

LA Board of Veterinary Medicine – Board Meeting Agenda – February 1, 2024

I. CALL TO ORDER

Board President, Dr. Trisha Marullo, called the meeting to order at 8:37am.

II. ROLL CALL

Roll call was taken by Board Secretary-Treasurer, Dr. Cataldo-Rogers, with the following results:

Those present:

Trisha C. Marullo, DVM	Board President
Larry L. Findley, Sr, DVM	Board Vice President
Keri A. Cataldo-Rogers, DVM	Board Secretary-Treasurer
Jesse S. Brandon, DVM	Board Member
Christine D. McHughes, DVM	Board Member
Jared B. Granier	Board Executive Director
Stephen H. Vogt	Board General Counsel

The Board's Statement of Obligations was read aloud by Dr. Cataldo-Rogers to all present for the meeting. Attendees were given the opportunity to introduce themselves and make public comments to the Board. No written comments were received prior to February 1, 2024.

III. APPROVAL OF MINUTES

A. Board Minutes for December 7, 2023

The Board reviewed minutes from December 7, 2023. With no discussion on the minutes, motion was made to accept the minutes as given by Dr. Findley, seconded by Dr. Cataldo-Rogers, and passed unanimously by voice vote.

IV. FINANCIAL MATTERS & CONTRACTS

A. Financial Reports – November & December ‘23

Mr. Granier presented the financial reports for the months of November and December ‘23 for review by the Board. Mr. Granier informed the Board that all financial matters are in order. There were no questions regarding financial reports reviewed by the Board members. Motion was made by Dr. Findley to accept the financial reports as presented, seconded by Dr. Cataldo-Rogers. With no further discussion, the motion passed unanimously by voice vote.

B. Investments, CDs - FY 2024

Mr. Granier reviewed accrued interest amounts for current certificates of deposit (CDs) for FY2024. CDs will continue to roll over as they mature, with interest rates continuing to increase. Motion made by Dr. Cataldo-Rogers, seconded by Dr. Findley, to accept the investment report as presented. With no further discussion, the motion passed unanimously by voice vote.

C. Investments, CDs - Request to Purchase in FY 2024

Mr. Granier presented a purchase request for a 6-month \$75,000 CD from ECFU. Following discussion, motion made by Dr. Findley to accept the proposed budget, seconded by Dr. Cataldo-Rogers, and passed unanimously by voice vote.

V. STATUTES, RULES, POLICIES & PROCEDURES

A. Rulemaking Projects, Proposals, & Discussions

1. LAC 46LXXXV.103 - Meetings of Boards via Electronic Means

Mr. Granier informed the Board that the notice of intent has been published into the *Louisiana Register*'s January '24 edition and the first report was submitted to the Senate and House Legislative Oversight Committees for review. No action was needed or taken on this item.

2. LAC 46LXXXV.400.403.405.409.411.413.800.811.1200.1227 - Chapter 4. Continuing Education and Rules 811 & 1227

Mr. Granier informed the Board that amendments to Chapter 4 of the Louisiana Practice Act as well as Chapters 8 and 12 are still underway in accordance with the May '23 vote from the Board relative to the definition of online continuing education and the maximum hours for online continuing education. Mr. Granier advised the Board that the Notice of Intent will be written to clean up all language in Chapter 4 of the LA Veterinary Practice Act as well as related Chapters and Rules as part of the 2022 Administrative Code Review. The new Notice of Intent will be presented to the Board for final approval once completed. No motion made, and no further action was taken on this matter at this time.

3. LAC 46LXXXV.1000.1015.1025.1039.1057 - Rules of Professional Conduct

As required by the 2022 Louisiana Administrative Code Review, Mr. Granier presented to the Board proposed amendments as discussed by the Board related to rules §1007, §1025, §1039, §1053.C, and §1057 in Chapter 10 of the Louisiana Veterinary Practice Act. Final language changes were discussed, after which time a motion was made by Dr. Brandon to accept the final amendments, seconded by Dr. McHughes. With no further discussion, the motion passed unanimously by voice vote. Mr. Granier will begin the formal rulemaking process with this Notice of Intent.

4. LAC 46LXXXV.Chapter 10 - Rules of Professional Conduct – Repromulgation of Reviewed Rules

In accordance with the 2022 Louisiana Administrative Code Review, after a comprehensive review of Chapter 10 the Board will repromulgate all sections of Chapter 10 that were not amended in V.A.3 of the agenda above. Motion made by Dr. Cataldo-Rogers to approve the repromulgation of Chapter 10 sections not amended in V.A.3, seconded by Dr. Findley. With no further discussion, the motion passed unanimously by voice vote. The request for repromulgation will be submitted to the *Louisiana Register* later in the 2024 calendar year by Mr. Granier.

5. LAC 46LXXXV.705 - Prescribing and Dispensing Drugs

Mr. Vogt will propose amended Rule 705 language for the Board's consideration along with the full Chapter 7 review once completed in accordance with the 2022 Administrative Code Review. No motion made, and no further action was taken on this matter at this time.

6. LAC 46LXXXV.Chapter 7 - Veterinary Practice

In accordance with the 2022 Louisiana Administrative Code Review, a comprehensive review of Chapter 7 was conducted by the Board. The Board discussed possible amendments to the following Rules of Chapter 7: 700, 701, 702, 705, and 707. Mr. Granier and Mr. Vogt will draft a Notice of Intent to present to

the Board at its April '24 meeting for final review and vote before moving forward with the formal rulemaking process. The remaining sections of Chapter 7 which were not amended will be submitted later in the 2024 calendar year to the Louisiana Register for re promulgation. No motion made and no further action was taken on this matter at this time.

B. Policies and Procedures

- 1. None at this time**

C. Declaratory Statements

- 1. None at this time**

D. General Agenda

- 1. Accreditation Status of NTCC Vet Tech Program**

Motion made by Dr. Cataldo-Rogers to deny approval of the veterinary technical program as a Board-approved program for the alternate pathway for licensure, seconded by Dr. Findley, and passed unanimously by voice vote.

- 2. Does an Out-of-State DVM Need Licensure to Proctor in a Surgical Setting**

Out of state veterinarian presented a query to the board inquiring whether Louisiana licensure was required in the following context: the out of state veterinarian, having instructed an attending veterinarian concerning a particular surgical procedure, would be present during the surgery yet not physically participate in performing the procedure. His role would be limited to reinforcement of the prior instruction to the attending veterinarian who would physically be performing the technique. After discussion, the board determined that such limited participation would not constitute the practice of veterinary medicine so as to require licensure in Louisiana. The attending veterinarian would retain all responsibility in conducting the procedure within the regulatory standard of care involved.

- 3. Unlicensed Veterinarians Practicing Under Licensed Supervision**

A series of questions were submitted to the board by a licensed veterinarian concerning specific duties in the context of equine reproduction and which may be properly delegated, under supervision of a licensed veterinarian who has established the VCPR with the client/patient, to unlicensed veterinarians. The procedures inquired about were ultrasound guided palpations, artificial insemination, embryo transfer and uterine lavages. The board, following extensive discussion, made the following determinations and observations: in the context of what can be delegated to an individual who is not licensed to practice veterinary medicine in the state, the proposed delegation must first be to an employee of the veterinarian who has established the VCPR, not an independent contractor or other quasi-employment relationship with the attending veterinarian. The degree of expertise needed to competently perform the procedure is the responsibility of the delegating veterinarian, who must be on premises when the procedure is done. A person who has a degree in veterinary medicine but is not licensed by the board has the standing under board rule of a lay assistant. Only a licensed veterinarian can perform surgery, make a prognosis or diagnosis, and prescribe (these duties cannot be delegated notwithstanding the degree of supervision exercised by the attending

veterinarian). If an activity does not constitute “the practice of veterinary medicine” as defined by the Louisiana Veterinary Practice Act, the board does not have regulatory jurisdiction over the subject matter or individual involved. In the context of the specific query, the following determinations were made:

1. Ultrasound guided palpations: These are diagnostic measures designed to determine the status of the uterus and the pregnancy of a mare. As such, only a Louisiana licensed veterinarian can perform these.
2. Artificial Insemination (equines): Although this does constitute “the practice of veterinary medicine”, this may be delegated to a qualified lay assistant as it does not constitute any of the duties described above which cannot be delegated (e.g. surgery, diagnosis). The procedure must be by a qualified lay assistant under the direct supervision of a licensed veterinarian who has established the VCPR with the client and employs the lay assistant.
3. Flushes: may be assigned to a qualified lay assistant under direct supervision of a licensed veterinarian who has established the VCPR with the client and employs the lay assistant.
4. Embryo Transfer: These may also be delegated to a qualified lay assistant under the direct supervision of a licensed veterinarian who has established the VCPR with the client and employs the assistant.
5. Uterine Lavages: These may be assigned to a qualified lay assistant under direct supervision of a licensed veterinarian who has established the VCPR with the client and employs the assistant.

The lab work associated with intracytoplasmic sperm injection (ICSI) and in-vitro fertilization does not constitute “the practice of veterinary medicine” in the context of this query involving equine reproductive services and under the specific circumstances noted in your supplemental query. The collection of oocytes and the transfer of the embryo developed in the lab cannot be delegated. Other “lab work” outside the context of your query may well constitute “the practice of veterinary medicine” and is not addressed by the board’s decision. Further, as acknowledged in your query, per prior board decision, aspirations in the context of your query are surgical and cannot be delegated.

E. Consent Agenda Opinions – Answered

- 1. Do prescription refill requests have to be authorized by a licensed DVM**
A licensed veterinarian employed by a clinic offering veterinary services inquired of the board whether, following an initial diagnosis by the attending veterinarian who established the VCPR and examined the patient, the employer (a corporate entity) could authorize refills of the prescription medication after the initial number of refills prescribed and noted in the medical record had expired, without consulting the attending veterinarian. The board found this practice unacceptable and constituting the unauthorized practice of veterinary medicine. The inquiring veterinarian was reminded of the content of the following, applicable rules:

Rule 705.A.1 provides, in pertinent part: “No legend drug...shall be administered, prescribed, dispensed, delivered to or ordered for animals with which the veterinarian has not established a veterinarian-client-patient relationship as a primary care provider...”.

Rule 705 K then provides: “The veterinarian is responsible for and shall maintain accurate medical records when prescribing any drug, medicine, chemical or

controlled substance which includes the following:

1. Client's name;
2. Patient's name;
3. date of prescription;
4. name of drug;
5. usage dosage including the route of administration;
6. quantity dispensed and number of refills;
7. name of the veterinarian prescribing the drug, medicine, chemical or controlled substance;

2. How Do Record-keeping Rules Apply to Deceased Patients

A practicing, licensed veterinarian asked whether the rule requiring that medical records be kept for a period of 5 years following the last office visit or service provided to a patient applies following the death of the patient—i.e. is the 5 year period terminated when the patient dies? The board decided that the death of the patient has no bearing on the rule requiring records be kept for 5 years, and in fact the death of a patient is a supporting rationale for requiring records be kept that long.

F. Consent Agenda Opinions – Proposed

1. None at this time

G. Consent Agenda Opinions - Expedited / Emergency Opinions

1. None at this time

VI. MISCELLANEOUS MATTERS

A. CAET Training Workshop Scheduled for April 19, 2024 in New Orleans, LA

Mr. Granier updated the board on the total number of anticipated attendees for the training workshop as February 1st. Also discussed was the need for Mr. Granier to find a successor to the current course trainer who will need to be replaced by the end of the 2024 calendar year. No motion made and no further action was taken on this item.

B. Office Updates – Applications, Active Licensees, & Complaints

Mr. Granier reported to the Board statistics on applications, complaints, and continuing education review requests from November 16, 2023 to January 19, 2024. No motion made and no further action was taken on this matter.

NEW APPLICATIONS from 11/16/23 to 01/19/24			
Submitted Applications		Approved Applications	
Animal Euthanasia Technician	6	Animal Euthanasia Technician	20
Veterinarian	16	Veterinarian	13
Veterinarian - Faculty	7	Veterinarian - Faculty	8
Veterinary Technician	5	Veterinary Technician	3
Grand Total	34	Grand Total	44

Current Licensee Count (as of 01/19/24)	Total # of Active
CAETs	178
Active - Full	157
Active - Lead	21
DVMs	1758
Active	1744
Inactive - Disabled	1
Inactive - Retired	13
Military - Active Status	0
DVMs - Faculty	173
Faculty - Active	173
RVTs	346
Active	346
Grand Total	2,456

CONTINUING EDUCATION REVIEWS & APPROVALS

From 11/16/23 to 01/19/24

21 CE activity requests were approved for the '23-'24 CE period (from July 1, 2023 to June 30, 2024).

COMPLAINTS

From 11/16/23 to 01/19/24		Still On-Going / Active	
Complaints Received	8	Pending Cases (licensees)	16
Complaints Closed	7	Pending Cases (non-licensees)	8
Consent Orders Issued	0	Consent Orders	2
Consent Orders Closed	0	HPFLA Referrals	3
Other Negative Actions *	4	Other Negative Actions *	4

* Other negative actions include, formal reprimands, informal reprimands, cease and desist notices, etc.

C. New Licenses and Certificates Issued

Mr. Granier reported all new licenses and certificates issued - 74 total listed below - from 11/16/23 to 01/19/24. Motion made by Dr. Findley to accept and ratify all issued licenses as given, seconded by Dr. Cataldo-Rogers, and passed unanimously by voice vote.

License No.	Name	Type	Issued On
30078	Daniel Boquet	CAET - Active - Full	10/13/2023
30079	Brittani Brown	CAET - Active - Full	10/13/2023
30080	Jamie Chustz	CAET - Active - Full	10/13/2023
30081	Ricky Cline	CAET - Active - Full	10/13/2023
30082	Collins Fairley	CAET - Active - Full	10/13/2023
30083	Kathleen Hixon	CAET - Active - Full	10/13/2023
30084	Jennifer Hotard	CAET - Active - Full	10/13/2023
30085	Lindsey Hunt	CAET - Active - Full	10/13/2023
30086	Aaron Landry	CAET - Active - Full	10/13/2023
30087	Haylee Manuel	CAET - Active - Full	10/13/2023
30088	Keddrick Peters	CAET - Active - Full	10/13/2023
30089	Thuy-Trang Pham	CAET - Active - Full	10/13/2023

30090	Dianna Riley	CAET - Active - Full	10/13/2023
30091	Averi Rojas	CAET - Active - Full	10/13/2023
30092	Morgan Talluto	CAET - Active - Full	10/13/2023
30093	Sierra Uselton	CAET - Active - Full	10/13/2023
30094	Ashley Vigie	CAET - Active - Full	10/13/2023
30095	Brittany Phillips	CAET - Active - Full	10/23/2023
30096	Corbin Chiles	CAET - Active - Full	11/27/2023
30097	Pharaoh Conner	CAET - Active - Full	12/18/2023
30098	Jacqlyn Kissell	CAET - Active - Full	01/09/2024
10226	Margaret Joel	DVM - Active	10/01/2023
10227	Bruna Miessler	DVM - Active	10/04/2023
10228	Whitney Miller	DVM - Active	10/06/2023
10229	Tifini Batts	DVM - Active	10/06/2023
10230	Courtney Patson	DVM - Active	10/06/2023
10231	Hilary Householder	DVM - Active	10/06/2023
10232	Jenifer Newton	DVM - Active	10/06/2023
10233	Allison Foster	DVM - Active	10/06/2023
10234	Madison Moffett	DVM - Active	10/10/2023
10235	Jeremy Coleman	DVM - Active	10/26/2023
10236	Priyanka Bhatia	DVM - Active	11/07/2023
10237	Alexis Zieve	DVM - Active	11/14/2023
10238	Katelyn McFadden	DVM - Active	11/27/2023
10239	Marie Faucheu	DVM - Active	12/08/2023
10240	Ethan Reese	DVM - Active	12/14/2023
10241	Elsie Phillips	DVM - Active	12/14/2023
10242	Logan McAllister	DVM - Active	01/11/2024
10243	Kayla Garrett	DVM - Active	01/19/2024
10244	Meghana Theegala	DVM - Active	01/19/2024
10245	Kennon Halley	DVM - Active	01/19/2024
10246	Jenna Grice	DVM - Active	01/19/2024
10247	Savannah Porter	DVM - Active	01/19/2024
10248	Maggie Beard	DVM - Active	01/19/2024
10249	Ashley Shields	DVM - Active	01/19/2024
10250	Jade Tang	DVM - Active	01/19/2024
3072	Amelia Constantine	DVM - Active	11/03/2023
Faculty 1038	Cullen Domaracki	DVM - Faculty - Active	01/10/2024
Faculty 1148	John Payne	DVM - Faculty - Active	10/01/2023
Faculty 1154	Theresa Frey	DVM - Faculty - Active	09/30/2023
Faculty 1155	Lisa DiBernardi	DVM - Faculty - Active	10/03/2023
Faculty 1156	Jose Len	DVM - Faculty - Active	10/03/2023
Faculty 1157	David Trundell	DVM - Faculty - Active	10/17/2023
Faculty 1158	Reto Fritzsche	DVM - Faculty - Active	10/23/2023
Faculty 1159	William Whitler	DVM - Faculty - Active	10/25/2023
Faculty 1160	Sandra Taboada	DVM - Faculty - Active	10/25/2023
Faculty 1161	Lynda Miller	DVM - Faculty - Active	11/08/2023
Faculty 1162	Lillian Aronson	DVM - Faculty - Active	11/21/2023

Faculty 1163	Yen-Tse Wu	DVM - Faculty - Active	11/29/2023
Faculty 1164	Charles Estill	DVM - Faculty - Active	12/18/2023
Faculty 1165	Katelyn Hlusko	DVM - Faculty - Active	12/19/2023
Faculty 1166	Madeleine Stein	DVM - Faculty - Active	12/20/2023
Faculty 1167	Jessica Ogden	DVM - Faculty - Active	01/09/2024
Faculty 1168	Walter Renberg	DVM - Faculty - Active	01/12/2024
Faculty 1169	Sandra Diaz Vergara	DVM - Faculty - Active	01/19/2024
20102	Courtney Roberson	RVT - Active	10/04/2023
20103	Kendra Chriss	RVT - Active	10/06/2023
20104	Paige Roussel	RVT - Active	10/10/2023
20105	Grayson Barbe	RVT - Active	12/21/2023
20106	Coralie Deloach	RVT - Active	12/21/2023
20107	Brie Wiggins	RVT - Active	12/21/2023
20108	Danielle Smith	RVT - Active	12/21/2023
20109	Averi Young Vandegrift	RVT - Active	12/22/2023
20110	Montana Ward	RVT - Active	01/10/2024

D. AAVSB Board Basics & Beyond Registration, April 12-13, '24 in K.C., MO

Mr. Granier informed the Board of the upcoming training conference with AAVSB and requested approval for his attendance as well as the attendance of Ms. Mayers and Dr. McHughes. by Mr. Granier. Motion made by Dr. Brandon to approve the training attendance, seconded by Dr. Cataldo-Rogers, and passed unanimously by voice vote.

E. Report on 2023 FARB Conference

Mr. Granier reported on his attendance at the 2023 FARB Conference in Fort Worth, TX, at which Mr. Granier was a panellist for one of the conferences training presentations. No motion made and no further action was taken on this matter.

F. Proposed 2024 LBVM Newsletter

Mr. Granier informed the Board that the Annual Report to Licensees (i.e. – the Annual Board Newsletter) will now be sent out annually in August in order to better align with the annual appointment of new Board members and to allow for the report of disciplinary action taken to align with the Board's fiscal year reports. The release of the Annual Report would also be best in August as it would follow the Board's Annual meeting held in June. Mr. Granier will continue to release pertinent articles and notifications to licensees on the Board's website and in monthly email communications. No motion made and no further action was taken on this matter.

VII. CONTINUING EDUCATION ISSUES

A. None at this time

Motion made by Dr. Cataldo-Rogers to go into executive session to discuss confidential matters regarding licensees, applicants, and administrative hearings not subject to public disclosure as per the law, seconded by Dr. Findley, and passed unanimously by voice vote.

All votes noted for the following agenda items in executive session were made at the end of discussion and out of executive session.

VIII. ADMINISTRATIVE HEARINGS

A. Case #24-0912.1

A Consent Order was presented by the investigating board member for approval arising from a complaint involving the following circumstances: following a routine spay preceded by an examination and determination the patient was healthy and without evidence of any ongoing pathology, the patient, 2 days later, began convulsing and vomiting. The patient was immediately presented to another facility for emergency care running a temperature and exhibiting signs (loss of serosal detail in the abdomen and dramatic decrease in neutrophils) of septic peritonitis. The patient was euthanized shortly after presentation based on a poor prognosis. The client was emotionally distressed and did not authorize a necropsy but the subsequent attending veterinarian performed a “belly tap” and noted a discharge consistent with his diagnosis. The investigating board member determined the most likely cause of the peritonitis was the failure of the Respondent to meet the regulatory standard of care in performing the spay. The Consent Order imposed a fine of \$500, required Respondent to reimburse the board for the costs of investigation (\$2000) and required Respondent to obtain additional CE of 3 hours in RACE approved study of septic surgical/spay technique. The board approved the terms of the Consent Order unanimously, with the investigating board member recused from deliberations.

B. Case #24-1130

This case was erroneously added to the February 1st, 2024 agenda and it is instead scheduled for the April 4th, 2024 agenda. No motion made and no further action was taken on this matter.

IX. LICENSING ISSUES

A. Ashley A. Davidson, DVM – Continuing Education Review Request

Following discussion of Dr. Davidson’s request for an extension, motion made at the end of executive session, by Dr. Marullo, seconded by Dr. Brandon, to approve a 90-day extension from the renewal deadline (September 30th) for Dr. Davidson to fulfil and submit all 20 hours of continuing education hours in accordance with Rules §403, §405 and §413 of the LA Veterinary Practice Act. Motion passed unanimously by voice vote.

X. APPLICANT ISSUES

A. Jeffrey Toman, DVM – Waiver Request of NAVLE Retake

The Board reviewed supplemental documentation submitted with the application for licensure from Dr. Toman. Motion made outside of executive session by Dr. Cataldo-Rogers, seconded by Dr. Findley, to approve the requested waiver of the national exam retake requirement as the documents provided supported the waiver criteria for the required period of time immediately prior to application, and registration in good standing in another jurisdiction. Motion passed unanimously by voice vote.

B. Allison Shull, DVM – Waiver Request of NAVLE Retake

The Board reviewed supplemental documentation submitted with the application for licensure from Dr. Shull. Motion made outside of executive session by Dr. Cataldo-Rogers, seconded by Dr. Findley, to approve the requested waiver of the national exam retake requirement as the documents provided supported the waiver criteria for the required period of time immediately prior to application, and registration in good standing in another jurisdiction. Motion passed unanimously by voice vote.

C. Kanyon McLean, DVM – Waiver Request of NAVLE Retake

The Board reviewed supplemental documentation submitted with the application for licensure from Dr. McLean. Motion made outside of executive session by Dr. Cataldo-Rogers, seconded by Dr. Findley, to approve the requested waiver of the national exam retake requirement as the documents provided supported the waiver criteria for the required period of time immediately prior to application, and registration in good standing in another jurisdiction. Motion passed unanimously by voice vote.

XI. EXECUTIVE SESSION

A. Update: Civil Litigation, LBVM vs. O. Nyzhnyk (Suit No. 2021-9164 A)

The Board was briefed on the status of its suit against an individual practicing equine dentistry without a license as a veterinarian and outside the employment of a veterinarian by general counsel.

B. Update: Civil Litigation, Pelican Institute vs. LBVM (Suit No. C-735730)

The Board was briefed on the status of a civil suit filed against it on behalf of three DVMs who are/were licensed out of state and who either applied for a waiver of the requirement to retake the NAVLE or did not apply for licensure due to the Rule language adopted by the Board.

C. Legal Strategy Discussion on Potential Litigations Against Non-Licensee Practice of Veterinary Medicine

The board was briefed on the progress of several investigations of individuals alleging the practice of veterinary medicine without a license. Mr. Vogt and Mr Granier were instructed by the Board to handle the initial complaints/allegations with the same protocols as complaints against licensees.

Upon conclusion of all discussions in executive session, motion made to return to regular session by Dr. Brandon, seconded by Dr. McHughes, and approved unanimously by voice vote. All votes and action taken related to administrative hearings, applicant issues, licensee issues, and personnel reviews above were made out of executive session. Motion made by Dr. Cataldo-Rogers to approve in globo all waivers for applicant and licensee issues, seconded by Dr. Findley. The motion passed unanimously by voice vote.

XII. ADJOURN

There being no further business before the Board, motion made to adjourn by Dr. Brandon, seconded by Dr. Cataldo-Rogers, and passed unanimously by voice vote. The meeting was adjourned at 2:48pm.

Minutes reviewed and approved by full board on April 4, 2024.



Keri Cataldo-Rogers, DVM, Board Secretary-Treasurer