

# Oregon NHA

OREGON BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS - JAN 2006

*This newsletter has been created by the Oregon Board of Examiners of Nursing Home Administrators (BENHA) to provide an instrument of communication between the Board and licensed Oregon administrators.*

*The Board welcomes your comments and suggestions for information you would like to see published in future newsletters.*

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[www.oregon.gov/NHABD/](http://www.oregon.gov/NHABD/)

## **2006 MEETING DATES**

- January 11, 2006
- April 12, 2006
- July 12, 2006
- October 11, 2006

Meetings convene at 8:30 a.m. in room 445 of the Portland State Office Building.

## FROM THE EXECUTIVE OFFICER

--Janet Bartel

Welcome 2006! For personal reasons, I am truly eager to leave 2005 behind me. To spare you, I won't go into detail other than to say that I experienced several heart wrenching losses last year, and I am looking forward to a new and happier year. However, I express this sentiment with crossed fingers and guarded optimism. We—my husband and I—are now beginning to experience issues involving our parents. Ironically as we grow older, so do our parents (Who would have thought!). While our perspective of the term “old” changes with each passing decade, our perspective of our parents does not. Like many families, we take for granted that they will be here—healthy and hearty—as long as we are, but this is typically not the case. No one wants to face the reality of their mortality nor that of their aging loved ones. Given that, we tend to postpone planning or even considering arrangements for their care until the inevitable time arrives. At that point, we are likely in the midst of a family crisis and faced with a deluge of information, options, and all too often family disparity. In acknowledgment, most of us do not fully comprehend the challenges ahead and when the time arrives, we rely on the advice and guidance of health care professionals. You and your staff play a vital role in assisting residents and families' sort through the myriad of care related options and benefits, this coupled with the difficult task of balancing the interests of these individuals. You likely don't hear this often enough, but thank you for the care and compassion that you extend each and every day of the year.

**A happy New Year!** Grant that I, may bring no tear to any eye. When this New Year in time shall end, let it be said I've played the friend. Have lived and loved and labored here, and made of it a happy year. ~ *Edgar A. Guest*

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## BOARD ADOPTS PRACTICE VIOLATION SCHEDULE

At its October 12, 2005, quarterly meeting, the board adopted the following civil penalty schedule for practice violations.

Frequency of Violation	Civil Penalty
1st Violation	\$100
2nd Violation	\$500
3rd Violation	\$1,000
4th Violation	Case-by-case basis

Within this publication is a list of **Disciplinary Action** taken against licensees who were found to be practicing with a lapsed NHA license. The Board reminds you of the April 27, 2005, notice to administrators and nursing home owners and operators advising that the Board would firmly enforce its practice law. If you are practicing under a regular NHA license, please be sure to renew by the June 30, 2007, expiration date. Likewise, provisional licensees are reminded to renew their license by the expiration date.

## IMPORTANT REMINDERS

**Minimum Wage Increase Effective January 1, 2006**

Just a reminder that Oregon's minimum wage rises from \$7.25 to \$7.50 an hour effective January 1, 2006. Washington's minimum wage increases from \$7.35 to \$7.63 on January 1 as well. You may download free minimum wage posters at the following sites:

**Oregon**

<http://egov.oregon.gov/BOLI/>

**Washington**

<http://www.lni.wa.gov/>

**Continuing Education Reporting Requirements**

Effective July 1, 2005, the Board transitioned to a self-reporting continuing education (CE) method. This means that you are no longer required to forward your attendance verification documents to the board office, rather you are responsible for tracking and reporting your CE activities at the end of the license period (June 2007). **Please do not send your CE attendance documents to the board office as we do not have the storage to keep them and I cannot return them to you.** Plan to retain your CE attendance documents until your license has been renewed.

The CE Report Form and instructions are posted on the board's website at [www.oregon.gov/NHABD/](http://www.oregon.gov/NHABD/). Additionally, you may view approved CE activities posted in the CE Resource section on the website. Feel free to call or email the board office at 971-673-0196 if you have questions regarding the new CE reporting method.

Keep smiling, it makes people wonder what you're up to.

## RX ALERTS AND RECALLS

**Deaths in Clinical Trials Result In Added Precautions For Galantamine (Reminyl)**

Ortho-McNeil Neurologics recently modified the prescribing information for Reminyl to provide new safety information regarding its use in the treatment of mild cognitive impairment. Updated prescribing information provides new safety information involving the results of two randomized, placebo-controlled trials over a 2 year period. During the study, a total of 14 subjects died, with 13 on Reminyl (n=1026) and 1 on a placebo (n=1022). While the deaths were due to causes that could be expected in an elderly population, about half of the Reminyl deaths appeared to involve various vascular causes (myocardial infarction, stroke) and sudden death. Interested persons may view more information at <http://www.fda.gov/medwatch/SAFETY/2005/safety05.htm#Reminyl>.

**Recall Of Enteral Feeding Formula Mislabeled As Diabetisource AC**

In November 2005, Novartis Nutrition Corporation issued a recall of 1.5 liter bottles of Enteral Feeding Formula that was erroneously labeled Diabetisource AC. The mislabeled product is a tub feeding formulated for diabetes containing sodium and calcium caseinate (components of milk). Healthcare professionals administering the mislabeled product are directed to immediately cease its use as individuals with an allergy or severe sensitivity to milk run the risk of serious or life threatening reaction. A total of 2,712 bottles of the mislabeled product was distributed nationwide, exclusively to healthcare institutional facilities. The affected product was shipped in cartons correctly labeled as Resource Diabetic TF (lot 2135L) with the enclosed bottles mislabeled as Diabetisource AC (lot 2135L). Institutions and consumers receiving the mislabeled product should contact Novartis Customer Services at 1-800-333-3785. Interested persons may view the recall notice at <http://www.fda.gov/medwatch/safety/2005/DiabetisourceAC.htm>.

**Similar Named Medications Increase Risk Of Medication Errors****• Zyprexa (olanzapine) and Zyrtec (cetirizine)**

Dispensing or prescribing errors have been reported involving the atypical antipsychotic Zyprexa and Zyrtec. Zyprexa is used in the treatment of schizophrenia and of acute mixed or manic episodes associated with Bipolar I Disorder. Conversely, Zyrtec is an antihistamine used in the treatment of allergic rhinitis or urticaria (itching and rash). The reports identify instances where Zyprexa and Zyrtec were incorrectly dispensed resulting in adverse events or potential relapse in patients with schizophrenia or bipolar disorder. To view the Eli Lilly and Company alert letter go to <http://www.fda.gov/medwatch/SAFETY/2005/zyprexa.htm>.

**• Toprol-XL (metoprolol succinate), Topamax (topiramate), and Tegretol or Tegretol-XR (carbamazepine)**

Reports revealing errors involving incorrectly written, interpreted, labeled, and/or dispensed prescriptions between Toprol-XL, Topamax, Tegretol, or Tegretol-XR have emerged, with some resulting in adverse events. Lending to the potential for errors, Toprol-XL and Topamax have similar sounding names and identical dose strengths. The involved medications are used for treatment of the following:

- Toprol-XL (metoprolol succinate) used to treat hypertension, angina pectoris, and heart failure
- Topamax (topiramate) used to treat epilepsy and for prophylaxis of migraine headaches
- Tegretol (carbamazepine), Tegretol-XR (carbamazepine extended-release) used to treat seizures and trigeminal neuralgia

To view letters issued to healthcare professionals, go to <http://www.fda.gov/medwatch/safety/2005/safety05.htm#Toprol>.

FROM THE DESK OF HR ANSWERS

*The Board extends its appreciation to HR Answers, Inc. for the following article taken from their newsletter Advantage. A special thank you is further extended to Advantage editor Deborah Jeffries, PHR, CPC. Advantage is published monthly and is designed to provide information on regulations, HR practices and management ideas and concerns. If you are ever in need of HR consulting services, you might want to consider contacting Deborah Jeffries at (503) 885-9815 or toll free (877) 287-4476. You can also view past newsletter publications on HR Answers' website at [www.hranswers.com](http://www.hranswers.com).*

**The Cornerstone Of Matching Applicants To Job Requirements**

An increase in employee litigation and legislation has made job documentation a must. While legal implications are reason enough to make sure all of your employees have job descriptions, documenting jobs within your organization is key for each aspect of your business strategy.

Job descriptions are one of the most valuable and versatile tools an organization has at its disposal. Job descriptions identify, define, and describe the most important features of a job as it is being performed. When properly developed to meet specific needs, job descriptions have the potential for a variety of HR applications. They can help you hire the right people, pay employees properly, and keep employees on task. Meaningful job descriptions help define work, which helps employees understand what they are expected to do and ultimately feel good about their ability to accomplish it. Job descriptions are also playing an increasingly important role in minimizing an organization's risk of discrimination claims. If your organization hasn't yet developed current, written job descriptions for each position, or if it has been some time since they have been updated, take the assessment below to see how you measure up!

**YES NO**

- \_\_\_ \_\_\_ Do employees sometimes act like they don't know what they are doing even when you have told them over and over again?
- \_\_\_ \_\_\_ Has an employee ever said that he/she didn't know that a particular task was his/her responsibility (and did the supervisor assume it was being done)?
- \_\_\_ \_\_\_ Have you ever felt like you didn't know where to start when setting up a pay program that is fair to employees, yet within your financial capabilities?
- \_\_\_ \_\_\_ Have you ever found it difficult to evaluate an employee's performance because you realized that the two of you weren't really on the same page to begin with?

**A "YES" to any of the above questions may indicate a potential problem.**

- \_\_\_ \_\_\_ Do you know that identifying a job's mental and physical requirements/qualifications can reduce your risk should a disabled employee claim discrimination under the Americans with Disabilities Act?
- \_\_\_ \_\_\_ Do you know that non-compliance with the ADA could result in penalties, including back pay, attorney's fees, and punitive damages?
- \_\_\_ \_\_\_ Do you know the federal government's recruitment and selection guidelines recommend that organizations identify job qualifications (knowledge, skills, abilities)?
- \_\_\_ \_\_\_ Are you sure you job descriptions help support your exempt/non-exempt classification decisions?

**A "NO" to any of the above questions may indicate a potential problem.**

MYZIVIA.INFO  
(<http://www.myziva.info/>)

*The following articles were published by MYZIVIA.INFO and have been edited to prevent copyright infringement.*

### **Study Finds Antipsychotic Drugs Risky**

New findings scheduled for publication in the December New England Journal of Medicine indicate that older anti-psychotic drugs are equal to or more dangerous than new antipsychotic drugs and result in an increased risk of premature death. The report is significant as it dispels many physicians' perception that the older generation of drugs is safer and less a mortality risk. This on the heels of an April 2005 Food and Drug Administration warning that new antipsychotic drugs—atypical antipsychotics—nearly doubled the risk of premature death among the elderly. The data gathered between 1994 and 2003 includes 22,890 men and women who were age 65 or older that died within six months of beginning use. For more information go to <http://www.nytimes.com/2005/12/01/health/01psych.html> to view the New York Times article on this topic (*may require free login*).

### **CMS Flu And Pneumonia Vaccination Requirements**

The Centers for Medicare and Medicaid provided a guidance letter to state survey agency directors—dated November 12, 2005—regarding new federal regulatory requirements for provision of influenza and pneumonia immunizations by nursing homes participating in Medicare and Medicaid as defined by 42 CFR 483.25(n). Final guidance is anticipated in spring 2006. Until then, surveyors will continue surveying according to the guidelines for F-441 (42 CFR 483.65(a)). The new regulation requires Medicare and Medicaid funded facilities to **“develop and implement specific policies and procedures for provision of influenza and pneumococcal immunizations.”** Facilities must additionally educate residents on the benefits and risks of immunizations—while keeping detailed records of steps taken by the facility to meet requirements—and offer residents an opt out option. For more information go to <http://www.myziva.com/members/letters/sc0603NursingHomeImmunizationRequirement.pdf> to view the CMS letter to state survey agency directors.

### **Win-Win For Seniors And Children**

Afternoons in a Clarksville, Kentucky are advantageous to both seniors and children. A program in Clarksville brings together elementary school children and senior citizens that may well prove beneficial to both. The program attempts to bridge the generation gap through social interaction that includes lunch, games, and conversation. Project coordinator, Vickie Eaton, believes that both seniors and children benefit in fostering such relationships. Go to <http://www.courier-journal.com/apps/pbcs.dll/article?AID=/20051130/NEWS02/511300442> to view the Courier-Journal news article on this topic.

### **Disaster Plans And Related Topics Scrutinized In The Wake Of Hurricanes**

We all know too well that Hurricanes Katrina, Rita, and Wilma have raised society's awareness with regard to frail seniors in the face of natural disasters. Americans are now more keenly aware of the frailty and vulnerability of seniors and the unpreparedness of many facilities, caregivers, and states. State aging departments and first responders in the hurricane zone are reviewing and updating their disaster plans for the elderly, with many seeking improvements to databases identifying at-risk seniors. AARP's top policy executive stressed that response to Hurricane Katrina revealed many problems, such as a lack of information on where seniors lived and who their family members and doctors were. Further, there were no special needs shelters and no means to provide continuous care.

Federal law requires nursing homes to have evacuation and disaster recovery plans in place; however,

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HR ANSWERS Continued from page 4

Based on your answers, are you facing some challenges? If yes, you're not alone. The good news is there are solutions to these issues, and job descriptions may be one of them. While some organizations already have all the in-house expertise they need, many don't (or simply don't have the time!). If this is you, HR Answers can help. We have many years of practical experience writing "real world" job descriptions on behalf of our clients, especially with so much "blending" taking place.

### **Surviving... Working With A Control Freak**

Workplaces, like the world, are filled with an amazing array of personality types. And in almost every workplace you are likely to come across a control freak. If you work for or with a control freak, you can survive the experience by maintaining the right perspective. Jerrod Roch, in "Surviving a Tough Workplace" in the *New Straits Times*, says that two things are essential:

1. Acceptance of the fact that some people are power-mongers; and
2. While it's true that these people can manipulate your external environment, they cannot manipulate your mind.

Most people with a high need to control are UNHAPPY and insecure. And if you are good at your job, watch out. It's likely that a control freak will feel threatened by someone who is genuinely talented and hardworking—and that means he or she might come after you.

If that happens, it's essential to keep your head, and not allow that person to make you feel threatened. You are in control of what you think—so don't let the behavior of others make you paranoid or fearful. Keep your focus on your work and ignore the behavior that is designed to control you. Don't hand over that part of yourself to these folks. If possible, maintain a pleasant attitude no matter what. When they see that there's no payoff, they should eventually give up and move on.

Psychologist Thomas Schumacher, in an article titled "Dealing with Control Freaks" on the Eldercare Online Web site says, "Keep in mind that control freaks are not trying to hurt you—they're trying to protect themselves" from feeling vulnerable. He recommends that you "kill them" with kindness, stay calm, and be patient. He also says that control freaks need to be heard, so it is a good idea to listen carefully to what they are saying and ask lots of questions. Remember, you can control any conversation if you ask questions; the more pointed the better. Following this regime will hopefully give the control freak a little room to relax and the possibility of improved interaction with you and others. Remember, these folks have a high need for control and they are just beating you to the punch...even if your style is to give them the space they need.

### **7 Steps To Work Success**

Some days on the job take Olympian strength. Meetings and email steal time and energy. Difficult deadlines, people issues, and constant change often produce stress and low morale. If your job is starting to feel like an obstacle course, try these strategies:

- 1 **Stay positive in thought and behavior.** Fuel your day with a smile. Avoid habitual complainers.
- 2 **Look for solutions to problems.** A proactive approach can earn you the respect of others and boost your self-confidence.
- 3 **Make a to-do list.** Prioritize projects by deadline and estimate how much time you'll need for each task.
- 4 **Learn from your mistakes.** Dwelling on a missed deadline or error wastes time and energy; instead learn what's needed to succeed in the future.

## JUST FOR FUN

### Reported Quotes Taken From Employee Performance Evaluations

*The following has been revised to remove gender specific terms.*

- Since my last report, this employee has reached rock-bottom and has started to dig.
- This employee is really not so much of a has-been, but more of a definite won't be.
- Works well when under constant supervision and cornered like a rat in a trap.
- When opens mouth, it seems that it is only to change feet.
- Sets low personal standards and then consistently fails to achieve them.
- This employee is depriving a village somewhere of an idiot.
- Got a full 6-pack, but lacks the plastic thingy to hold it all together.
- Doesn't have ulcers, but is a carrier.
- The wheel is turning, but the hamster is dead.
- This employee's been working with glue too much.
- Would argue with a signpost.
- A photographic memory but with the lens cover glued on.
- This employee has delusions of adequacy.
- Donated brain to science before done using it.
- Gates are down, the lights are flashing, but the train isn't coming.
- Has two brains cells, one is lost and the other is out looking for it.
- If you stand close enough, you can hear the ocean.
- This employee should go far, and the sooner, the better.

Give each letter of the alphabet a number, a=1, b=2, etc. If you add up the letters of the alphabet in the word "Attitude" this is the result:

**A** = 1  
**T** = 20  
**T** = 20  
**I** = 9  
**T** = 20  
**U** = 21  
**D** = 4  
**E** = 5

**Attitude is 100%**

### Have You Heard About the New Income-tax Form?

The latest income-tax form has been greatly simplified. It consists of only three parts:

1. How much did you make last year?
2. How much do you have left?
3. Send amount listed in part 2.

### Famous Last Words...

- » I'll hold it and you light the fuse.
- » What does this button do?
- » Nice doggy.

### Wisdom of Life

- Never test the depth of water with both feet.
- If you think nobody cares if you're alive, try missing a couple of car payments.
- Before you criticize someone, you should walk a mile in their shoes. That way, when you criticize them, you're a mile away and you have their shoes.
- The journey of a thousand miles begins with a broken fan belt and leaky tire.
- If you tell the truth, you don't have to remember anything.
- Good judgment comes from bad experience, and a lot of that.
- The quickest way to double your money is to fold it in half and put it back in your pocket.
- Duct tape is like 'The Force'. It has a light side and a dark side, and it holds the universe together.

**MYZIVIA.INFO continued from page 5**

it is up to states to ensure that the plans work. Dr. Robert Butler, International Longevity Center, a New York based elder advocacy group believes, "States should set detailed requirements for nursing home evacuations. And in states that already have requirements, state officials should review those plans and make sure that nursing home personnel know what to do." The ILC developed a set of emergency preparedness guidelines for older people following the September 11, 2001, terrorist attacks. Butler recalled, "We were horrified to find that (near) ground zero, many older people were left without services: no prescriptions, no meals. They were left alone for days." Interested persons may view the ILC guidelines at <http://www.ilcusa.org/lib/pdf/epopib.pdf>. To view the Stateline.org article in its entirety go to <http://www.stateline.org/live/ViewPage.action?siteNodeId=136&languageId=1&contentId=69768>.

**The Moose Is Loose, Angry And Intoxicated (I just had to share this!)**

The residents of an elderly home located in southern Sweden thought they had seen it all, that is until recently. A mother-child pair of cantankerous moose showed up drunk on fermented apples found outside the Sibbhult, Sweden home. The authorities were called to the scene and shooed away the drunken mammals only to see them swiftly return still inebriated and now angry. At this point, officers realized they needed specialized backup and summoned the "SPOT" team. A hunter with a dog was called in to chase away the intoxicated pair, and the fermented fruit was promptly removed from the grounds to thwart a probable repeat offense. So it seems all's well that ends well, as the residents escaped harm and the moose merely suffered bruised egos and a brutal hangover.

**Nursing Homes Embrace New Practices In Handling Resident Death**

Some nursing homes have begun to change their policies surrounding the death of a resident. Standard practice has been to quietly remove the deceased resident and staff members simply stop discussing the resident unless directly asked about that person. New practices gaining support across the nation acknowledge the death and allow staff, residents, and families to grieve. The benefit of such policies are significant with residents assured that they will not be quietly removed and forgotten, caregivers forming more personal and satisfying bonds with residents, and families grateful for the changes. David Farrell, project manager for Quality Partners of Rhode Island expressed, "If nursing homes get this right, it changes the whole culture and nature of the facility." To view the full Eagle Tribune article, go to <http://www.ecnnews.com/cgi-bin/15/etstory.pl?-sec-News+fn-fn-nursingdeath.1120-20051120-fn>.

**Dementia Patients Benefit From The Textbooks Of Their Childhood**

An increasing number of nursing facilities in Japan are using old textbooks to stir memories and stimulate brain activity in residents suffering from dementia--a concept introduced in the United States in the early 1960s. The books are intentionally reproduced on course paper with the illustrations, color and style of their original counterparts. One popular textbook for teaching first-graders a writing style is used in the treatment. Yukiko Kurokawa, a clinical psychologist and director of Keisei-Kai Institute of Gerontology explains, "Textbooks (the patients) read repeatedly at the age of 6 or 7 perfectly meet the conditions" for the elderly to remember things they learned during their childhood. The textbooks may be reprinted without the original publishers permission given the copyrights are expired. Kaneki Bookstore Co., a bookstore in the city of Yokote, Akita Prefecture, offers about 10 different out-of-print textbooks and receives about 20 Internet orders a month. Customers include nursing care facilities and children who give them as gifts to their grandparents. Interested persons may go to <http://www.japantimes.co.jp/cgi-bin/getarticle.pl5?nn20051118f3.htm> to view The Japan Times article.

Life is not measured by the numbers of breaths we take,  
but by the moments that take our breath away.

HR ANSWERS Continued from page 6

- 5 **Stay flexible.** Keeping an open mind about changes in procedures or responsibilities can reduce stress and anxiety.
- 6 **Leave work behind at the end of your shift.** Relax and take pleasure in your off hours.
- 7 **Get enough sleep.** Rebuild your defenses against stress and fatigue every day.

Unified guidelines come from the American Heart Association, American Cancer Society, and American Diabetes Association: Eat a diet dominated by fruits, vegetables, whole grains, and low-fat dairy products. Exercise at least 30 minutes, 5 days a week. Quit smoking, and see your doctor regularly.

Think your job is good for your health? If you're a chiropractor or a florist, then you're right. Monster.com says some jobs lend themselves to healthy life styles – typically those with low stress, healthy surroundings, and the chance to help others. **The top spot based on those criteria goes to Activity Planners– the people who coordinate recreational pursuits at hotels and nursing homes.** "With a focus on staying fit, both mentally and physically, activity specialists work with others to maintain an active, positive attitude toward life," Monster says. Also making the cut: professor, choreographer, nutritionist, and massage therapist.

**AIT CANDIDATE SEEKS TRAINING OPPORTUNITY**

**IAN GILKISON**

**Education**

> BS: Exercise and Sport Science

**Experience Highlights**

- > Certified Physical Therapist Aide
- > Ability to plan individual fitness programs
- > Knowledge of fitness testing and equipment
- > Customer service skills

With my knowledge in the Physical Therapy Field, I would be a great help for the therapist in the facility I would be working at. I also learned from my experience in therapy and in the fitness center, that I have a good rapport with the seniors of the community. I believe that by becoming an administrator, I could help in a wide variety of ways.

Please contact Ian Gilkison for a resume' and interest letter.

**CONTACT INFORMATION**

Ian Gilkison  
Ph: (541) 740-7666  
gilkiso@onid.orst.edu

**DEFICIENCY-FREE SURVEYS**

The Board acknowledges the effort and dedication of administrators and staff in the following facility. Congratulations on your success!

**Grandview Manor Care Center**

Jonathan Ramey, NHA  
530 Birch Street  
Junction City, OR 97448  
Ph: (541) 998-2395

» *Deficiency-free surveys in 2004 and 2005.*

**NAB EXAM FEE INCREASE**

Effective March 1, 2006, NAB exams will increase as listed below:

<u>Exam</u>	<u>Current</u>	<u>3/1/2006</u>
NHA Exam	\$270	\$285
ALF Exam	\$235	\$260

**RETIRING ADMINISTRATOR**

The Board acknowledges the following retiring administrator for her devoted service and contributions to the profession. Enjoy your retirement Gaynelle!

» Gaynelle **Edmondson**, Oregon NHA 1979 - 2005

I'm retired - good-bye tension, hello pension!

~Author Unknown

CE SPOTLIGHT

With the holidays behind us, now is the perfect time to begin planning for your continuing education requirements. Mark your calendars for the following approved activities.

<b>COURSE</b>	<b>PROVIDER</b>	<b>DATE</b>	<b>TIME</b>	<b>LOCATION</b>	<b>COST</b>	<b>CE HOURS</b>
• Forget-Me-Not Senior Wishes Program Training	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	1/19/06	1-4 pm	Wilsonville	\$0.00	3 hrs.
• Emerging Infectious Diseases in LT Care	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	1/25/06	9-noon	TBA	\$59/\$99	3 hrs.
• Person Centered Dementia Care: An Operator's Guide to Operations	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	2/1-3/06	varies	Wilsonville	\$50.00	19 hrs.
• OHCA Annual Marketing Symposium	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	3/1/06	9-4 pm	Salem	varies	6 hrs.
• OHCA Spring Expo "Blazin Trails!"	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	3/2-3/06	varies	Salem	varies	11.25 hrs.
• Forget-Me-Not Senior Wishes Program Training	OHCA <a href="http://www.ohca.com">www.ohca.com</a>	4/13/06	1-4 pm	TBA	\$0.00	3 hrs.
• 16th Annual Kinsman Conference	OHSU & St. Charles Med. Center <a href="http://www.scmc.org">www.scmc.org</a>	4/20-21/06	varies	Bend	\$135-\$150	10.25 hrs.

DISCIPLINARY ACTIONS

<b><u>NAME</u></b>	<b><u>DATE</u></b>	<b><u>ACTION</u></b>	<b><u>VIOLATION</u></b>
• Chad <b>Martin</b>	10/25/2005	\$100 Civil Penalty	Practicing with a lapsed license
• Stephanie <b>Streety</b>	11/10/2005	\$100 Civil Penalty	Practicing with a lapsed license

AIT PROGRAMS COMPLETED

The Board congratulates the following individuals who have successfully completed their AIT program.

**October 2005**

<b><u>NAME</u></b>	<b><u>FACILITY</u></b>	<b><u>PRECEPTOR</u></b>
• Craig <b>Oltman</b>	Evergreen Milton-Freewater Health & Rehab	Larry Oden
• Thomas <b>Payn</b>	Rogue Valley Manor	Thomas Becker

FACILITY NAME/OWNER CHANGE  
**Previously:** Fernhill Care Center  
**Presently:** Fernhill Estates  
**Owner:** Fernhill Estates, LLC  
**Effective:** October 1, 2005

NHA LICENSES ISSUED

October 2005 to December 2005

NHA LICENSES

The Board extends congratulations to the following newly licensed administrators:

<u>NAME</u>	<u>FACILITY</u>	<u>LICENSED BY</u>
» Chad <b>DeBruin</b>	Evergreen Portland Health & Rehab Center	Exam
» Kari <b>Fortlage</b>	Care Center East Health & Specialty Care, Portland	Endorsement
» Jessica <b>Keerseemaker</b>	Clackamas Rehab & Specialty Care	Exam
» Veronica <b>Sheffield</b>		Exam
» Stephanie <b>Streety</b>	French Prairie Nursing & Rehab Center, Woodburn	Exam
» Don <b>Wessels</b>	Aidan Healthcare of Florence	Exam

PROVISIONAL LICENSES

<u>NAME</u>	<u>FACILITY</u>
» Faraz <b>Ahmed</b>	Marquis Care at Forest Grove
» Jo Ann <b>Parker</b>	Willowbrook Terrace, Pendleton
» Patricia <b>Stephens</b>	Coast Fork Nursing Center, Cottage Grove
» Corey <b>Trembath</b>	Pioneer Nursing Home Health District, Vale

WHERE ARE THEY NOW?

<u>NAME</u>	<u>FACILITY</u>
» Faraz <b>Ahmed</b>	Marquis Care at Forest Grove
» Denise <b>Gould</b>	Marian Estates, Sublimity
» Steven <b>Herzog</b>	Twin Oaks Care Center, Sweet Home
» Dennis <b>Johnston</b>	Mrytle Point Care Center, Myrtle Point
» Robert <b>Marcoff</b>	Life Care Center of Coos Bay
» Jo Ann <b>Parker</b>	Willowbrook Terrace, Pendleton
» Nancy <b>Paulk</b>	Cascade Terrace Nursing Center, Portland
» Kevin <b>Ricker</b>	Evergreen Hillsboro Health & Rehab Center, Hillsboro
» Thomas <b>Rudolph-Stoelting</b>	South Salem Rehab & Specialty Care, Salem
» Patricia <b>Stephens</b>	Coast Fork Nursing Center, Cottage Grove
» Corey <b>Trembath</b>	Pioneer Nursing Home, Vale
» Julie <b>Tulloch</b>	Green Valley Rehabilitation Health Center, Eugene
» Kym <b>Wells</b>	Marquis Care at Mt. Tabor, Portland
» Janice <b>Worley-Blazek</b>	Meadow Park Health & Specialty, St. Helens

By working faithfully eight hours a day  
you may eventually get to be boss and work twelve hours a day.

~Robert Frost

**OREGON BOARD OF EXAMINERS OF NURSING  
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[www.oregon.gov/NHABD/](http://www.oregon.gov/NHABD/)

**E-MAIL ADDRESS:**  
[Janet.Bartel@state.or.us](mailto:Janet.Bartel@state.or.us)

**Moving?  
Change In Employment?**

Please remember to notify the Board of any changes in address, employer and employment status.