

Board of Nursing Updates

Texas Association of Vocational Nurse Educators

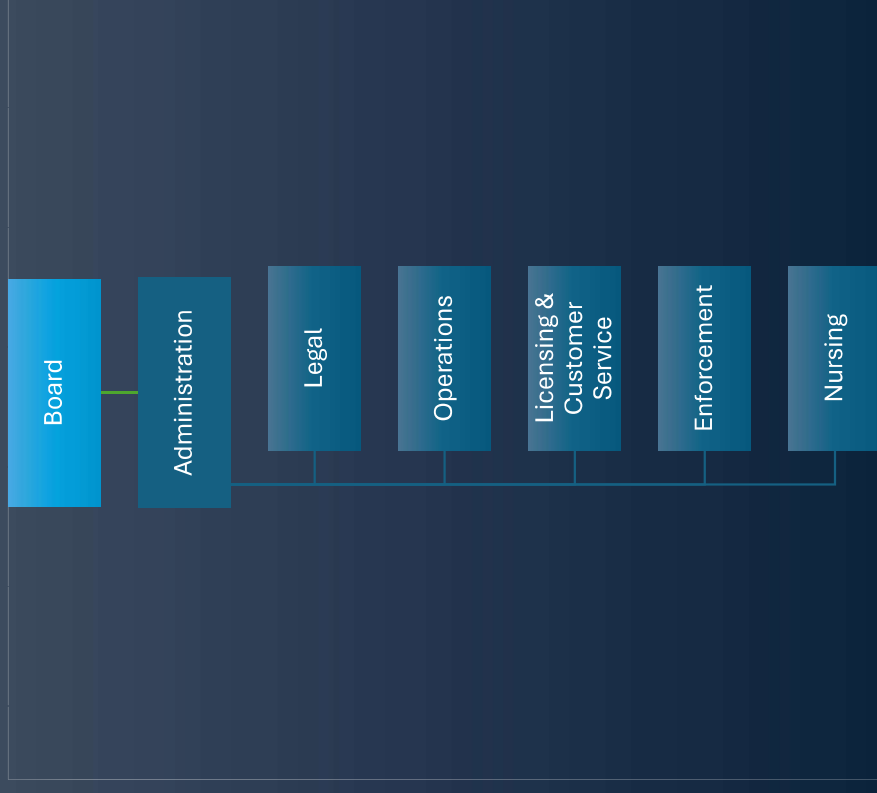
October 16, 2026



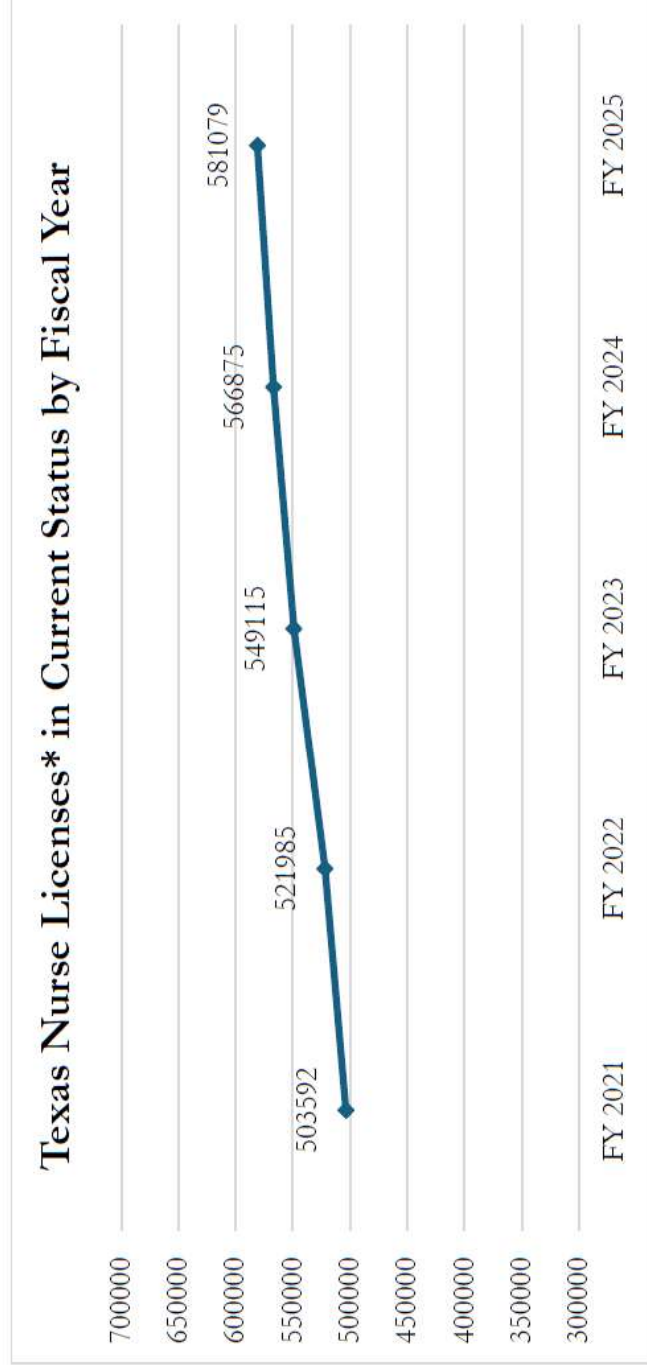
Dr. Kristin Benton
Executive Director

Texas Board of Nursing

The **MISSION** of the Texas Board of Nursing is to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a nurse in the State of Texas is competent to practice safely.

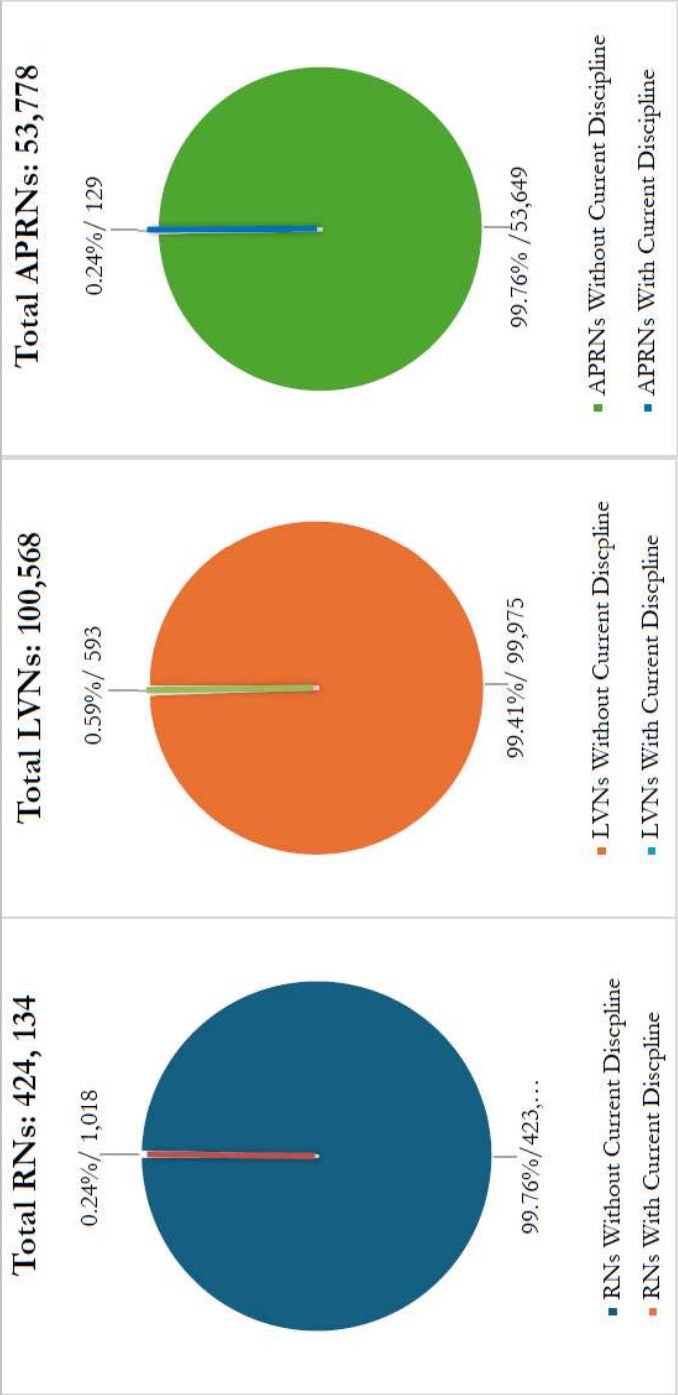


Licensing Trends FY 2021 – FY 2025



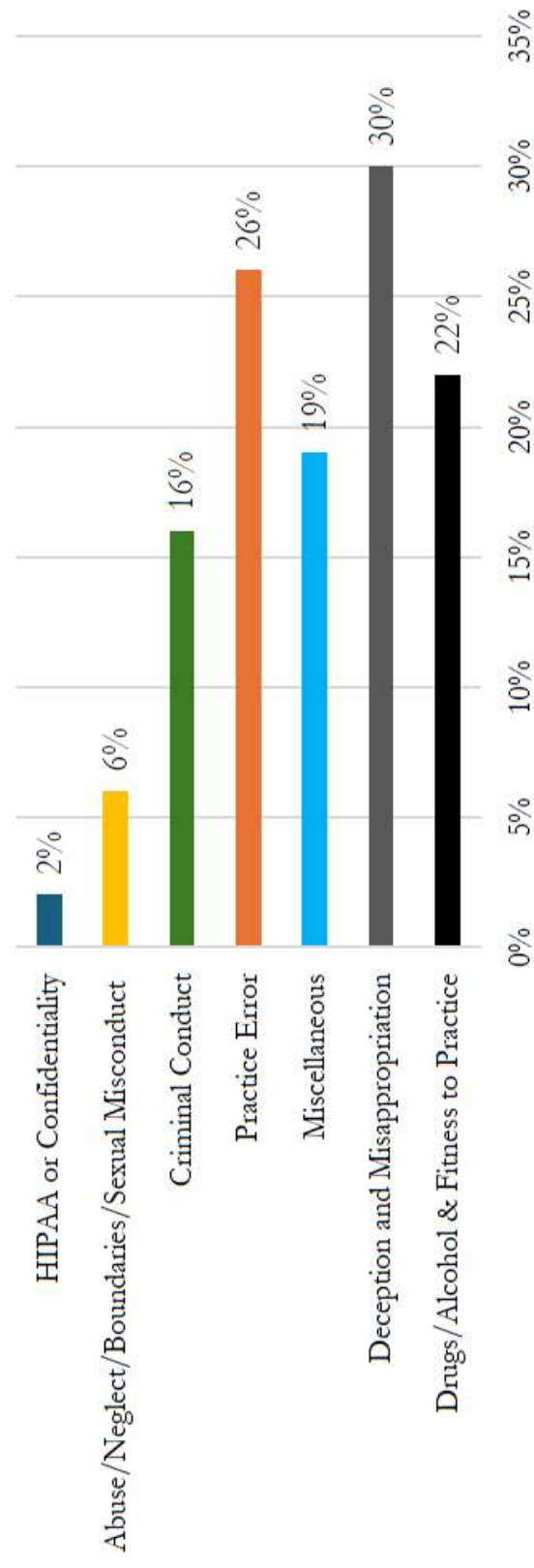
*Licensed Vocational Nurse (LVN), Registered Nurse (RN), & Advanced Practice Registered Nurse (APRN)

Nurses with Current Discipline in FY 2025: Percentage of cases compared to total population of licensees.



*Over half (52%) of complaints resulting in discipline included concerns about use of drugs/alcohol, fitness to practice, deception, and misappropriation, while concerns involving nursing practice issues represented 26% of the complaints.

Types of Conduct Resulting in Discipline: FY 2025



Key Biennial Developments



- The Board regulates approximately 594,000 nurse licenses; the licensed population has grown approximately 17.9% over five years, including approximately 42.7% growth in APRNs.



- The Board regulates more than 220 nursing education programs.



- The Board handles approximately 20,000 complaints annually.



- Nursing education workload has grown through new program proposals, complex out-of-state education reviews and Education Credential Integrity work.



- Technology pressures include end-of-life infrastructure, cybersecurity, disaster recovery, accessibility compliance and ongoing support for new Enforcement and Education systems.



- The Board continues to prioritize fiscal responsibility and keeping licensing fees as low as possible while maintaining the capacity necessary to protect the public.

3% Budget Reduction – Vacancies Held for Savings

The Board is meeting the proposed reduction primarily through salary savings from hard-to-fill, mission-critical vacancies.

Division	Position Being Held	Annual Salary
Enforcement	Investigator II – Vacancy 1	\$57,000
Enforcement	Nurse I Investigator – Vacancy 1	\$67,000
Enforcement	Nurse I Investigator – Vacancy 2	\$67,000
Enforcement Total		\$191,000
Legal	Attorney III – Vacancy	\$108,000
Legal	Legal Assistant II – Vacancy	\$62,400
Legal Total		\$170,400
		\$361,400 X 1.5% Retirement & Insurance
Grand Total		\$366,821

Why These Positions?

- These are existing vacancies the Board has had difficulty filling and retaining.
- Annual salary savings from the five positions total approximately \$366,821 per fiscal year.
- The positions remain necessary. Enforcement and Legal workload continues while the positions are held vacant.
- EI #4 addresses the underlying recruitment and retention problem through targeted equity adjustments and performance-based merit funding.
- EI #5 requests partial restoration of the 3% reduction so vacancy savings do not become a permanent reduction in regulatory capacity.

FY 2028–29 Funding Priorities

Targeted investments to sustain regulatory capacity as Texas' nursing population and the Board's responsibilities continue to grow.

Protect Regulatory Capacity

Maintain staffing needed to support licensing, enforcement, nursing education, legal and compliance workloads.

Preserve Education Credential Integrity

Continue the specialized resources established through Operation Nightingale and support credential integrity as an ongoing regulatory responsibility.

Recruit & Retain Specialized Staff

Address salary disparities, repeated recruitments, turnover and difficulty filling specialized nursing, investigative and legal positions.

Modernize & Protect Agency Operations

Replace aging technology, strengthen cybersecurity and disaster recovery, improve accessibility and modernize inefficient business processes.

FY 2028–29 REQUEST: \$8.74 MILLION | 13 FTEs | \$1.12 MILLION IN ONE-TIME COSTS

Legislative Appropriations Request

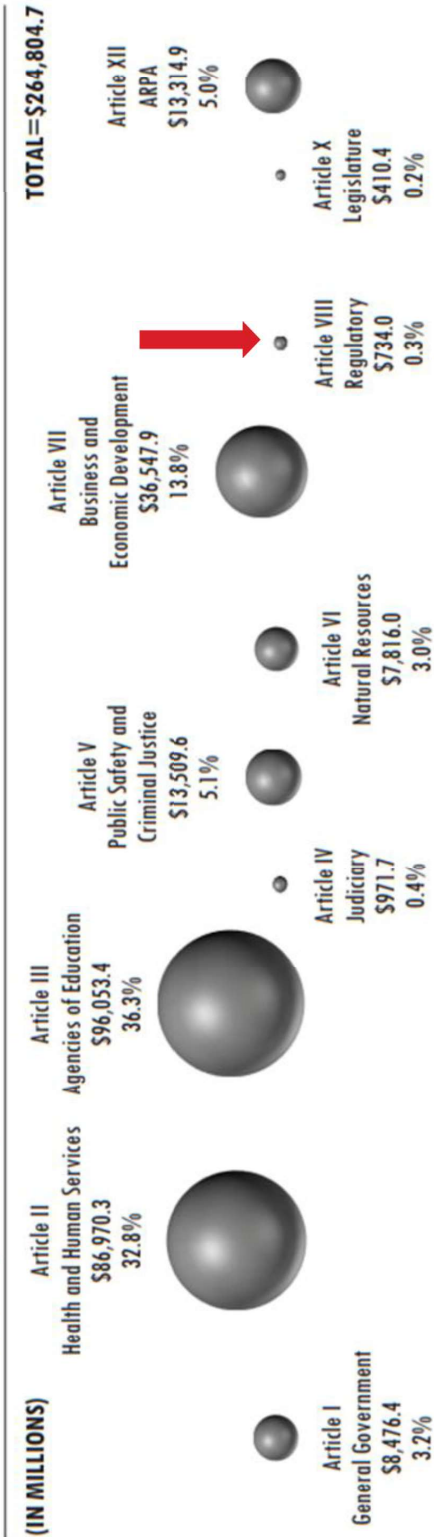
Summary – FY 2028–29 Exceptional Item Requests

Priority	Exceptional Item Request	Biennial Cost	One-Time Cost
1	Enterprise Technology Modernization & Sustainability	\$1,685,539	\$570,000
2	Education Credential Integrity / Operation Nightingale	\$1,700,000	—
3	Workforce Capacity – 13 FTEs, workspace & IT	\$2,725,511	\$551,610
4	Compensation Equity & Workforce Retention	\$1,517,046	—
5	Partial Restoration of 3% Base Reduction	\$370,000	—
6	Texas Peer Assistance Program for Nurses (TPAPN)	\$320,000	—
7	Texas Center for Nursing Workforce Studies (TCNWS)	\$426,548	—
	TOTAL	\$8,744,644	\$1,121,610

One-time costs total approximately \$1.122 million: \$570,000 for server/storage replacement (EI #1) and \$551,610 for office build-out, furniture and IT hardware for the 13 requested FTEs (EI #3). Remaining amounts are ongoing/recurring unless otherwise noted.

FUNDING BY ARTICLE

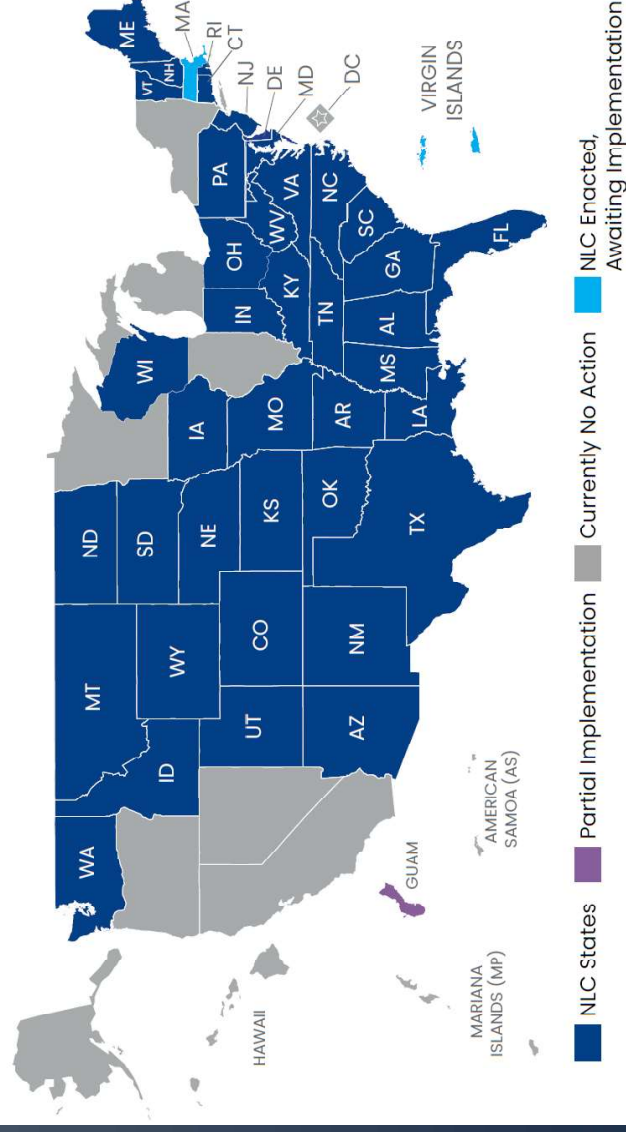
FIGURE 1
FUNDING BY ARTICLE, ALL FUNDS



NOTE: Object size is proportional to the percentage of All Funds appropriations for all articles.
SOURCE: Legislative Budget Board.

(NLG)

43 jurisdictions have enacted the NLC



 NLC States	Nurses who hold an active compact license may now practice in this state.	Nurses who reside in this state may apply for a compact license as of the implementation date.
Guam*	Yes	Date to be determined
Massachusetts*	No	Date to be determined
U.S. Virgin Islands*	No	Date to be determined

*Compact license not available until full implementation is complete.

Thank You!

Kristin K. Benton, DNP, RN

Executive Director

Texas Board of Nursing

1801 Congress Ave., Ste 10-200

Austin, Texas 78701

Email: Kristin.Benton@bon.texas.gov

UP NEXT:

**Kim Deming
Nursing Consultant for
Education**

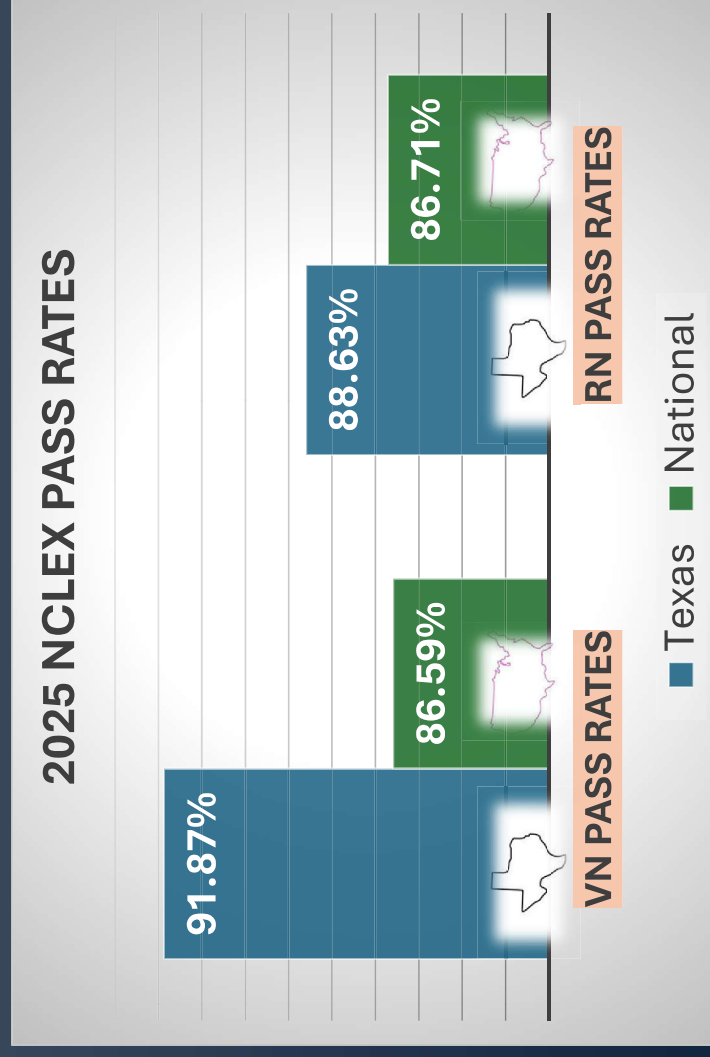


Nursing Education & Practice Updates

**Kim Deming, MSN, RN
Nursing Consultant for Education**



NCLEX Pass Rates—Year 2025



[illegible]

Schools Identified in Operation Nightingale

Programs should have awareness in
reviewing education history of
applicants & contact BON with
questions as needed.

- 
1. Sacred Heart International Institute, Inc.
 2. Palm Beach School of Nursing
 3. Sunshine Academy
 4. Med-Life Institute, West Palm Beach;
 5. Med-Life Institute-South Florida
 6. Med-Life Institute-School of Nursing
 7. **Med-Life Naples (Named Jan 2025)**
 8. Quisqueya Health Care Academy
 9. Quisqueya School of Nursing
 10. Ideal Professional Institute, Inc.
 11. Jay College of Health, LLC
 12. Siena College of Health II, LLC
 13. Siena College of Health, LLC
 14. Siena Education Center LLC
 15. Carleen Home Health School II
 16. Carlene Health Institute
 17. The Enfiemye Institute
 18. Sigma Institute of Health Careers
 19. Sigma College
 20. Techni-Pro Institute
 21. Florida College of Health Science II/Florida College of Health (ASN)
 22. Azure College/Azure College Inc. (Named June 2025)
 23. Agape Academy of Sciences (Named Sept 2025)
 24. Med-Life –Kissimmee (Named Sept 2025)
 25. Med-Life Lauderdale Lakes (Named Sept 2025)
 26. Academus University (Named Sept 2025)

Link to NCSBN Guideline for Employer and Educators
<https://www.ncsbn.org/public-files/GuidanceforFraudDetection-2024.pdf>

Complaints related to any specific nurse should be sent directly to the Board's
complaint portal at: <https://txbn.boardsofnursing.org/complaint>

Education Credential Reviews:

License Applicants from Out of State Programs not named in Operation Nightingale

- Primarily seen with Endorsement Applications
- Education is not substantially equivalent to the requirements of Texas approved programs (Board Rules 217.2 and 217.5)
- Applicants who have attended these programs receive denial or deficiency letters indicating gaps in education requirements

- Individuals may reach out to your programs asking to complete their education gaps
- Applicants may ask to enroll into one or more of your courses to attempt to fulfill the gap in education
 - Consider completing a Gap Analysis
 - Consider requesting a copy of the Letter from BON
- For those with Bridge or Graduate Programs (LVN-RN, RN-BSN, Graduate Education)
 - Review prior education/schools (prior degrees)
 - Check Nursys for license status

Reminders for Affidavit of Graduation (AOG) Attestations

Is the AOG significant to your License?

- Texas Programs use the Online Portal
- Be accurate
- Sign only after the all program requirements are met and degree is conferred.
- The BON Approved Program Director should be the only person signing
- Legal Attestation that each individual student has met all program requirements as set forth in Rule 214 or Rule 215
- Completed the entire approved program of study including sufficient Hands-On Direct Care Clinical in the required areas
- TAC 22 217.12(2), 217.12(6)(H), and Penal Code Sec 27.10



In nursing, your words
are your witness.

Every entry you make
either *protects* your
license or *puts* it at *risk*.

COMFORT KWALAB

Nursing Practice Updates

• Updates to BON Online Courses

- Delegation-Distribution of the Workload
- Prescriptive Authority for APRNs
- **LVN Scope of Practice (coming soon!)**

• Updates to Position Statements

- 15.10 Continuing Education: Limitations to Expanding Scope of Practice
- 15.24 Nurses Engaging in Reinsertion of Permanently Placed Feeding Tubes
- 15.30 Workplace Violence
- 15.31 Artificial Intelligence (AI)

Thank you!

Kim Deming, MSN, RN
Nursing Consultant for Education
kimberly.deming@bon.texas.gov

Up Next is Dr. Jan Hooper

The Current Status of Vocational Nursing Education and Practice

Janice I. Hooper, PhD, RN, FRE, CNE,
FAAN, ANEF
Research and Curriculum Specialist for
Nursing Education

2024 National Nursing Workforce Survey

Journal of Nursing Regulation, April 2025

The State of Nursing Education in the USA



- Background: A regular survey conducted every 2 years by NCSBN and the National Forum of State Nursing Workforce Centers.
- It is the largest and most comprehensive national survey of the U.S. nursing workforce.
- The survey generates data on the supply of RNs (including APRNs) and LPNs/LVNs.
- Purpose: to provide accurate and reliable data to support sustainable nursing workforce planning to ensure a safe and effective healthcare system.

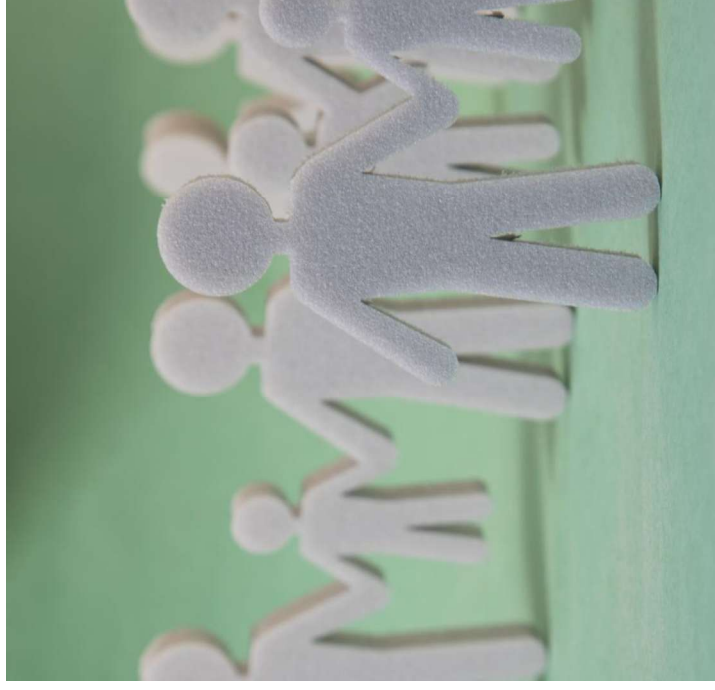
Survey Methods

- Data from RN and LPN/LVN respondents to surveys sent to selected jurisdictions was collected between March 25 and December 31, 2024, that included nurse demographics, educational attainment, employment status, and practice characteristics.
- The total number of active RN and LPN\LVN licenses in the U.S. at the start of 2024 was 5,641,311 and 968,948, respectively.
- The median age of both RNs and LPNs/LVNs was 50 years.
- Approximately $\frac{3}{4}$ work full time.



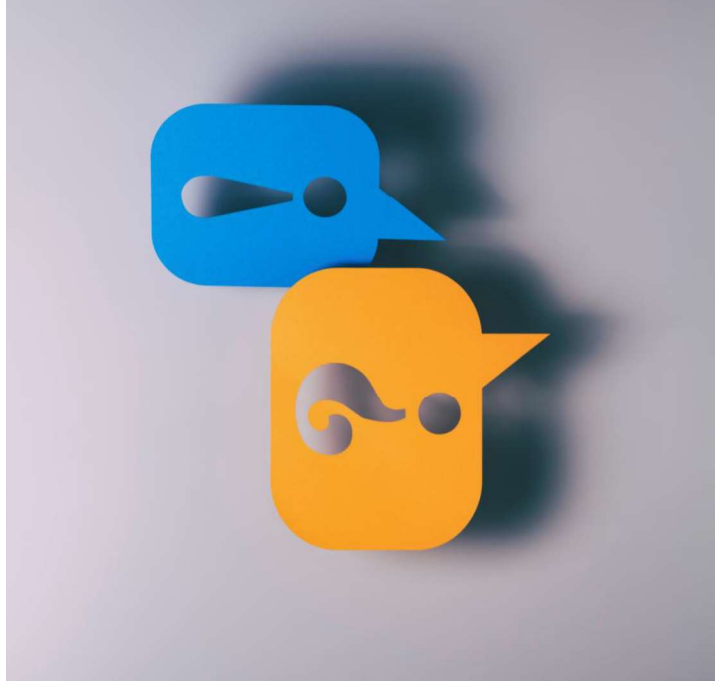
Focus on LPN/LVN Surveys

- Demographics:
 - >The median age for LVNs was 50 years old.
 - >The largest age bracket for LVNs was 65+.
 - >The mid-range of data was between 40 – 54 years.
 - >The range for under 30 years was the lowest since 2015.
 - >The racial diversity has been increasing.
 - >Most attended a nursing program in the U.S.



LVNs in Practice

- Most LVNs are actively employed in full-time employment.
- The majority work in a nursing home or extended care, but a portion work in hospitals.
- The area of primary practice is broad with:
 - >35% in geriatrics
 - >other areas listed for practice included adult health, family, medical-surgical, pediatrics, mental health, and rehab.
 - >75% reported direct patient care practice.



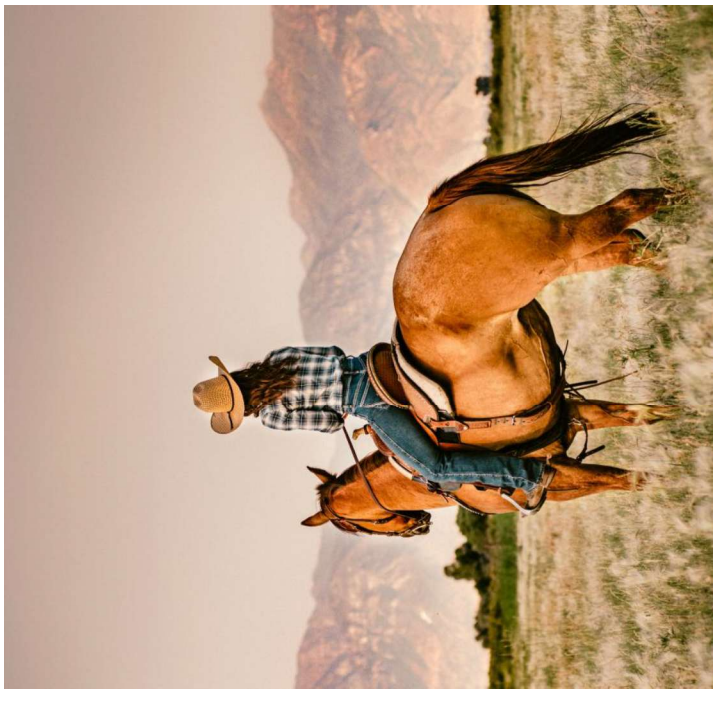
Why have LVNs made changes in their employment?

- Over 50,000 of those surveyed responded they sought a change in employment because:
 - >My workload increased (62.9%)
 - >I became a travel nurse
 - >I changed my practice setting
 - >I started doing telehealth
 - >I left nursing
 - >I retired
 - >Other: no impact from work, other responses not provided
- 20-25% reported they felt emotionally drained, used up, fatigued
- Study authors felt this may have been a carry-over from the experiences during the pandemic.



What about Texas?

- Stats:
 - 81 vocational nursing programs and 4 MEEP (VN) options;
 - 60 in community colleges, 4 in hospitals, 1 Army, 2 in universities, 15 in proprietary schools
 - 2025 NCLEX pass Rate: 91.89%
 - 2025 total enrollment per NEPIS – 8,602
 - Current LVNs in practice: 67,000
 - Projected Future Needs for 2036 (Health Workforce Model)
 - 2036 Demand for 71,000 LVNs (deficit)
 - More jobs for LVN projected for home health, inpatient hospitals, nursing homes, outpatient, residential care



Reference: (with permission)

Smiley, R. A., Kominaki-Ozturk, N., Reid, M., O'Hara, C., Volk, A., & Martin, B. (2025).

The 2024 national nursing workforce survey. *Journal of Nursing Regulation*, 16(1), Supplement, S1-S88.

[https://www.journalofnursingregulation.com/article/S2155-8256\(25\)00047-X/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(25)00047-X/fulltext)



UP Next: Francely Rogers

AOG Portal Updates

Francely Rogers

AOG Portal Communication Updates-Francely Rogers



New contact email for program staff use:
AOGPortalInquiries@bon.texas.gov



Applicants will continue communicating with Licensing staff via
Nurse Portal Message Center



Response time within 5 business days



Use for: Portal technical support, corrections to submitted
AOGs, rescinding an AOG, adding/removing program assistants.

AOG Portal Tips – Programs

NCLEX Application	• Must be active
Program Code	• Directly links a student's file to the AOG Portal (with active application)
AOG "Reviewed"	• Ensure applicant has not been marked as "reviewed" in AOG portal
Reentry/Returning student	• Ensure an AOG was not previously 'rejected' for same student
TO CORRECT A CODE:	• Student must log into Nurse Portal to modify education ("Manage Profile" then "Education Step")
Education can only be modified if it hasn't been:	• Marked "rejected" by school or BON • Marked "reviewed" by school

AOG Portal Tips – Students



Must select program from dropdown menu of available programs (no free type/text entries)



Must select 'active' program code (not labeled CLOSED)



Must select correct program as basis of licensure



Must enter program they are **currently** attending – most important for LVNs completing RN program

NCLEX-PN Application – U.S. Graduates (LVN/LPN)

1 License Application • 2 Preview & Submission • 3 Fee Payment • 4 Confirmation Receipt

View Instructions

- License Application Type ✓
- General Information ✓
- Education History**
- NCLEX Information
- Eligibility Questions

Education History

Please provide the name of the nursing program where you completed your LVN/LPN education.

Nursing Education

Country (required)

State (required)

Program Type

Program Name (required)

Please Select

Education obtained

+ Add

Education Basis for Licensure

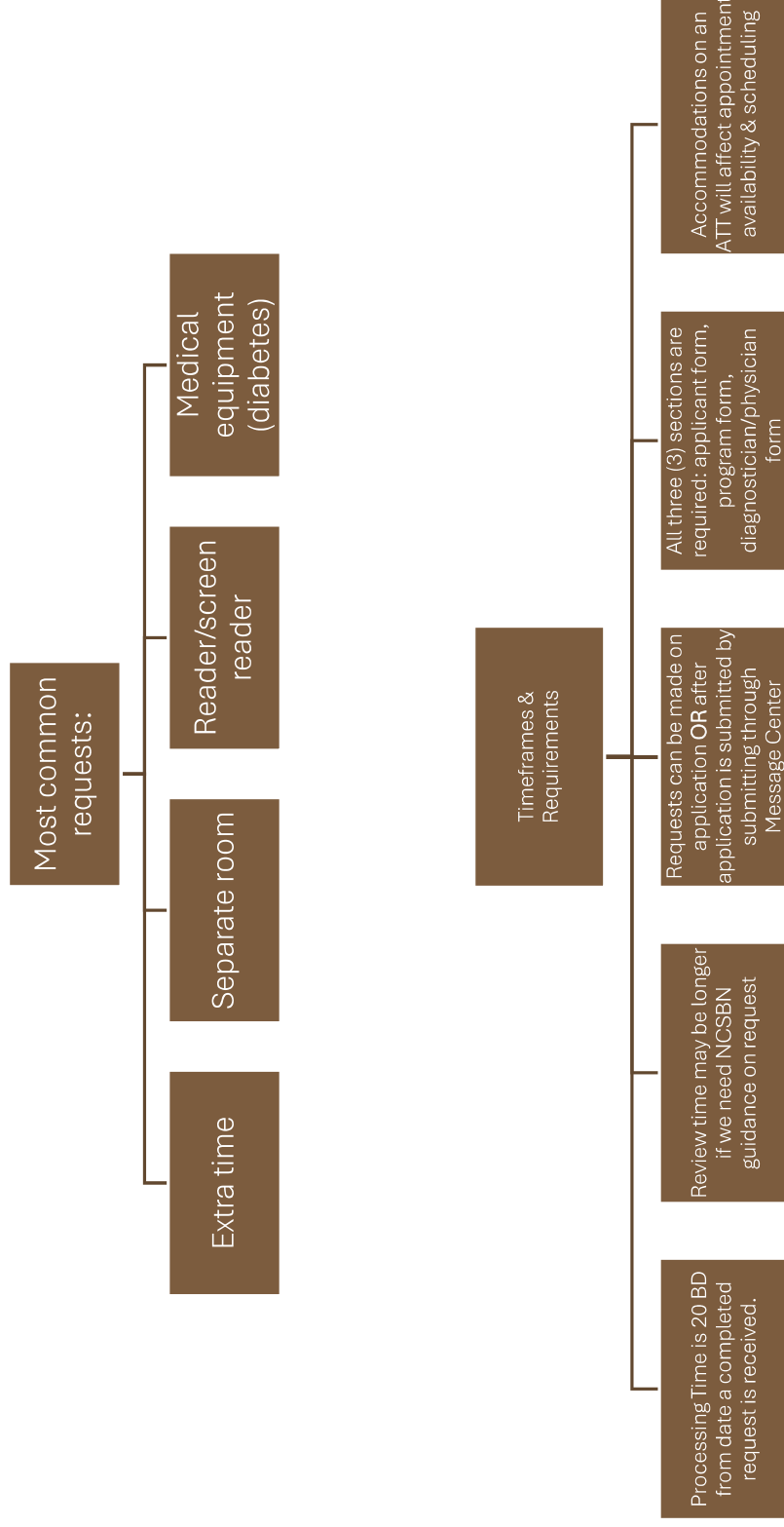
Please select the nursing program where you completed your initial nursing education.

Education Program Used for Licensure

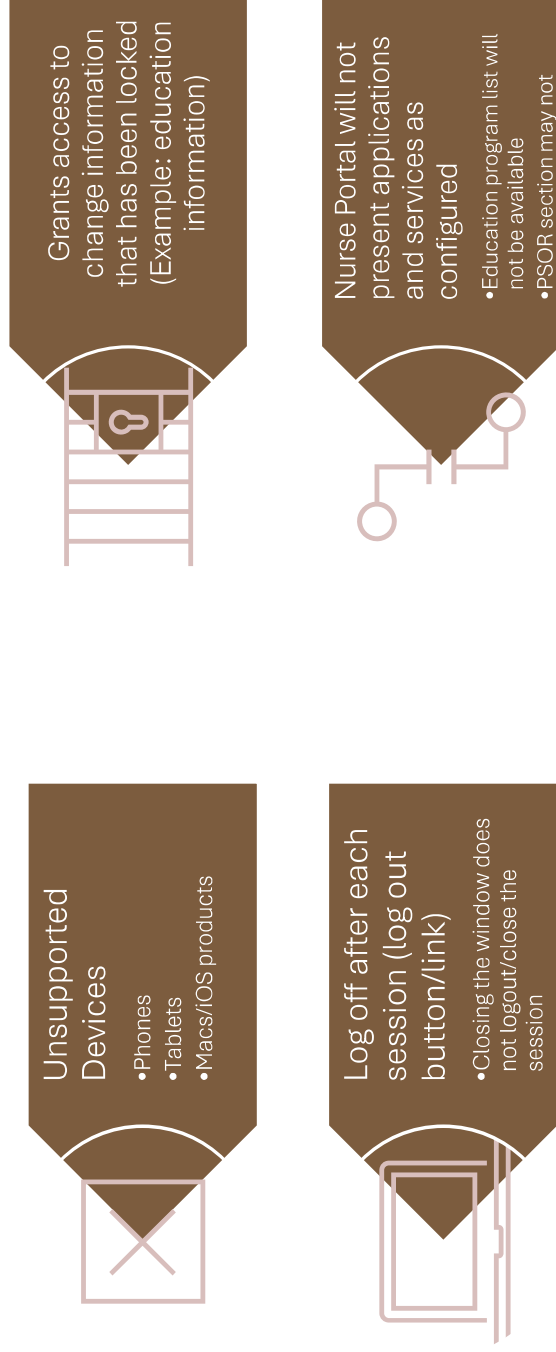
Please indicate your Education Basis for Licensure (required)

Please Select

Testing Accommodations



Nurse Portal Tips – Unsupported Device Usage



Up Next:

Nicole
Buckingham

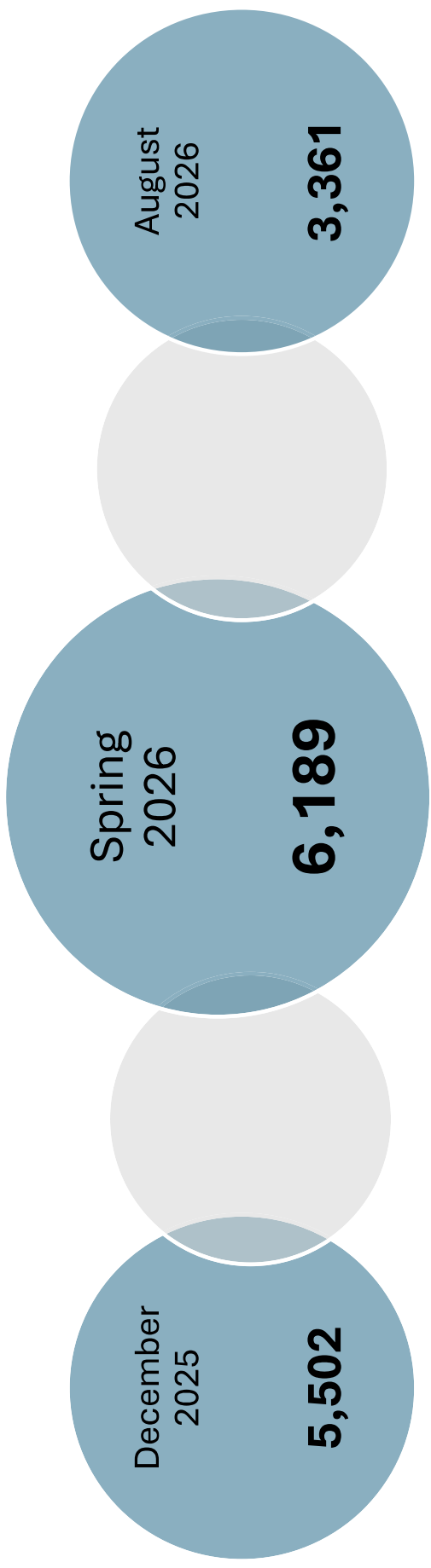
Licensing Updates

LVN Exam Applications still climbing

Applications by Fiscal Year

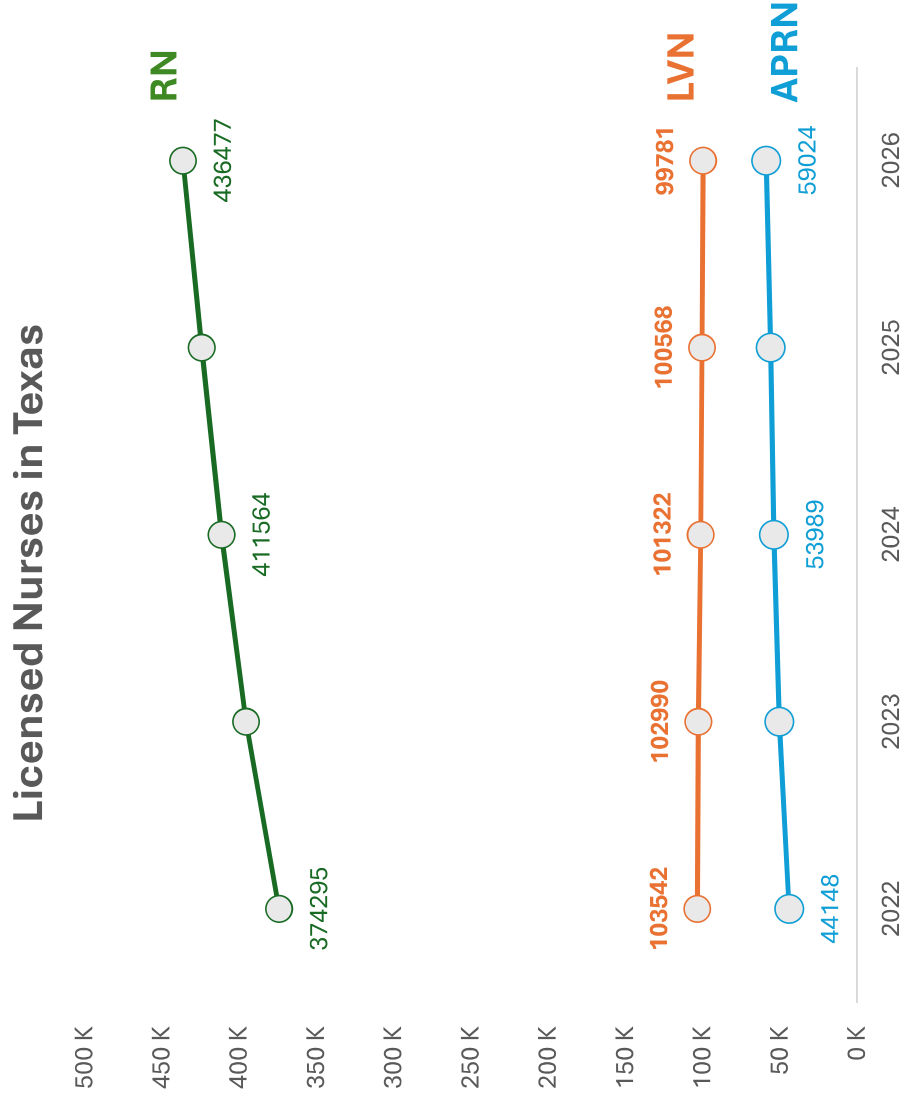


Web AOGs by the Numbers



5 Year trend

- RN license numbers continue to rise
- LVN license numbers continue to decline
- APRN licenses show highest percentage growth



Texas e-Notify



nursys
Look up, verify and monitor your nurse licenses anytime, anywhere.
Nursys is the only national nurse licensure and disciplinary database. As a **primary source equivalent** the data is provided directly from the boards of nursing.



e-Notify

Get free license expiration and status updates via email

Institutions: Enroll your nurse list and e-Notify will send regular updates of changes to licenses from e-Notify participating boards of nursing.

Nurses: Sign up to receive license expiration reminders and status updates via email or SMS for all your licenses from e-Notify participating boards of nursing.

[Watch overview video](#)

[Access e-Notify](#) →

Visit [Nursys.com](https://nursys.com) to Register Today!



Current Total Active Self-Enrolled e-Notify Nurses	Current Total Active Nurses	Percentage of Total Active Nurses Enrolled
351,912	527,658	66.7 %

As of 9/8/2026

Licensing Tips



Processing Times



Renewal Windows



Pearson Registration
and NJE

Updates and News

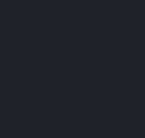
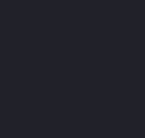
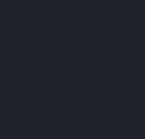
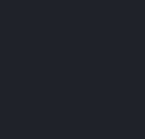
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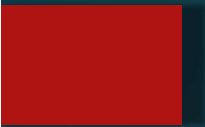


Up Next: Susie Monroe

New & Accepted Student Process

Presented by:
Susie Monroe
Program Supervisor





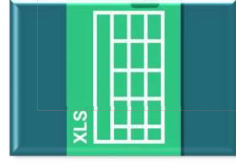
Overview

- ❖ School Submits Roster
- ❖ Roster Processed
- ❖ Student Submits Fingerprints
- ❖ Fingerprint results are received to the Board.
- ❖ Outcome Issued to Student

School Submits Roster to BON



Required by Law



New Template with each
Submission

[Download](#)

www.bon.texas.gov/forms.asp.html



Email Completed Rosters to:

NewStudentRoster@bon.texas.gov

Roster Workflow



1. Auto-Reply Confirmation

Confirms the roster was sent to the correct BON email.



2. Roster Processing

Processed within 15 business days of receipt.



3. School Confirmation Email

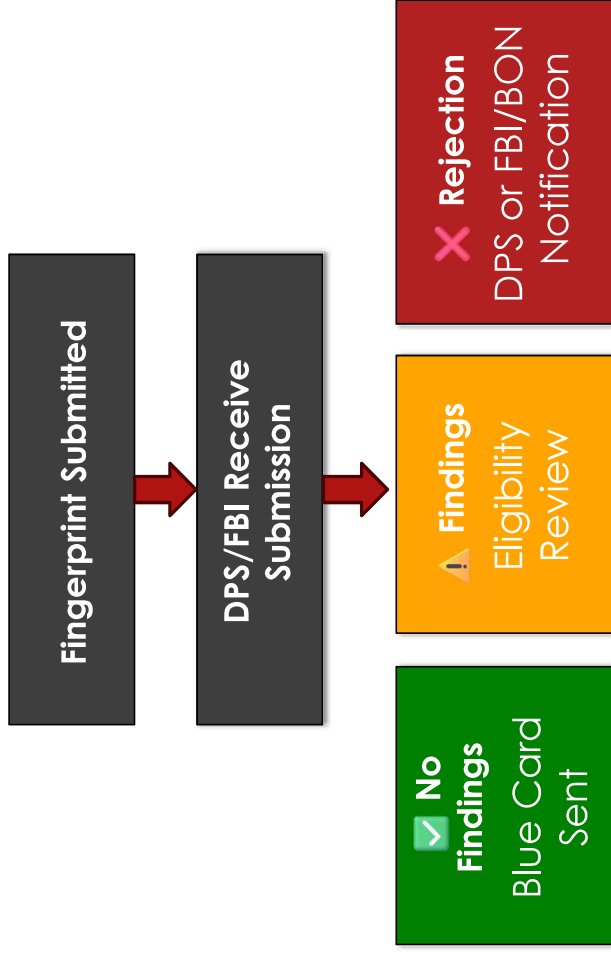
Sent once the roster is processed.



4. Student Fingerprint Instructions sent from Identogo

- Email sent with UEID & Scheduling Details.
- Students pay Identogo directly.
- BON does not accept fingerprint cards.

Fingerprint Submission to BON



To Print or Not to Print?

What if a student already completed fingerprints?

- ❖ Previously fingerprinted students may not need to reprint.
- ❖ What are the determining factors?
 - ❖ Age of initial submission
 - ❖ If required to reprint, they will receive a new email from Identogo.
- ❖ If prints are already on file, Identogo email will not be sent.



Blue Cards



Mailed via USPS

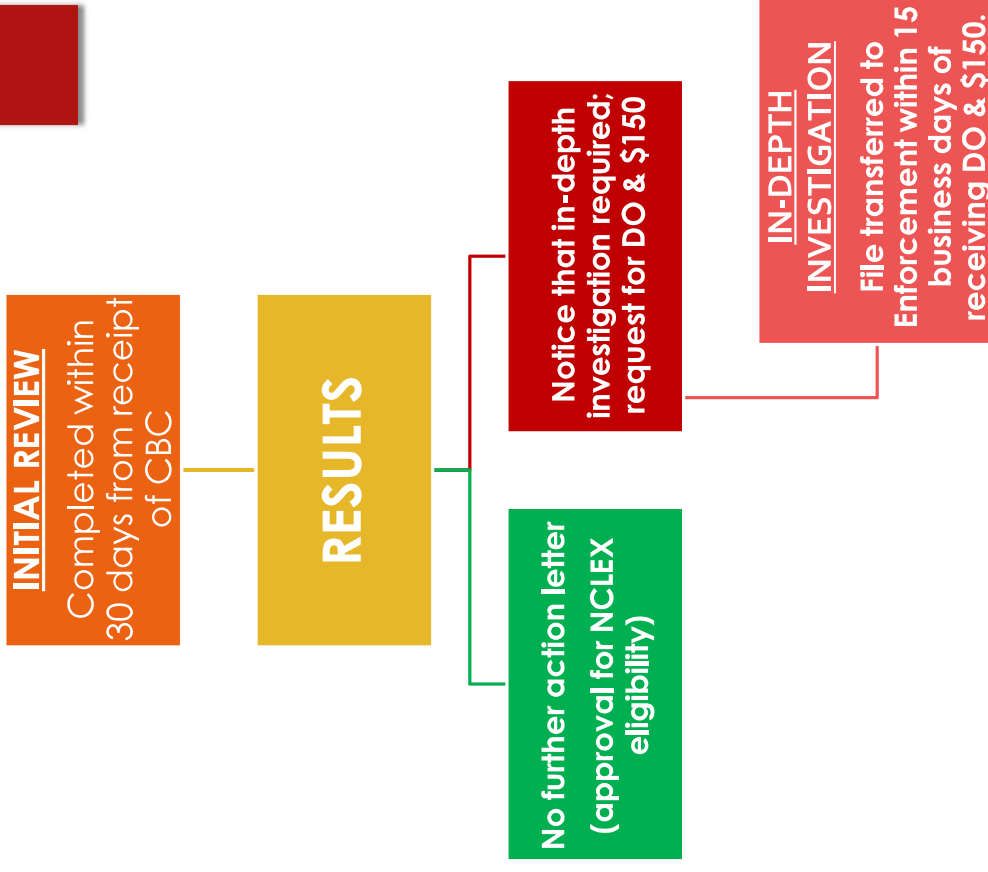
- Within 15 business days from receipt of results



Lost? Didn't get it?

- Courtesy copy will be mailed

Eligibility Review



- ❖ Adhere to the template requirements:

www.bon.texas.gov/forms.asp.html

- ❖ No special characters
- ❖ No hyphens in names or ssn
- ❖ No erroneous spaces within entries
- ❖ Abbreviate the state; TX not Texas
- ❖ Zip codes - only first five numbers
- ❖ Trending-Missing Apartment #'s

❖ If too many errors, rosters will be sent back to school

- ❖ Ensure there are no duplicate names on the roster. Send new roster for new entries, not continued on previous rosters.
- ❖ When checking status of fingerprint results, helpful to indicate the date student's name was submitted on roster and UEID number if applicable.

Common issues that may create delays...

Roster and Inquiry Submissions:

- **New Student Roster Entries**
 - ▶ Newstudentroster@bon.Texas.gov
- **Roster Status Inquiries**
 - ▶ studentprocessinginquiries@bon.Texas.gov

Questions?

Up Next:

Audrey Cazares

Declaratory Order Processes

Declaratory Orders And Eligibility

Audrey Cazares
Program Supervisor

Petitions for Declaratory Order: Purpose

- Enables any potential applicant for licensure to petition the Board for a determination of eligibility if the applicant will have to answer “Yes” to any of the eligibility questions
- Can be submitted at any time
- Decision will be based on information known at the time



Petition for Declaratory Order Eligibility Questions



- What are the eligibility questions and why are they each important?
 - Cover a spectrum of potential eligibility concerns
 - Same questions as on the applications for licensure
 - “Yes” answers require explanation and allow documents to be uploaded



Eligibility Question 1

Have you ever had any disciplinary action on a nursing license or a privilege to practice in any state, country, or province?

Available response options:

- 'Yes', 'No'

[Nursys.com QuickConfirm](https://nursys.com/QuickConfirm) lists all publicly available disciplinary actions.



Eligibility Question 2

Do you have an investigation or complaint pending on a nursing license or a privilege to practice in any state, country, or province?

Available response options:

- 'Yes', 'No'

Pending investigations in some states are public information and may also be available on [Nursys.com QuickConfirm](https://nursys.com/QuickConfirm).



Eligibility Question 3



For any criminal offense* including those pending appeal, have you: (You may only exclude Class C misdemeanor traffic violations or offenses previously disclosed to the Texas Board of Nursing on an initial or renewal application.)

- **NOTE: Expunged and Sealed Offenses:** While expunged or sealed offense, arrests, tickets, or citations need not be disclosed, it is your responsibility to ensure the offense, arrest, ticket or citation has, in fact, been expunged or sealed. It is recommended that you submit a copy of the Court Order expunging or sealing the record in question to our office with your application. Non-disclosure of relevant offenses raises questions related to truthfulness and character. (See 22 TAC §213.27)

- **NOTE: Orders of Non-Disclosure:** Pursuant to Tex. Gov't Code § 552.142(b), if you have criminal matters that are the subject of an order of non-disclosure you are not required to reveal those criminal matters on this form. However, a criminal matter that is the subject of an order of non-disclosure may become a character and fitness issue. Pursuant to Gov't Code chapter 411, the Texas Nursing Board is entitled to access criminal history record information that is the subject of an order of non-disclosure. If the Board discovers a criminal matter that is the subject of an order of non-disclosure, even if you properly did not reveal that matter, the Board may require you to provide information about any conduct that raises issues of character and fitness.

Response:

- ☐ been arrested and have a pending criminal charge?
- ☐ been convicted of a misdemeanor?
- ☐ been convicted of a felony?
- ☐ pled nolo contendere, no contest, or guilty?
- ☐ received deferred adjudication?
- ☐ been placed on community supervision or court-ordered probation, whether or not adjudicated guilty?
- ☐ been sentenced to serve jail, prison time, or court-ordered confinement?
- ☐ been granted pre-trial diversion?
- ☐ been cited or charged with any violation of the law?
- ☐ been subject of a court-martial; Article 15 violation; or received any form of military judgment/punishment/action?
- ☒ No, none of the above apply

Eligibility Question 4

Have you, in the last 5 years*, been addicted to and/or treated for the use of alcohol or any other drug?

- *Pursuant to the Texas Occupations Code §301.207, information, including diagnosis and treatment, regarding an individual's physical or mental condition, intemperance use of drugs or alcohol, or chemical dependency and information regarding an individual's criminal history is confidential to the same extent that information collected as part of an investigation is confidential under the Texas Occupations Code §301.466.

Available response options:

- 'Yes', 'No'

See the Board's adopted policy on [Disciplinary Sanctions Regarding Substance Use Disorders and Other Alcohol and Drug Related Conduct](#) for more information.





Eligibility Question 5



Have you ever had any licensing (other than a nursing license) or regulatory authority in any state, jurisdiction, country, or province revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew or otherwise discipline any other professional or occupational license, certificate, nurse aide registration or multistate privilege to practice that you held?

Available response options:

- ‘Yes’, ‘No’



Eligibility Question 6

Are you currently suffering from any condition for which you are not being appropriately treated that impairs your judgment or that would otherwise adversely affect your ability to practice nursing in a competent, ethical, and professional manner?

Available response options:

- ‘Yes’, ‘No’

See the Board’s adopted [Guidelines for Physical and Psychological Evaluations](#) for more information.



Eligibility Question 7

*Are you currently the target or subject of a grand jury or governmental agency investigation?

Available response options:

- ‘Yes’, ‘No’

Pending investigations may be of concern depending on the nature of the investigation.



Eligibility Question 8

*Are you currently a participant in an alternative to discipline, diversion, or a peer assistance program? (This includes all confidential programs)

- Note - Any positive response will remain confidential and not subject to public disclosure unless required by law.

Available response options:

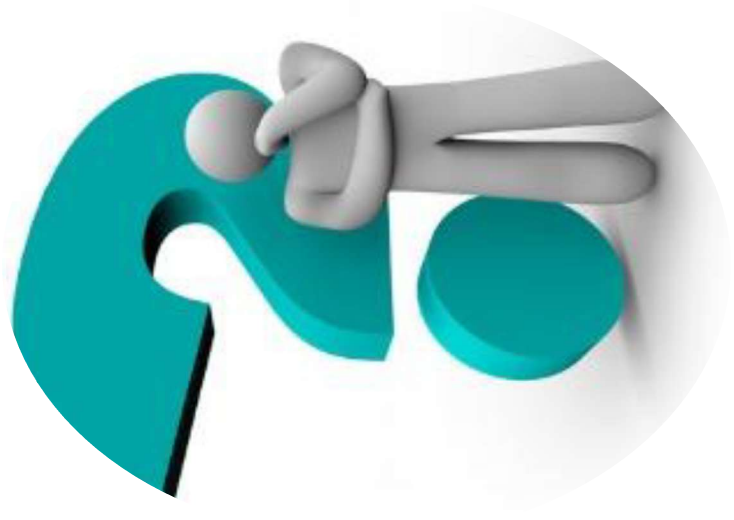
- 'Yes', 'No'

Only programs involving substance use disorders and/or mental health need to be disclosed. Any positive response will remain confidential and not subject to public disclosure unless required by law.



Criminal History

- The Board provides several resources regarding criminal histories and licensure determinations
 - [Board Rule 213.28](#) (Licensure of Individuals with Criminal History)
 - [Disciplinary Guidelines for Criminal Conduct](#) (table listing specific offenses)
 - [State Auditor's Office "Best Practices Guide: Applying for an Occupational License After Conviction or Deferred Adjudication"](#)
 - [Adopted Disciplinary Matrix](#) [Sections 301.452(b)(3) and 301.452(b)(4)]



Thank You!

Questions?

