



ARIZONA STATE BOARD OF PHYSICAL THERAPY
4205 NORTH 7TH AVENUE, SUITE 208 PHOENIX, ARIZONA 85013
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REGULAR SESSION MEETING MINUTES
September 27, 2016

MEMBERS PRESENT:

Melinda Richardson, PT, MA; President
James E. Miller, PT, DPT, Vice President At
D'Appollonio, PT, MBA; Secretary
Michael S. Clinton, CPA; Member,
Peggy Hunter, PTA, CLT; Member,
Nushka Remec, PT, MS, PCS; Member

MEMBERS ABSENT:

Whitney Lawrence; Member

**ASSISTANT ATTORNEY GENERAL
PRESENT:**

Mona Baskin, Assistant Attorney General

BOARD STAFF PRESENT IN PERSON:

Charles D. Brown, Executive Director
Monica Crowley, Office Manager
Veronica Cardoza, Licensing Administrator
Karen Donahue, Senior Investigator

- 1) **CALL TO ORDER – 8:30 a.m.;** Ms. Richardson called the meeting to order at 8:32 a.m. (A recording of the meeting is available through the Board Office)

Roll Call - The following Board members were present: Ms. Richardson, Mr. D'Appollonio, Mr. Clinton, Dr. Miller, Ms. Hunter and Ms. Remec.

2) **Review and Approval of Draft Minutes**

- a) August 23, 2016; Regular Session Meeting Minutes

Dr. Miller and Mr. D'Appollonio requested minor changes to the minutes. Ms. Richardson moved the Board to approve the August 23, 2016; Regular Session Meeting Minutes with the suggested changes. Ms. Hunter seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							

Recused							
Abstained							
Absent							X

b) August 23, 20016; Executive Session Meeting Minutes, Case #15-17; Darren Permenter, PTA

Ms. Richardson moved the Board approve the August 23, 2016, Executive Session Meeting Minutes, Case #15-17; Darren Permenter, PTA. Mr. Clinton seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

c) September 12, 2016, Special Session Meeting Minutes, Case #15-17; Darren Permenter, PTA

D'Appollonio and Ms. Remec requested minor changes to the minutes. Ms. Richardson moved the Board approve the September 12, 2016, Special Session Meeting Minutes, Case #15-17; Darren Permenter, PTA with the suggested changes. Mr. D'Appollonio seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

3) CONSENT AGENDA: REVIEW, CONSIDERATION and ACTION

- a) Applications for Licensure and Certification
- i) Review, Consideration and Approval of Applications of Physical Therapist Licensure upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript

Anthony Arviso	Timothy Baker	Hannah Bleichfeld
Andrew Bond	Dylan Caliva	Rachel Caliva

Jeff Erickson	Cara Corasaniti	Charles Deneen Jr.
David Eckel	Laura Eckel	Mauricio Elizondo
Jeffrey Enos	Kelly Farrell	Amber Fulford
Carlee Good	Marion Hager	Aaron Harward
Brian Hernandez	Katherine Kennedy	Joshua Korson
Nathalie Krantz	Karen Krikorian	Shannon Kurkowski
Brianne Lapierre	Paulo Leufroy	Andrew Lose
Bridget Lynch	Jennifer Mallonga	Cathy McClay
Katherine McWilliams	Allison Mitchell	Sean Noonan
Bethany Novak	Peter O'Brien	Airanna O'Donnell
Jessica Olivarez	Katherine Panetta	Emma Paul
Katie Peterson	Karen Pettine	Julie Prasher
Tanya Rice	William Satriano Jr.	Eric Schmidt
Erik Schmitt	Gia Serafino	Amy Shackelford
Amy Skillings	Jeffrey Smith	Allison Sparacia
Frankie Sparacia	Carter Steele	Paul Stevenson
Samantha Stolper	Karen Thernelan	Jennifer Tooley
Stanton Urling	Cynthia VerDuin	Daniel Vilaubi
David Walker	Kaitlin Watchey	Karen Wessinger
Cassandra Woodland	Pamela Woods	Samuel Zajicek
Craig McEwan	Audrey Jacobsen	Riley Fink
Danielle Cullen		

The following applicants were pulled from the above consent agenda.

Jeffrey Enos and Mauricio Elizondo were pulled by Dr. Miller, Allison Mitchell was pulled by Ms. Richardson.

Cynthia VerDuin and Karen Wessinger were pulled by Mr. D'Appollonio and Paul Stevenson was pulled by Mr. Clinton.

Mr. D'Appollonio moved the Board approve the above applications upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Ms. Richardson seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Jeffrey Enos

Dr. Miller moved the Board approve the above application upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Ms. Richardson seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Mauricio Elizondo

Dr. Miller moved the Board approve the above application upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Ms. Richardson seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Allison Mitchell

Ms. Richardson's concerns were, Allison Mitchell received three (3) ~~"D"~~ grades on her final transcripts that appeared to below the standard in Arizona schools and the courses were not subsequently retaken.

Ms. Richardson moved the Board pend the above application for further review of the application by Board Staff. Once all information has been received the Board will meet for a Special Meeting for consideration of the application. Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	

Nay							
Recused							
Abstained							
Absent							X

Cynthia VerDuin

Mr. D'Appollonio's concerns were, Ms. VerDuin has not worked as a Physical Therapist since 2000.

Mr. D'Appollonio moved the Board request that Ms. VerDuin substantially complete a SCPP minimum of 500 hours to be completed within 90 days prior to granting her licensure. Ms. Richardson seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Paul Stevenson

Mr. Clinton pulled Mr. Stevenson from the consent agenda because he is not a Physical Therapist he is a Physical Therapist Assistant.

Mr. Clinton moved the Board approve the above application for Physical Therapist Assistant Certification upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Ms. Richardson seconded the motion. Following review and discussion the motion passed

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Karen Wessinger

Mr. D'Appollonio's concerns were, Ms. Wessinger was previously licensed in AZ would need 40 CEU's and has not practiced physical therapy since March of 2011.

Mr. D'Appollonio moved the Board request that Ms. Wessinger complete the online Option Tool Course from the Federation (FSBPT) and successfully pass the AZLAW. Ms. Wessinger will come back before the Board to review the results of the Option Tool course. Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

ii) Review, Consideration and Approval of Applications for Physical Therapist Assistant Certification upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript.

Aliesha Bell	Michelle Bullock	Marion Ciolac
Jeremy Conoway	Joshua Cummings	Christina DeAcetis
Kara Dixon	Ellen Fenton	Brenda Gilbert
Jennifer Hailey-Dukes	Ashley Hawman	Tracy Lynn
Sharif Nafeh	Kelly Pugh	Terhea Smith
Holly White	Chelsie Wise	Abbey Wright
Donna Hipps		

Ms. Richardson moved the Board approve the above applications upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							

Absent							X
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7) COMPLAINTS, HEARINGS, INVESTIGATIONS and COMPLIANCE

b) Review, Discussion, and Action on Complaint

v) Case #16-16; Julia Goodwin, PT

Ms. Goodwin was present and was not represented by legal counsel. Ms. Donahue provided a summary of the case for the Board. The Board opened complaint #16-16 following Ms. Goodwin's notification for her arrest for shoplifting on May 10, 2016. Ms. Goodwin did notify the Board within the required 10 days.

Ms. Goodwin provided an opening statement to the Board.

The Board reviewed, discussed the investigation, and asked questions of Ms. Goodwin. Mona Baskin, Assistant Attorney General gave the Board option to continue the investigation until resolution of the criminal matter.

Ms. Richardson moved the Board pend this case for further investigation. Investigation will include court resolution documents.

Dr. Miller seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

ix) Case #16-22; Chad Reilly, PT

Mr. Reilly was present and was not represented by legal counsel. Mr. Reilly brought a witness to speak on his behalf, Mr. Warren Ryan. Ms. Donahue provided a summary of the case for the Board. Ms. RC alleges that Mr. Reilly engaged in unprofessional conduct when Ms. RC informed him that the physician had released her from physical therapy services.

Mr. Warren Ryan, witness for Mr. Reilly provided a statement to the Board.

The Board reviewed, discussed the investigation, and asked questions of Mr. Reilly.

Both Mr. Reilly and Mr. Ryan provided closing statements to the Board.

Ms. Richardson moved the Board forward the complaint to informal hearing to allow Mr. Reilly more time to review the statutes, rules and the investigative material and include A.R.S. §32-2044(4) , A.R.S. §32-2044(13), A.R.S. §32-2044(14), A.R.S. §322044(20).

Dr. Miller seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

7) COMPLAINTS, HEARINGS, INVESTIGATIONS and COMPLIANCE

- a) Review and Action; Formal Hearing
 - i) Clayton D. Robertson, PTA; 10:00A.M.

At 10:05 am Mr. Robertson was not present and was not represented by legal counsel. Ms. Richardson tabled item for later in the meeting to give Mr. Robertson time to appear.

6) CONSENT AGENDA: Review, Consideration and Action on Applications for Licensure and Certification

- a) Review, Consideration and Approval of Applications for Physical Therapist Licensure upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript and with documentation Related to Disclosure on "Personal Information" section of the application
 - (1) Jamie Flint

Dr. Miller moved the Board approve the above application upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Ms. Hunter seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

(2) Daniel Woodward

Dr. Miller moved the Board approve the above application upon Receipt of Passing Scores on the NPTE/AZLAW and Final Transcript. Mr. D'Appollonio seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

6) Review, Consideration and Action on Applications for Licensure and Certification

- a) Review of and Possible Action on the Following Applications for Physical Therapist Licensure – Foreign Educated Graduates of Programs Not U.S. Accredited.
 - i. Review and Approval of SCPP Proposal and Possible Licensure
 1. Lyndsay Cota

Ms. Richardson moved the Board accept the proposed SCPP supervisors and her submission. Mr. Clinton seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

- b) Review of and Possible Action on the Following Applications for Physical Therapist Licensure – Military Spouse.
 - 1) Andrea Kling

Ms. Richardson moved the Board approve the above application for Physical Therapist Licensure. Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

c) Review of and Possible Action on Physical Therapists Previously Licensed in the state of Arizona.
1) Brandee Beran

Ms. Richardson moved the Board approve the above application for Physical Therapist Licensure upon Board Staff review of successfully completing 80 hours of CEU's. Ms. Hunter seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

6) Review, Discussion and Action on Renewal Application

a) Daniel Dunn, PT

Mr. Dunn was not present and was not represented by legal. Mr. Brown provided a summary of the case for the Board. This matter is before the Board for consideration of Mr. Dunn's application for renewal of his license to practice as a physical therapist in the State of Arizona. Mr. Dunn has provided notice of disciplinary action taken in Utah for multiple DUI convictions in 2015 and a theft conviction. Mr. Brown, Executive Director provided options to the Board.

The Board reviewed, discussed the investigation. The Board asked questions of Mona Baskin, Assistant Attorney General regarding the Board options.

Ms. Richardson moved the Board deny renewal application. Mr. D'Appollonio seconded the motion. Following review and discussion the motion passed by roll call.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X		X	X	X	
Nay			X				
Recused							
Abstained							
Absent							X

The Board Recessed from 10:15 A.M. to 10:27 A.M.

7) COMPLAINTS, HEARINGS, INVESTIGATIONS and COMPLIANCE

b) Review, Discussion, and Action on Complaint

i) Case #16-11; Amanda Patnaud, PTA

Dr. Miller recused himself and stepped away from the table.

Ms. Patnaud was present and was represented by legal counsel, Ms. Camilla Porter. Ms. Patnaud also had Mr. Steve Sadecki, Director of Home Health and Ms. Debra Vincent, Senior Clinic Manager as witness.

Ms. Donahue provided a summary of the case for the Board. Ms. Duke alleges that Ms. Patnaud identified Ms. Duke as her supervising physical therapist for treatment of patient MT when providing therapy services on 3 dates of service, in which Ms. Duke had no knowledge of the provision of supervision. Ms. Duke alleges that Ms. Patnaud indicated in a phone message that MT had “met her goals and needs supervisory visit to discharge early or to work on different goals.”

Ms. Porter provided an opening statement to the Board. The Board reviewed, discussed the investigation, and asked questions of Ms. Patnaud, Mr. Sadecki and Ms. Vincent.

Ms. Patnaud provided closing statements to the Board. The Board deliberated.

Ms. Hunter moved the Board dismiss the case. Ms. Richardson seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X		X	X	
Nay							
Recused				X			
Abstained							
Absent							X

Ms. Richardson moved the Board open a complaint against Jason Webb to included A.R.S. §32-2044(4), A.R.S. §32-2044(6), and A.R.S. §32-2044(20). Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X		X	X	
Nay							
Recused				X			
Abstained							
Absent							X

At 11:05 A.M. Dr. Miller returned to the Board table.

ii) Case #16-12; Gina Sebranek, PT

Ms. Sebranek was present and was not represented by legal counsel. Ms. Sebranek also had Mr. Jamie Pinder, PT, Marketing Manager (operational capacity) as witness. Ms. Donahue provided a summary of the case for the Board. Ms. LeLonde alleges inappropriate student supervision, inappropriate billing of student services and therapist signing charts of patients they did not provide treatment.

Ms. Sebranek did not provided an opening statement but stated she would answer any questions the Board had for her.

The Board reviewed, discussed the investigation, and asked questions of Ms. Sebranek.

Ms. Hunter moved the Board dismiss the case. Ms. Richardson seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X		X	
Nay					X		
Recused							
Abstained							
Absent							X

iii) Case #16-13; Lacey Hardcastle, PT

Ms. Hardcastle was present and was not represented by legal counsel. Ms. Hardcastle also had Mr. Jamie Pinder, PT, Marketing Manager (operational capacity) as witness. Ms. Donahue provided a summary of the case for the Board. Ms. LeLonde alleges inappropriate student supervision, inappropriate billing of student services and therapist signing charts of patients they did not provide treatment.

Ms. Hardcastle did not provided an opening statement but stated she would answer any questions the Board had for her.

The Board reviewed, discussed the investigation, and asked questions of Ms. Hardcastle.

Ms. Richardson moved the Board dismiss the case. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X		X	
Nay					X		
Recused							
Abstained							
Absent							X

iv) Case #16-14; Shannon Scott, PT

Ms. Scott was present and was not represented by legal counsel. Ms. Hardcastle also had Mr. Jamie Pinder, PT, Marketing Manager (operational capacity) as witness. Ms. Donahue provided a summary of the case for the Board. Ms. LeLonde alleges inappropriate student supervision, inappropriate billing of student services and therapist signing charts of patients they did not provide treatment.

Ms. Scott did not provided an opening statement but stated she would answer any questions the Board had for her.

The Board reviewed, discussed the investigation, and asked questions of Ms. Scott.

Mr. D'Appollonio moved the Board dismiss the case. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X		X	
Nay					X		
Recused							

Abstained							
Absent							X

vi) Case #16-17; Edward Lihvarchik, PT (Tabled From August 23, 2016)

Mr. Lihvarchik was not present and was not represented by legal counsel. Ms. Donahue provided a summary of the case for the Board. Patient ML alleges substandard care when Mr. Lihvarchik failed to diagnose re-rupture of a repaired Achilles tendon repair and failed to adequately communicate with the physician findings following reports of re-injury due to a fall on February 28, 2016.

This case was tabled from the August 23, 2016 Board Meeting to allow Mr. Lihvarchik the opportunity to request the investigative report. To Ms. Donahue's knowledge Mr. Lihvarchik has not requested it.

The Board reviewed, discussed the investigation.

Dr. Miller moved the Board forward the complaint to informal hearing and include A.R.S. §32-2044(13), A.R.S. §322044(20).

Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

vii) Case #16-18; Daniel Finnman, PT (Tabled From August 23, 2016)

Mr. Finnman was not present and was not represented by legal counsel. Ms. Donahue provided a summary of the case for the Board. Ms. Bonafide alleges that Mr. Finnman, PT documented a patient visit for patient JE in which he did not provide treatment for home visit on May 17, 2016.

This case was tables from the August 23, 2016 Board Meeting to allow Mr. Finnman the opportunity to request the investigative report.

The Board reviewed, discussed the investigation.

Ms. Richardson moved the Board offer Mr. Finnman a consent agreement to include a \$750 Civil Penalty to be paid within 60 days. If Mr. Finnman does not accept the consent agreement the Board will forward the complaint to informal hearing.

Mr. Clinton seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X		X	X	X	X	
Nay		X					
Recused							
Abstained							
Absent							X

- c) Review, Discussion, and Action on Board Order
 - ii) Request for Modification of Board Order
 - (1) Case #11-60; Kimberly Deering, PT

Ms. Deering was present and was not represented by legal counsel. Ms. Richardson provided a summary of the case for the Board. Ms. Deering, PT requests modification of Board Order #11-60 to reduce monitoring requirements from monthly to quarterly. Ms. Deering was placed on probation for violations of A.R.S. 32-2044 (1), (5), (6), (13) and (14). Ms. Deering has completed ProBe, continuing education requirements and AZ Law. Ms. Deering's request, previous 2 monthly reports, ProBe Report and Board order are attached for review. Ms. Deering last requested reduction in monitoring from monthly to quarterly at the April 25, 2016 Board meeting. Board Order #11-60 is set to terminate on January 2, 2020. The Board is to determine if they elect to reduce monitoring from monthly to quarterly.

The Board reviewed, discussed the investigation.

Ms. Richardson moved the Board approve the request for modification of Board Order #11-60 to reduce monitoring requirements from monthly to quarterly.

Mr. D'Appollonio seconded the motion. Following review and discussion the motion failed by roll call.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye		X	X			X	
Nay	X			X	X		
Recused							
Abstained							
Absent							X

The Board reviewed, discussed the investigation

The Board Recessed from 11:50 A.M. to 12:05 P.M.

The Board reviewed and discussed additional information.

Mr. D'Appollonio moved the Board approve the request for modification of Board Order #11-60 to reduce monitoring requirements from monthly to quarterly.

Ms. Hunter seconded the motion. Following review and discussion the motion passed by roll call.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X			X	
Nay				X	X		
Recused							
Abstained							
Absent							X

8) BOARD BUSINESS AND REPORTS

d) Review, Discussion and Possible Action on Executive Director Performance Evaluation.

Ms. Richardson moved the Board re-agendized item #8(d) Review, Discussion and Possible Action on Executive Director Performance Evaluation to the October Board Meeting.

Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

The Board Recessed from 12:20 P.M. to 12:35 P.M.

7) COMPLAINTS, HEARINGS, INVESTIGATIONS and COMPLIANCE

a) Review and Action; Formal Hearing

i) Clayton D. Robertson, PTA; 10:00A.M.

Mr. Robertson was not present and was not represented by legal counsel. Ms. Richardson called the formal hearing to order. Board members and staff introduced themselves. All Board members had been furnished with copies of the Complaint and Notice of Hearing.

There was no respondent's answer. Karen Donahue, PT Investigator was sworn in. Ms. Baskin reviewed process by which the respondent was served with the Notice of Hearing. Ms. Richardson provided a review of the proceedings and possible outcomes.

Ms. Baskin requested the Board take judicial notice under Rule 201 Arizona Rules of Evidence regarding some facts in this case. State's submitted underseal Exhibits 1 through 11 and provided a copy to the Board members by Ms. Baskin. The Board accepted the Exhibits underseal.

Ms. Baskin made an opening statement. Ms. Donahue provided testimony. Ms. Baskin made a closing statement.

The Board discussed the case. Following review and discussion Ms. Richardson moved the Board accept Allegations 1 through 11 as Findings of Fact.

PARTIES

1. The Arizona State Board of Physical Therapy is the duly constituted authority for licensing and regulating the practice of physical therapy in the State of Arizona.
2. Clayton D. Robertson, P.T.A, holds Certificate No. 7821A, to practice as a physical therapist assistant in the State of Arizona.

FINDINGS OF FACT

1. On or about February 25, 2011, the Board opened a complaint against Respondent following the review and investigation of a complaint against his supervising physical therapist for failure to properly supervise assistive personnel. Respondent worked under the general supervision of Denise Labriola, P.T. during his employment at Achievement Therapy Services ("Achievement").
2. On or about February 25, 2011, the Board sent Respondent a certified letter regarding Notification of Complaint and Request for Response. The letter advised Respondent that the Board opened a complaint concerning his delivery of patient care while employed at Achievement regarding: performance of discharges and quarterly reports, supervision by a physical therapist(s), communication with supervising

physical therapist(s), and documentation of daily treatment notes. The letter also alleged the following statutory violations: A.R.S. §32-2044(1): “Violating this chapter, board rules or a written board order.” A.R.S. §32-2044(5): “Engaging in the performance of substandard care by a physical therapist assistant, including exceeding the authority to perform tasks selected and delegated by the supervising licensee regardless of whether actual injury to the patient is established.” A.R.S. §32-2044(17): “Failing to report to the board any direct knowledge of an unprofessional, incompetent or illegal act that appears to be in violation of this chapter or board rules.” A.R.S. §32-2044(20) “Failing to maintain adequate patient records. For the purposes of this paragraph, “adequate patient records” means legible records that comply with board rules and that contain at a minimum an evaluation of objective findings, a diagnosis, the plan of care, the treatment record, a discharge summary and sufficient information to identify the patient.” A.A.C. R4-24-303(G) (5) “A physical therapist assistant who provides a selected treatment intervention under general supervision shall document in the patient record: Whether the physical therapist assistant consulted with the supervising physical therapist during the course of the selected treatment intervention and if so, the subject of the consultation and any decision made.

3. On or about March 17, 2011, Respondent was interviewed by Board staff. Respondent confirmed that Denise Labriola, PT was his supervising physical therapist while he was employed at Achievement. Respondent stated that he wrote the quarterly patient reports and that he wrote the discharge reports with Ms. Labriola, PT when they met off-site to discuss the patients. At the close of the interview, Board staff requested that Respondent include the following information in his written response to the Board complaint: details regarding general supervision while employed at Achievement; who completed the documentation in the patients’ medical record regarding the evaluations, quarterly reports, daily notes, and discharge reports; and the date that Respondent formally resigned from Achievement.

4. On or about March 23, 2011, Respondent submitted a written response to the complaint. Respondent wrote that during his employment at Achievement, Ms. Labriola, P.T. was his supervising

physical therapist and that he “never witnesses any malfeasance [sic] or deviance from State of Arizona rules and regulations.” Respondent also stated, “Being the therapist who treated the patient on a weekly basis, I did the progress notes alone; but together we drafted the discharge summaries’ and quarterly reports.”

5. Respondent was employed at Achievement, as a physical therapist assistant, from on or about October 23, 2007, through June 22, 2010. On November 4, 2008, in Respondent’s Performance Evaluation, Respondent was rated 4/5 for writing quarterly reports and submitting them on time and 5/5 for turning in discharge/discontinuation reports.

6. In a January 27, 2011, interview with Board staff, Amy Gallagher, an owner of Achievement, verified that it was their policy for the physical therapist to perform the initial evaluation and that the physical therapist assistants write the quarterly reports and discharge notes, which are reviewed by the physical therapist.

7. On or about July 15, 2009, Denise Labriola, PT, Respondent’s supervising physical therapist sent an email to Respondent and to two other physical therapists assistants that she was supervising entitled, “New Supervision.” Ms. Labriola, PT sent Respondent the email to his address of record with Achievement that was used for communication during his employment. Ms. Labriola, PT advised in the email that she was going to change her supervision to make “things a bit easier on everyone” and that “From today on I will be meeting with each of you every month, instead of each of your clients. This will make things easier on your clients, you, the office, and most certainly on me.” The email advised that Respondent would meet with his supervising physical therapist on week two of the month and explained, “So there will still be a monthly cycle of notes. In these meetings I will sit down and go over each of your clients with you. I will write a note as I always do. We can make it a meal meeting so it is a bit more enjoyable of course. Clay unfortunately your meeting will be the longest. One of the main benefits that you as PTA’s will see out of this is, you no longer have to try and explain to your clients that as your supervisor I have to come in once a month.” Ms.

Labriola, PT explains in the email that the supervising physical therapist will meet with the physical therapist assistances so that the “sessions with your clients will no longer be interrupted.” Regarding the documentation, the physical therapist directed that, “Of course I will still have to do the Evaluations as needed. All of the other paper work that you normally do on your own (daily notes, quarterly notes, and discharge notes) those are all up to you.” The physical therapist included the following, “PS – if you have any reports that you have written in the past that you have not sent to me yet, like Discharge reports especially, please make sure that I get them ASAP so I can keep my files updated.”

8. During the course of the Board’s investigation, Respondent’s physical therapist assistant patient care notes and billing records were audited. The audit revealed multiple deficiencies regarding supervision, standard of care, and record keeping.

9. Respondent was the physical therapist assistant for Patient DH, a patient with a diagnosis of cerebral palsy. Respondent initiated treatment of Patient DH on January 19, 2009, without an initial evaluation performed by a physical therapist with a current plan of care. Respondent documented 44 physical therapist assistant visits from January 9, 2009, until December 28, 2009, and all of Respondent’s daily intervention notes are identical. Respondent included the following identical entry in Patient DH’s medical record on 44 occasions:

S: D is non-verbal.

O: D was seen today for the following: passive stretching and range of motion to all joints in her upper and lower extremities while supine in bed. D then stood up x 5 mins. via max assist of two. D then transferred to her wheel chair via 2-3 steps with max assist of two.

A: D tolerated the session well.

P: Continue.

In Respondent’s 44 PTA notes of Patient DH he fails to identify his supervising physical therapist and any communication with the supervising physical therapist as required by A.A.C. R4-24-303 (G) (1),

(5). Respondent documented two quarterly evaluations on April 20, 2009, and November 5, 2009, where he documents whether goals were met and documents recommendations for continuation of therapy, which exceeded his authority as a physical therapist assistant. Additionally, Respondent provided patient care of Patient DH without adequate physical therapist supervision, any documentation of tests or measures, and without a plan of care.

10. Respondent was the physical therapist assistant for Patient KM, a patient with cerebral palsy. On or about January 5, 2009, Respondent initiated treatment without a physical therapist initial evaluation performed by a physical therapist with a current plan of care. Respondent documented 30 physical therapist assistant visits from January 5, 2009, until August 8, 2009, and all of Respondent's daily intervention notes are identical, however the length of time that Patient KM rode the bike documented varied times and two notes document treadmill use under the objective portion of the note. Respondent included the following identical entry in Patient KM's medical record on 30 occasions:

S: "Hello Mr. CLAY"

O: K was seen to day for the following; Bilateral passive supine ham stretching X 15 reps each holding for 10 seconds. Side lying abduction X 15 reps each, passive glut stretching, supine ankle pumps X 15 reps, bilateral prone hip extension X 15 reps. Standing heel toe raises x 15 reps. well squats x 15 reps. bilateral single leg stance x 5 seconds each, gait analysis

A: K did very well and shows good participation with therapy.

P: Continue and increase as able.

Respondent's subjective documentation did not contain a report of Patient KM's current status or response to therapeutic intervention. In Respondent's 30 PTA notes of Patient KM he fails to identify his

supervising physical therapist and any communication with the supervising physical therapist as required by A.A.C. R4-24-303 (G) (1), (5).

Respondent documented two quarterly evaluations on March 31, 2009 and September 19, 2009, where he documented whether goals were met and documented recommendations for continuation of therapy, which exceeded his authority as a physical therapist assistant under general supervision. On the September 19, 2009, Respondent documented that “During this quarter K missed no session.” However, Respondent documented in the medical record that on July 13, 2009, and on August 17, 2009 that Patient KM was not seen.

Additionally, Respondent provided patient care of Patient KM without adequate physical therapist supervision, any documentation of tests or measures, and without a plan of care.

11. Respondent was the physical therapist assistant for Patient AR, a patient with cerebral palsy. On or about January 20, 2009, Respondent initiated treatment without a physical therapist initial evaluation performed by a physical therapist with a current plan of care. Respondent documented 39 physical therapist assistant visits from January 20, 2009, until December 2, 2009, that are identical with minor variations, as follows.

S: Contained a variation of a greeting such as, “Hi there Mr. Clay.” “Good to see you.” “I was waiting for you.” Subjective documentation did not contain a report of Patient AR’s current status or response to therapeutic intervention.

O: “A was seen today for the following’ SLS to bilateral L.E.’s for strength training and balance coordination x 10 seconds each. Needed min. assist for balance and technique. A demonstrated ambulation via ‘skipping’ & ‘galloping’ down his hall way but need much verbal cues and instructions. A. then demonstrated active and passive supine ham stretching, ankle pumps, quad & glut sets x 20 reps. A also demonstrated standing abb & adduction x 15 reps each. H-E-P review and training. A also demonstrated riding his bike independently without any problems. Andrew also demonstrated lunges x 20 bilaterally with min assist and VC’s for form and balance.” Identical entry for 39 visits.

A: "A tolerated the therapy session well." Identical entry for 39 visits.

P: "Continue" was documented for 24 visits and "Continue and increase as able." was documented for 15 visits.

In Respondent's 39 PTA notes of Patient AR he fails to identify his supervising physical therapist and any communication with the supervising physical therapist as required by A.A.C. R4-24-303 (G) (1), (5).

Respondent documented two quarterly evaluations on May 18, 2009 and November 5, 2009, where he documented whether goals were met and documented recommendations for continuation of therapy, which exceeded his authority as a physical therapist assistant. In the May 18, 2009 quarterly evaluation, Respondent documented that Patient AR was "progressing" with the goals of "hopscotch," "grape vine," and "basketball dribble," however those interventions are not documented in any of the prior PTA notes.

Additionally, Respondent provided patient care for Patient AR without adequate physical therapist supervision, any documentation of tests or measures, and without a plan of care.

12. Respondent was the physical therapist assistant for Patient KS, with cerebral palsy. On or about January 6, 2009, Respondent initiated treatment without a physical therapist initial evaluation performed by a physical therapist with a current plan of care. Respondent documented approximately 66 physical therapist assistant notes from January 9, 2009, until December 29, 2009, that are identical with minor variations. Respondent documents the assessment as, "K. tolerated the RX well and still shows good participation with therapy sessions." and the plan as, "Cont and increase as able." Respondent documented duplicate notes on the following dates of service, with minor variations: February 24, 2009; March 3, 2009; June 2, 2009; June 9, 2009; June 16, 2009; June 23, 2009; June 30, 2009; July 14, 2009; July 21, 2009; July

28, 2009; August 11, 2009; and December 29, 2009. Respondent documented 3 duplicate notes on the following dates of service, with minor variations: March 10, 2009; March 24, 2009; April 22, 2009; April 28, 2009; May 5, 2009; May 12, 2009; and May 19, 2009. On April 7, 2009, Respondent documented a physical therapist assistant note documenting a home visit and also documented an note, “Not seen Pt cancelled.”

Respondent documented quarterly evaluations on May 9, 2009, and May 24, 2009. In the quarterly evaluations Respondent documented recommendations for continuation of therapy and that the goals were progressing, ongoing, partially met, or met, which exceeded his authority as a physical therapist assistant.

In Respondent’s PTA notes of Patient KS, he fails to identify his supervising physical therapist and any communication with the supervising physical therapist as required by A.A.C. R4-24-303 (G) (1), (5). Additionally, Respondent provided patient care for Patient KS without adequate physical therapist supervision, any documentation of tests or measures, and without a plan of care.

Mr. Clinton seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D’Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

Mr. Clinton moved the Board accept as Conclusions of Law, the allegations of unprofessional conduct which include violations of A.R.S. §32-2044 (1), A.R.S. §32-2044 (5), A.R.S. §32-2044 (14), A.R.S. §32-2044 (17), A.R.S. §32-2044 (20), A.A.C. R4-24-303(G) (5) as outlined in the Allegations of Unprofessional Conduct.

Dr. Miller seconded the motion. Following review and discussion the motion passed.

Vote	Mr. Clinton	Mr. D’Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							

Recused							
Abstained							
Absent							X

Mr. Clinton moved the Board revoke Mr. Robertson Physical Therapist Assistant Certificate. Dr. Miller seconded the motion. Following review and discussion the motion passed by roll call vote.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X	X	
Nay							
Recused							
Abstained							
Absent							X

At 1:11 P.M., Ms. Richardson excused herself from the rest of the proceedings and left the table. Dr. Miller assumed the chair position.

b) Review, Discussion, and Action on Complaint

viii) Case #16-20; Karlin Schultz, PT (Tabled From August 23, 2016)

Ms. Schultz was not present and was not represented by legal counsel. Ms. Donahue provided a summary of the case for the Board. Ms. Faith alleges that Ms. Schultz on April 3, 2016, did not accurately document the total treatment time for one patient on this DOS.

This case was tabled from the August 23, 2016 Board Meeting to allow Ms. Schultz the opportunity to request the investigative report.

The Board reviewed, discussed the investigation.

Mr. D'Appollonio moved the Board dismiss the complaint. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

b) Review, Discussion, and Action on Complaint

x) Case #16-23; Amy Caudillo, PT (Tabled From August 23, 2016)

Ms. Caudillo was not present and was not represented by legal counsel. Ms. Donahue provided a summary of the case for the Board. Ms. Caudillo failed to notify the Board within 10 days of charges of her arrest for DUI on April 15, 2016. Ms. Caudillo informed the board on June 28, 2016.

This case was tabled from the August 23, 2016 Board Meeting to allow Ms. Caudillo the opportunity to request the investigative report.

The Board reviewed, discussed the investigation.

Ms. Remec moved the Board issue an advisory letter regarding failure to comply with the disclosure requirements pursuant to A.R.S. §32-3208. Ms. Hunter seconded the motion. Following review and discussion both Ms. Remec and Ms. Hunter both withdrew their motions.

Mr. Clinton moved the Board offer a consent agreement to include a \$250 civil penalty to be paid within 60 days. If Ms. Caudillo does not accept the consent agreement the Board will move this complaint to an informal hearing. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

c) Review, Discussion, and Action on Board Order

i) Request for Extension of Time Related to Term of Probation

(1) Case #15-29; Kimberly Lee, PT

Ms. Lee was not present and was represented by legal counsel, T. Scott King. Dr. Miller provided a summary of the case for the Board. Mr. King requesting brief extension of the current deadline of October 6, 2016 for Ms. Lee to accomplish CLE in cardiopulmonary review and treatment. James Farris, PT, PhD is a professor at A.T. Still University who is providing a private course in Phoenix which will comply with the requirements set forth in the Board order. Attached is an outline of his seminar which will be conducted in Phoenix on October 28, 2016. Due to the difficulty in traveling to Kentucky to attend this course, including re-arranging patient care appointments, it would be greatly appreciated if the Board would allow a brief extension until November 4, 2016 to provide compliance with the CLE requirement.

This case was tabled from the August 23, 2016 Board Meeting.

The Board reviewed and discussed the investigation.

Ms. Hunter moved the Board approve request for extension of time related to term of probation. Mr. D'Appollonio seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

iii) Request for Termination of Probation
(1) Case #14-45 William Adelman, PT

Mr. Adelman was not present and was not represented by legal counsel. Dr. Miller provided a summary of the case for the Board. Mr. William Adelman, PT (0461) was placed under Board Order #14-45 for violations of ARS 32-2044 (4), (20); ARS 32-2043 (H); ARS 32-2043 (J); and ARS 32-2001 (8). Mr. Adelman was required to complete six (6) hours continuing education specific to documentation and complete a three patient records audit. Mr. Adelman has completed the continuing education requirement. The Board requested to review Mr. Adelman's records review. The investigator has reviewed the records and provided the chart audit for review. Based upon standard review of patient records for audit purposes, Mr. Adelman has met the minimum standards for documentation. If the Board decides that Mr. Adelman, PT has met the standard, then Board Order #14-45 will terminate.

The Board reviewed, discussed the investigation.

Ms. Hunter moved the Board grant request for termination of probation. Mr. D'Appollonio seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

d) Review, Discussion, and Action on Consideration of Opening Complaints

i) Gabriel Morgan, PT

Mr. Brown provided a summary of the case for the Board. Ms. Gabriel Morgan, PT notified the Board on September 1, 2016 of her DUI arrest on August 21, 2016. Ms. Morgan did notify the Board within the 10 day requirements. The Board will determine whether to open a complaint or take no action.

The Board reviewed, discussed the investigation.

Mr. D'Appollonio moved the Board open a complaint against Ms. Morgan and keep the Board informed of the court proceedings. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

ii) Gary Smith, PT

Board staff received the attached complaint from Ms. Ann Moe. The Board is to review the complaint and determine if they elect to open a complaint or take no action.

The Board reviewed, discussed the investigation.

Mr. D'Appollonio moved the Board open a complaint against Mr. Smith. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

iii) Jolene Whitmer, PT

Ms. Whitmer, PT disclosed on her renewal that she had been disciplined by the Arizona Ste Board of Behavioral Health Examiners in March 2015. Board is to review the attached materials and determine if the Board elects to open a complaint or take no action.

The Board reviewed, discussed the investigation.

Mr. D'Appollonio moved the Board take no action. Ms. Hunter seconded the motion. Following review and discussion the motion passes.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

8) BOARD BUSINESS AND REPORTS

The Board may vote to go into Executive Session pursuant to A.R.S. §38-431.03(A)(3) to obtain legal advice.

- a) Executive Director's Report –Verbal Report/Review of Written Report
 - i) Financial Report- Verbal Report
 - ii) Review Recent Board Staff Activities - Report
 - iii) Review of Current Legislative Activity (2016) –
 - iv) Rule Activity- No Report
 - v) FSBPT- Report
- b) Review, Discussion, and Action on Unlawful Practice Matrix
- c) Review, Discussion and Action on Continuing Competence Matrix

Mr. Brown provided verbal summary on the above topics. No action was taken or required.

9) CALL TO THE PUBLIC

Nobody came forward.

10) ADJOURNMENT

Ms. Hunter moved to adjourn the meeting. Ms. Remec seconded the motion. The motion carried.

Vote	Mr. Clinton	Mr. D'Appollonio	Ms. Hunter	Dr. Miller	Ms. Remec	Ms. Richardson	Ms. Lawrence
Aye	X	X	X	X	X		
Nay							
Recused							
Abstained							
Absent						X	X

Meeting adjourned at 1:45 P.M.

Prepared by,

Monica Crowley
Office Manager

Approved by,
Al D'Appollonio, PT, MBA