000
Raney, Phyllis	655987	Warning with Stipulations	May 9, 2000
Rappaport, Bethany Ann	251857	Fine and Remedial Education	March 15, 2000
Reed, Gina L.	626060	License Revoked	March 14, 2000
Reed, Terry Lynn	596527	Remedial Education	March 24, 2000
Robinson, Tammie Louise	564097	Warning with Stipulations	April 13, 2000
Rogers, Matthew Sebastian	568455	License Revoked	March 14, 2000
Roney, Jamie Kay	603931	Warning with Stipulations	April 13, 2000
Rox, Lynn C.	541409	Warning with Stipulations	May 9, 2000
Russell, Sylvia E.	541417	Warning with Stipulations	March 14, 2000
Sallee, Donna Gale	596722	Reprimand with Stipulations	May 9, 2000
Sands, Deborah Ann	548432	Fine and Remedial Education	April 19, 2000
Scherf, Sally Margaret	615957	Warning	April 13, 2000
Siciliani, Kristyn Rae	578408	License Revoked	March 14, 2000
Smith, Jamie Gayle	608540	Reprimand with Stipulations	April 13, 2000
Solana, Mel B.	613814	Warning with Stipulations	April 13, 2000
Stacey, Katherine Anne	553264	Warning with Stipulations	March 14, 2000
Stelzig, Joni Elizabeth	655361	License Revoked	March 14, 2000
Stephenson, Lena Marie Flache	642461	Reprimand with Stipulations	May 9, 2000
Taylor, Sandra Corrine	549419	License Revoked	June 13, 2000
Terry, Barbara J.	619534	Warning with Stipulations	April 13, 2000
Tiner, Juanita Fleming	617761	License Revoked	June 13, 2000
Tucker, Dana G.	536791	Remedial Education	April 3, 2000
Turk, Susan Rosalie	512259	Warning with Stipulations	May 9, 2000
Vanhorn, Betsey	500738	Warning with Stipulations	June 13, 2000
Vershaw, Lisa Maria	604817	Warning with Stipulations	April 13, 2000
Walker, Sandra L.	541820	Warning with Stipulations	June 13, 2000
Walker, Patty Ann	255984	Warning with Stipulations	March 14, 2000
Waruingi, Margaret Mbari	519953	Warning with Stipulations	April 13, 2000
Watts, Ilona	538770	Reprimand with Stipulations	June 13, 2000
West, Cheryl J.	505635	Warning with Stipulations	June 13, 2000
White, Renee C.	620634	Warning with Stipulations	March 14, 2000
Whitehead, Janice L. Hight	221993	Warning with Stipulations	May 9, 2000
Wiedebusch, Barbara P.	508718	Reprimand with Stipulations	April 13, 2000
Wiggins, Dianne Laurayne	607240	Reprimand with Stipulations	March 14, 2000
Zettel, Nora K.	622829	Warning with Stipulations	June 13, 2000
Zupfer, Shawna Katharine	566129	License Revoked	March 14, 2000

Did you know...

The BNE does not issue recommendations or standards regarding liability insurance coverage for RNs or APNs. The BNE can address your licensure liability but not your civil liability. For information about liability insurance it is best to consult with your colleagues and/or professional organizations.

VOLUNTARY SURRENDERS

The following individuals have voluntarily surrendered their license to practice professional nursing in the State of Texas.

<u>NAME</u>	<u>LICENSE #</u>	<u>DATE OF SURRENDER</u>
Birdwell, Linda Kay Camillo	581742	May 22, 2000
Brown, Calvin Earl	523916	March 28, 2000
Defrain, Debra Ann	571579	April 17, 2000
Dixon, Donn Howell	606221	April 13, 2000
Duke, Diana Christine	607478	April 5, 2000
Dye, Phillip	636726	May 16, 2000
Gibson, Dindy Anding	512719	May 9, 2000
Kubicek, Tammy W.	618297	May 12, 2000
Lindsay, Russell Vern	608471	May 8, 2000
McCalla, Marcia M.	622038	April 7, 2000
Moss, Judi M.	577950	March 22, 2000
Pace, Barbara Nell	549232	June 2, 2000
Pady, Stacy	643741	April 10, 2000
Priestley Nikki Rae	545600	April 3, 2000
Sanders, Barbara Jean	578349	June 7, 2000
Stoddard, Pamela Lee	635679	May 8, 2000
Tull Jr., John Hubert	584856	April 17, 2000
Washko, Scott Andrew	521188	March 28, 2000
White, Patricia Louise	639147	March 15, 2000
Wilds, Laura Ann	252868	April 3, 2000
Wise Jr., Kenneth Eugene	585135	May 15, 2000
Wisian, Nora Loretta	579899	May 9, 2000

Insufficient Funds

As of June 12, 2000, the following nurses appear on the records of the Board of Nurse Examiners as debits for failure to respond to notices of returned checks. Should any of these nurses be in your employ or seek employment with your agency/institution, please contact the Board's office. If any of these nurses are practicing in Texas as a registered nurse, they may be in violation of the Nursing Practice Act and may be subject to disciplinary action by the Board.

<u>NAME</u>	<u>LICENSE #</u>	<u>NAME</u>	<u>LICENSE #</u>
Allen, Julie Ann	623827	Howell, Sharon	459387
Asble, Alex Walter	564983	Jenkins, Victor I	517158
Bargas, Virginia	257121	Kirk, Sandra Andrews	521416
Barr, Lori Anne	537652	Kishbaugh, Shari Elizabeth	575583
Buol, Kolleen Kay	516233	Kuntz, Eileen Marie	514331
Conti, Angela Rose	552231	Kurylo, Kim Diane	580995
Cotterell, Jennifer Sandra	516426	Masters, Mary Jane	550218
De John, Ida C Caperna	424176	Meyers, Stephanie	655919
Dennis, Patricia Ann	503975	Milam, Vicki Jeannette	639563
Dever, Lorraine Marie	579468	Mitchell, Sandra	565160
Dillon, Patricia	560309	Nims, Teresa Masadie	565233
Falkner, Barbara Marie	587013	Olivier, Marie Claudia	514361
Farra, Diane Rae	560781	Pangilinan, Julie	445792
Felkins, Bettye Lisa	557452	Payne, Traci Lee	569734
Filler, Marcia Ann	553220	Rae, Lisbeth Sue	538984
Fryer, Renee Marie	578735	Rosko, Lisa Marie	538707
Glisson, James M	239549	Sanderson, Brenda Mary	538111
Gunnels, Lorrie Ann V	623930	Severtson, Marianne Maples	416386
Guthrie, Kelly R	547982	Sloane, Gail Theresa	550406
Hatter, Deanne Marie	568968	Stringer, Jacqueline	TL 73896
Hess, Cathy Christine	628267	Vasquez, Emerald J D	207588
Howard, Dorothy	613705	Yoho, Amy Joyce	599381

BNE HELPFUL NUMBERS

MAIN NUMBER.....(512) 305-7400
-- 24 Hour Access
-- License Verification
-- General Information

ENFORCEMENT.....(512) 305-6838
-- Complaint and disciplinary action inquiries
-- Violations of NPA rules and regulations
-- Monitoring of disciplined RNs

OPERATIONS

PROFESSIONAL NURSING

ACCOUNTING SERVICES.....(512) 305-6853
-- Returned checks
-- Refunds
-- Debits

ADVANCED PRACTICE.....(512) 305-6843
-- APN application and Prescriptive Authority procedures
-- Application Requests.....(512) 305-6867
(Voice Box Only)

LICENSING.....(512) 305-6809
-- Renewals
-- Endorsement/Reciprocity
-- Continuing Education for RNs

-- Initial Authorization to Practice
-- Prescriptive Authority

SALES OF LISTS.....(512) 305-6848
-- Computerized RN mailing lists or labels
-- Publications

EDUCATION & EXAM.....(512) 305-6818
-- RN/APN nursing programs
-- Distance Education Initiatives
-- NCLEX-RN applications
-- Graduate Nurse permits
-- Declaratory orders

NEWSLETTER INFO.....(512) 305-6842

NURSING PRACTICE.....(512) 305-6844
-- Nursing practice issues
-- Legislation
-- Workshop Information

WEB Address.....www.bne.state.tx.us
-- Refer e-mail inquiries to:
webmaster@mail.bne.state.tx.us

Change of Address

Are you moving? Have you already moved? Let us know within ten days of the move.

Last Name:	_____
First Name:	_____
Middle Name:	_____
SSN:	____/____/____
RN#	_____
Today's Date:	_____

Old Address:

Address _____

City _____

State _____ Zip _____

New Address:

Address _____

City _____

State _____ Zip _____

Mail to: Board of Nurse Examiners
P.O. Box 430
Austin, TX 78767-0430

Board Adopts Revised Delegation Rule

At the April 13, 2000 meeting, the Board of Nurse Examiners authorized BNE staff to publish Rule §218 as amended by the Board. This decision follows the publication of the proposed rule in February, 2000 and a review of the comments received. The final revisions to Rule 218 became effective May 30, 2000. Included in those revisions were three expanded tasks that may be delegated for those clients with stable and predictable health care needs, who are able to participate in the management of the delegated task, and are in an independent living environment. These expanded tasks include RN delegation of inhalation therapy for prophylaxes and maintenance, unit dose medications from a daily reminder pill container, and the administration of subcutaneous injectable insulin. Extensive criteria must be met in order to delegate these tasks including written acknowledgment by the client and/or his/her significant others. It is anticipated that RNs will find the revised delegation rule language more comprehensible and that it permits additional discretionary power for the RN to delegate care for those individuals capable of directing their own care.

In order to help educate RNs about the delegation rule revisions, a half day workshop is being conducted July 27 and August 24 (see "Workshop Update" below for details). To review the new Rule §218, please see the agency's website at www.bne.state.tx.us.

BNE EVENTS

Board Meeting Schedule - 2000

July 20-21
October 12-13

Looking to October in *RN Update*...

- A checklist for performing peer review correctly
- The different types of disciplinary actions taken against RNs by the Board

Workshop Update

"The Art of Delegation"

In response to the recent revisions to Rule §218, the BNE is conducting two half-day workshops on delegation. The purpose of these workshops is to provide registered nurses with the most current information about the delegation of nursing tasks to unlicensed assistive personnel. Rule §218 revisions will be discussed with a focus on delegation as it pertains to clients' conditions and settings, in addition to addressing required supervision and criteria to be met.

Houston - July 27
Austin - August 24

"Focus on Nursing Practice"

Six workshops addressing nursing jurisprudence issues are scheduled for the remainder of 2000:

San Angelo - September 21
Houston - October 18 & 19
Dallas - November 9
Denton - November 10

Registration Information: Brochures and registration forms will be available and pre-registration will be accepted **six weeks** prior to the workshop, and is always encouraged since space is limited. Payment *must* accompany the registration form, so registration cannot be taken over the phone, e-mail, or fax. If you do not receive a brochure and registration form by six weeks prior to the workshop, you may download one from our website or request one by contacting us. Our phone number for workshop information is (512) 305-6844 and e-mail address is <Cara.Mueller@bne.state.tx.us>



The purpose of the *RN Update* is to disseminate information to registered nurses licensed by the State of Texas, their employers, health care providers, and the public concerning laws and regulations established by the Board of Nurse Examiners related to the safe and legal practice of professional nursing. The *RN Update* 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 violate the Nursing Practice Act.

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Office Hours and Location

The Office of the Board of Nurse Examiners is located in The William P. Hobby Building, located at the corner of 4th and Guadalupe in downtown Austin. The mailing address is P.O. Box 430, Austin, Texas 78767-0430. Office hours are 8:00 a.m. to 5:00 p.m., Monday through Friday, except for designated holidays.

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