Meeting Notice

Missouri Dental Board

April 17-19, 2008

Hilton Garden Inn
19677 East Jackson Drive
Independence, Missouri

Notification of special needs as addressed by the Americans with Disabilities Act should be forwarded to the Missouri Dental Board, 3605 Missouri Boulevard, Jefferson City, Missouri 65109 or by calling 573-751-0040 to ensure available accommodations. The text telephone for the hearing impaired is (800) 735-2966.

Except to the extent disclosure is otherwise required by law, the Missouri Dental Board is authorized to close meetings, records and votes, to the extent they relate to the following: Sections 610.021 (1), (3), (5), (7), (13) and (14), RSMo, and Section 620.010.14 (7) and (8), RSMo.

The Missouri Dental Board may go into closed session at any time during the meeting. If the meeting is closed, the appropriate section will be announced to the public with the motion and vote recorded in open session minutes.

Please see attached tentative agenda for this meeting.

cc: Members, Missouri Dental Board
Nanci Wisdom, Attorney-at-Law
Bill Vanderpool, Assistant Attorney General
Laurie Morris, Office of Administration
Ms. Vickie Wilbers, Executive Director, Missouri Dental Association
President, Missouri Dental Association
President, Missouri Dental Hygienists’ Association
President, Missouri Dental Assistants’ Association
President, Missouri Dental Assistants Educators
David T. Broeker, Director, Division of Professional Registration
Open Agenda
Missouri Dental Board
April 17-19, 2008
Hilton Garden Inn
19677 E. Jackson Drive
Independence, Missouri

Thursday, April 17, 2008
1. 8:00 a.m. - Call to Order  Dr. Aubert
2. Roll Call  Dr. Wallace
3. Motion to Close  Dr. Christman
   • Closed meeting pursuant to Section 610.021, subsections (1), (5) and (14) and 620.010, subsection (7).

   The Board will remain in closed session until Saturday, April 19, 2008, at 8:00 a.m.

Saturday, April 19, 2008
4. 8:00 a.m. - Call to Order  Dr. Aubert
5. Roll Call  Dr. Wallace
6. Approval of the Agenda  Dr. Aubert
7. Approval of Minutes  Dr. Aubert
   • November 30, 2007 – Policy Review Committee
   • January 19, 2008 – Full Board Meeting
   • January 25, 2008 – Mail Ballot
   • January 31, 2008 – Conference Call
8. Dialogue with Associations  Dr. Aubert
   • Missouri Primary Care Association
   • Missouri Dental Assistants Educators
   • Missouri Dental Hygienists’ Association
   • Missouri Dental Assistants Association
   • Missouri Dental Association
9. Executive Director Report  Mr. Barnett
   • Financial Statement
   • Rulemaking Status Report
   • Legislative Report
10. Implementation of BLS Renewal Requirement  Mr. Barnett
11. Application Question Regarding Academic Discipline  Ms. Lepp
12. Policy Review Committee Report  Dr. Wallace

Posted: 04/02/2008
10:00 a.m.
13. Sargenti Paste
   • Communication from Claudia Megaro

14. Well Being Committee Report

15. Advisory Commission Report
   • Approval of Regional Competency Examination Analysis

16. Review of Regional Clinical Competency Examinations

17. AADE Mid-Year Meeting Report
   • Ms. Lepp

18. CRDTS Steering Committee Report
   • Dr. Aubert

19. Vernon C. Rainey, D.M.D.
   • 10:00 a.m. – Disciplinary Hearing
   • Dr. Aubert

20. Jeffrey D. Rempala, D.M.D.
   • 11:00 a.m. – Disciplinary Hearing
   • Dr. Aubert

   • 1:00 p.m. – Disciplinary Hearing
   • Dr. Aubert

22. Ted C. Lewis, D.M.D.
   • 1:30 p.m. – Probation Violation Hearing
   • Dr. Aubert

23. Michelle T. LePage, D.D.S.
   • 2:30 p.m. – Probation Violation Hearing
   • Dr. Aubert

24. Renato Aves, D.D.S.
   • 3:30 p.m. – Probation Violation Hearing
   • Dr. Aubert

25. Board Travel
   • AADE – October 15-16, 2008 – San Antonio, Texas
   • AADA – October 2008 – San Antonio, Texas
   • Dr. Aubert

26. Renewal of Contracts for FY-09
   • Legal Services Contracts
   • Well Being Contract
   • Dr. Aubert

27. Review and Approval of CRDTS Examiners
   • Dr. Aubert

28. Review and Approval of WREB Examiners
   • Dr. Aubert

Motion to go into Closed

Adjournment
The open meeting of the Missouri Dental Board was called to order by Dr. H. Fred Christman, III, Vice President, at approximately 8:19 a.m. on Thursday, April 17, 2008, at the Hilton Garden Inn, 19677 East Jackson Drive, Independence, Missouri.

**BOARD MEMBERS PRESENT:**
Dr. Eric J. Aubert, President  
Dr. H. Fred Christman, III, Vice President  
Dr. Kevin D. Wallace, Secretary  
Ms. Patricia A. Lepp, R.D.H., Member  
Dr. Rolfe C. McCoy, Member

**BOARD MEMBERS ABSENT:**  
Dr. John L. Sheets, Member

**STAFF MEMBERS PRESENT:**  
Brian Barnett, Executive Director  
Justin C. Smith, Executive I  
Mark Dudenhoeffer, Investigator III  
Vickie Holtmeyer, Investigator I

**LEGAL COUNSEL PRESENT:**  
Nanci Wisdom, Attorney At Law  
Loretta Schouten, Attorney At Law

To better track the order in which items were taken up on the agenda, each item in the minutes will be listed in the order it was discussed in the meeting.

**CLOSED SESSION**  
A motion was made by Dr. McCoy and seconded by Ms. Lepp to move into closed session pursuant to section 610.021 (1), (3), (5), (7), (13) and (14) and section 620.010.14 (7) RSMo, for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between the Board and its attorney, and approval of closed minutes. Those voting yes: Dr. Wallace, Dr. Christman, Dr. McCoy, and Ms. Lepp. Motion carried 4 to 0, with Dr. Aubert absent from the vote on this matter.
SATURDAY, APRIL 19, 2008
The Missouri Dental Board returned to open session on Saturday, April 19, 2008. The open meeting was called to order by Dr. Eric J. Aubert, President, at approximately 8:20 a.m., at the Hilton Garden Inn, 19677 East Jackson Drive, Independence, Missouri.

BOARD MEMBERS PRESENT:
Dr. Eric J. Aubert, President
Dr. H. Fred Christman, III, Vice President
Dr. Kevin D. Wallace, Secretary
Ms. Patricia A. Lepp, R.D.H., Member
Dr. Rolfe C. McCoy, Member

BOARD MEMBERS ABSENT
Dr. John L. Sheets, Member

STAFF MEMBERS PRESENT:
Brian Barnett, Executive Director
Justin C. Smith, Executive I
Mark Dudenhoeffer, Investigator III
Vickie Holtmeyer, Investigator I

LEGAL COUNSEL PRESENT:
Nanci Wisdom, Attorney At Law
Loretta Schouten, Attorney At Law

GUESTS PRESENT:
Ms. Barbara Bragg Meyer, R.D.H., Missouri Dental Hygienists’ Association
Ms. Sue Clifford, R.D.H., Well Being Committee
Dr. William T. Kane, Well Being Committee
Dr. Douglas Wyckoff, Missouri Dental Association
Dr. JC Standlee, Missouri Dental Association
Ms. Deb Polc, R.D.H., Advisory Commission for Dental Hygienists
Dr. Guy Deyton
Ms. Karen Dent, Missouri Primary Care Association
Dr. Conrad Journee
Dr. Merle Nunemaker, Greater Kansas City Dental Society
Ms. Vicki Wilbers, Missouri Dental Association
Ms. Patricia J. Martin, R.D.H.
Ms. E. Maxine Thompson
Ms. Janice L. McElhaney, R.D.H., Greater Kansas City Dental Hygienists’ Association
Ms. Ann Vering, R.D.H., Greater Kansas City Dental Hygienists’ Association
APPROVAL OF THE AGENDA
Dr. McCoy asked to add a discussion regarding committee assignments. A motion was made by Dr. Christman and seconded by Dr. McCoy that the agenda be approved as amended. The motion carried unanimously.

APPROVAL OF THE OPEN MINUTES
A motion was made by Dr. Christman and seconded by Dr. Wallace to approve the open minutes of the November 30, 2007 Policy Review Committee meeting as written. The motion carried unanimously.

A motion was made by Dr. McCoy and seconded by Dr. Christman to approve the open minutes of the January 16-19, 2008 Full Board meeting as written. The motion carried unanimously.

A motion was made by Dr. McCoy and seconded by Dr. Christman to approve the open minutes of the January 25, 2008 mail ballot as written. The motion carried unanimously.

A motion was made by Dr. Christman and seconded by Dr. Wallace to approve the open minutes of the January 31, 2008 conference call as written. The motion carried unanimously.

DIALOGUE WITH ASSOCIATIONS
Missouri Primary Care Association
Ms. Karen Dent reported to the Board on behalf of the Missouri Primary Care Association. She reported that the Elks Mobile Dental Unit has been dwindling in available funds, and the Oral Health Network has been asked to assist in finding a dentist for approximately 2,600 patients that are being served at this time.

Mr. Barnett asked the Board for a clarification on the new dental hygiene rule regarding the application of fluoride by dental hygienists. He asked how the new rule applies to a hygienist working in a public health setting, because it is unclear if they are able to apply fluoride without the presence of a dentist or simply without the supervision of a dentist.

Missouri Dental Hygienists’ Association
Ms. Barbara Bragg Meyer reported to the Board on behalf of the Missouri Dental Hygienists’ Association. She stated that they held their Board of Trustees meeting the weekend of April 12-13, 2008, and will be having meetings at the Tan-Tar-A resort in Lake of the Ozarks on July 11-12, 2008 and October 2-5, 2008.

Missouri Dental Association
Ms. Vicki Wilbers reported to the Board on behalf of the Missouri Dental Association. She stated that their legislative priorities are mostly focused on appropriations for dental care in the 2009 state budget. The dental appropriation came out of the House at approximately $18 million, and got reduced in the Senate to approximately $7 million. She stated that the 2009 state budget will not include adult dental Medicaid.
Ms. Wilbers stated that the MDA has created an Oral Healthcare Access Initiative Ad Hoc Committee, which was formed to discuss access to care issues, starting with a meeting on May 10, 2008 in Jefferson City. The MDA has started a dental laboratory origin Ad Hoc Committee as well.

The Board of Trustees has voted to support the proposed revision to the Dental Assistants rule presented to the Policy Review Committee meeting by Dr. Mark Zust. Further, the Board determined that the MDA will not support funding for an expansion of the University of Missouri – Kansas City dental school at this time. Dr. Wallace praised the MDA for being progressive and forward thinking.

**EXECUTIVE DIRECTOR REPORT**

**Financial Statement**

Mr. Barnett provided the Board with the following fiscal year end Financial Statement as of January 31, 2008.

<table>
<thead>
<tr>
<th>Description</th>
<th>Board</th>
<th>Adv. Comm.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Beginning Fund Balance</strong></td>
<td>$1,495,869.30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue (7/1/07 to 01/31/08)</td>
<td>$42,155.00</td>
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<td></td>
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<tr>
<td>Estimated Revenue (11/01/07-06/30/07)</td>
<td>$53,290.00</td>
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<tr>
<td><strong>Fund Balance Sub Total</strong></td>
<td>$1,591,314.30</td>
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**Appropriations to Board:**

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<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Personal Service</td>
<td>$350,782.00</td>
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<tr>
<td>Expense &amp; Equipment</td>
<td>$262,863.00</td>
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<td><strong>Total Appropriations</strong></td>
<td>$613,645.00</td>
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<tr>
<td></td>
<td>$21,282.00</td>
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<td></td>
<td>$613,645.00</td>
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**Appropriation Expenditures:**

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<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Personal Service</td>
<td>$146,182.98</td>
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<td>Expense &amp; Equipment</td>
<td>$96,070.80</td>
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<td><strong>Total Appropriation Expenditures</strong></td>
<td>$242,253.78</td>
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**Fund Transfers: (Projected for Year)**

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<tr>
<th>Description</th>
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<tr>
<td>Fringe Benefits</td>
<td>$121,371.00</td>
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<tr>
<td>Rent &amp; Utilities</td>
<td>$6,539.41</td>
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<tr>
<td>General Revenue</td>
<td>$32,500.00</td>
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<td>DED/MIS</td>
<td>$3,338.82</td>
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<tr>
<td>Refunds</td>
<td>$2,000.00</td>
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<tr>
<td>Professional Registration</td>
<td>$26,167.14</td>
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<td>Workers Comp Fund</td>
<td>$0.00</td>
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<td>FY-06 Transfers paid in FY-07</td>
<td>$22,233.03</td>
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<tr>
<td>O.A. Transfer from Board Fund</td>
<td>$5,366.62</td>
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<td><strong>Total Transfers</strong></td>
<td>$219,516.02</td>
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**Unexpended Appropriations:**
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<thead>
<tr>
<th></th>
<th><strong>2008</strong></th>
<th><strong>2009</strong></th>
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<tbody>
<tr>
<td>Personal Service</td>
<td>$204,599.02</td>
<td>$13,216.00</td>
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<td>Expense &amp; Equipment</td>
<td>$166,792.20</td>
<td>$3,560.49</td>
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<td>Total Unexpended Appropriations</td>
<td>$371,391.22</td>
<td>$16,776.49</td>
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<td>Fund Balance Sub Total (If Entire Appropriation is Spent)</td>
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<td>$758,381.05</td>
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<td>Projected Unspent Appropriations</td>
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<td>$102,527.82</td>
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<td>Projected Fund Balance at 06/30/2008</td>
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<td>$860,908.87</td>
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Mr. Barnett reported he does not see a need for a fee increase or decrease in the near future. Additionally, he stated that he is still exploring the possibility of purchasing one (1) new vehicle for the Dental Board.

**Rulemaking Status Report**
Mr. Barnett stated that there is a problem with the proof of competence definition that the Board approved and voted to move forward at the January 2008 meeting. The Policy Review Committee voted to ask the Board to rescind the motion to move forward with that rule change. A motion was made by Dr. Christman to rescind the proposed rule change to the proof of competence definition in the Dental Hygienist and Dental Assistant rules. The motion passed unanimously.

**Legislation**
Mr. Barnett reported that the only legislation that the Board is tracking at this time is House Bill 1976. He stated that the public hearing is complete and that is where it stands at this time.

**IMPLEMENTATION OF BLS RENEWAL REQUIREMENT**
Mr. Barnett stated that the new rule regarding the requirement of current certification in Basic Life Support (BLS) or Advanced Cardiac Life Support (ACLS) has taken effect and will be required to renew licenses this year. A motion was made by Dr. McCoy and seconded by Dr. Christman to verify completion of the requirement as a question on the renewal and make the verification subject to an audit, like continuing education. The motion passed unanimously.

**APPLICATION QUESTION REGARDING ACADEMIC DISCIPLINE**
Ms. Lepp reported that academic discipline was a focus topic of the American Association of Dental Examiners (AADE) Mid-Year meeting held in Chicago, Illinois. Mr. Barnett stated that Dean Reed and he spoke on the phone, and his position is that all of the information regarding a student’s academic career is confidential, so there is no way that the school would have the ability to make that information available to the Board. Dr. McCoy stated that he does not believe that the Board has jurisdiction regarding students in dental school.
Dr. Deyton stated that he doesn’t believe there is a problem asking the question, but there is a verification problem, so it comes down to a self-reporting issue. Dr. Aubert would like to research what other states are doing regarding this topic.

Dr. Deyton also asked the Board to consider licensing foreign trained dentists who have completed a Council on Dental Accreditation (CODA) approved post-doctorate residency program. He also asked that the Board re-explore the undue influence rule in an effort to protect the dentist in the corporate setting.

CLOSED SESSION
A motion was made at approximately 9:16 a.m. by Dr. Christman and seconded by Dr. McCoy to move into closed session pursuant to section 610.021 (1), (3), (5), (7), (13) and (14) and section 620.010.14 (7) RSMo, for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between the Board and its attorney, and deliberation on discipline. Those voting yes: Ms. Lepp, Dr. Wallace, Dr. Christman, Dr. McCoy, and Dr. Aubert. Motion carried 5 to 0.

OPEN SESSION
The Missouri Dental Board returned to open session on Saturday, April 19, 2008 at approximately 9:24 a.m.

RECESS
The Board recessed at approximately 9:25 a.m. and reconvened in open session at approximately 9:41 a.m.

POLICY REVIEW COMMITTEE REPORT
Dr. Wallace, Chairperson of the Policy Review Committee (PRC), reported to the Board on behalf of the PRC. He stated the PRC met on March 7, 2008 in Jefferson City. The focus of that meeting was the revision of the sedation and anesthesia rules as well as the Dental Assistants rule revision. The next meeting of the PRC will take place on May 30, 2008 at 11:00 a.m. in Jefferson City.

A motion was made by Dr. McCoy and seconded by Ms. Lepp to refer the task of researching the feasibility of adding a question to the renewal application of dentist, dental specialists, and dental hygienists asking if they had ever been imposed any discipline from an academic institution. The motion passed unanimously.

A motion was made by Dr. McCoy and seconded by Ms. Lepp to refer the language used by the Kansas Dental Board regarding corporate owned franchise dentistry to the PRC. The motion passed unanimously.

SARGENTI PASTE
The Board reviewed correspondence from Ms. Claudia Megaro regarding Missouri’s policy on the use of Sargenti Paste by dentists. A motion was made by Dr. McCoy and seconded by Dr. Christman to note in the review of the records and send
correspondence to Ms. Megaro stating that the Board has reviewed the correspondence and will not revise their policy at this time. The motion passed unanimously.

**WELL BEING COMMITTEE REPORT**
Dr. Bill Kane and Ms. Sue Clifford reported to the Board on behalf of the Well Being Committee. Dr. Aubert thanked Dr. Kane on his work in completing the strategic plan for the Well Being Committee.

Dr. Aubert encouraged the Missouri Dental Association and the Missouri Dental Hygienists’ Association to think about methods to attract voluntary contributions to the Well Being Committee on their membership renewals.

**ADVISORY COMMISSION FOR DENTAL HYGIENISTS REPORT**
Ms. Deb Polc, R.D.H. reported to the Board on behalf of the Advisory Commission for Dental Hygienists (ACDH). The ACDH met on February 12, 2008 in Jefferson City to a large audience that included students and instructors from Forest Park Community College.

Ms. Polc requested that the Commission be given the task to review the confusion of the fluoride treatments to the Advisory Commission for Dental Hygienists. A motion was made by Ms. Lepp and seconded by Dr. Christman to refer that task to the Commission. The motion passed unanimously.

The next meeting of the Advisory Commission for Dental Hygienists will take place May 30, 2008 in Jefferson City beginning at 8:00 a.m.

**REVIEW OF COMPETENCY EXAMINATION COMPARATIVE ANALYSIS**
The Board reviewed the comparative analysis of the competency examinations that accepted for licensure in the State of Missouri, which was compiled by the Advisory Commission for Dental Hygienists. A motion was made by Ms. Lepp and seconded by Dr. McCoy to ask the Advisory Commission for Dental Hygienists to summarize the report as an objective summary in order to allow for better comparison. The motion passed unanimously.

**AMERICAN ASSOCIATION OF DENTAL EXAMINERS (AADE) MID-YEAR MEETING REPORT**
Ms. Lepp reported that she attended the AADE Mid-Year meeting on March 9-10, 2008 in Chicago, Illinois. She stated that the main topics of discussion were academic discipline as well as discussion regarding the possibility of requiring a mandatory fifth year of dental school. The next meeting of the AADE will take place at their annual meeting on October 15-16, 2008 in San Antonio, Texas.

**CRDTS STEERING COMMITTEE REPORT**
Dr. Aubert reported that as a member state of CRDTS, Missouri has active input into the dental and dental hygiene examination administered by both CRDTS and ADEX.
RECESS
The Board recessed at approximately 10:50 a.m. and reconvened in open session at approximately 1:00 p.m.

COMMITTEE ASSIGNMENTS
Dr. Aubert chose to remove Dr. McCoy from the Policy Review Committee and add him as the Chairperson of the Complaint Review Committee, replacing Dr. Sheets, in anticipation of a new Board member being appointed in the near future.

BOARD TRAVEL
A motion was made by Dr. McCoy and seconded by Dr. Christman to approve Brian Barnett to attend the American Association of Dental Administrators (AADA) annual session in October 2008. The motion passed unanimously.

A motion was made by Dr. McCoy and seconded by Dr. Christman to approve Loretta Schouten, Brian Barnett, Dr. McCoy, Dr. Aubert, and Ms. Lepp to attend the American Association of Dental Examiners (AADE) annual session in October 2008. The motion passed unanimously.

A motion was made by Dr. Christman and seconded by Dr. Wallace to approve Dr. Aubert to attend the American Dental Examiners (ADEX) Board of Trustees meeting in June 2008. The motion passed unanimously.

A motion was made by Dr. Christman and seconded by Dr. McCoy to approve Dr. McCoy and Ms. Lepp to attend the Western Regional Examining Board meeting in July 2008. The motion passed unanimously.

RENEWAL OF CONTRACTS FOR FISCAL YEAR 2009
A motion was made by Dr. Christman and seconded by Dr. McCoy to table further discussion on the renewal of all contracts for fiscal year 2009 until the July 2008 Board meeting. The motion passed unanimously.

REVIEW AND APPROVAL OF CRDTS EXAMINERS
The Board reviewed the list of potential examiners for CRDTS. A motion was made by Dr. Christman and seconded by Ms. Lepp to approve Guy Deyton, D.D.S. as a CRDTS examiner. The motion passed unanimously.

A motion was made by Ms. Lepp and seconded by Dr. McCoy to place Ms. Polc on the CRDTS reimbursement list, and move Dr. James Elliott to the Board reimbursement list, and approve the list as amended. The motion passed unanimously.

**REVIEW AND APPROVAL OF WREB EXAMINERS**
The Board reviewed the list of potential examiners for WREB. A motion was made by Dr. McCoy and seconded by Dr. Christman to approve Guy Deyton, D.D.S. as a WREB examiner. The motion passed unanimously.

A motion was made by Dr. McCoy and seconded by Dr. Christman to approve the following WREB examiners for fiscal year 2009: Rolfe C. McCoy, D.M.D., Patricia A. Lepp, R.D.H., Eric J. Aubert, D.M.D., Deborah K. Polc, R.D.H., and Guy Deyton, D.D.S. The motion passed unanimously.

**RECESS**
The Board recessed at approximately 10:50 a.m. and reconvened in open session at approximately 1:00 p.m.

**OTHER AGENDA ITEMS**
A motion was made by Ms. Lepp and seconded by Dr. Wallace that the Board approve Mr. Barnett to participate in the Missouri Dental Association Oral Healthcare Access Initiative Ad Hoc. The motion passed unanimously.

**LOUIS L. LOOS, D.D.S.**
At approximately 1:02 p.m., the Board began its disciplinary hearing in the matter of Missouri Dental Board, Petitioner, v. Louis L. Loos, D.D.S., Respondent, Case Number DB-08-05 (2007-003103). The record will show that Dr. Loos was present and was not represented by counsel. A summary of the hearing is not made a part of the minutes. The hearing was recorded by a court reporter and a transcript of the hearing will be retained as a permanent record of the Board. The hearing concluded at approximately 1:14 p.m.

**CLOSED SESSION**
A motion was made at approximately 1:17 p.m. by Dr. McCoy and seconded by Dr. Wallace to move into closed session pursuant to section 610.021 (1), (3), (5), (7), (13) and (14) and section 620.010.14 (7) RSMo, for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between the Board and its attorney, and deliberation on discipline. Those voting yes: Ms. Lepp, Dr. Wallace, Dr. Christman, Dr. McCoy, and Dr. Aubert. Motion carried 5 to 0.

**OPEN SESSION**
The Missouri Dental Board returned to open session on Saturday, January 19, 2008 at approximately 1:24 p.m.
ADJOURNMENT
There being no further open business to be brought before the Board at this time, a motion was made by Dr. McCoy and seconded by Ms. Lepp that this meeting adjourn. Motion carried unanimously. The meeting adjourned at approximately 1:25 p.m.

Respectfully submitted,

Justin C. Smith, Executive I

________________________________
Brian Barnett, Executive Director

Approved by the Board on: ______________