



OHIO BOARD OF NURSING

MINUTES OF MEETING

REGULAR MEETING OF THE BOARD JANUARY 20-21, 2016

The regular meeting of the Ohio Board of Nursing (Board) was held on January 20-21, 2016 at the Board office located at 17 South High Street, Suite 400, Columbus, Ohio 43215. The President, Vice-President, and Executive Director reviewed the agenda prior to the meeting.

On Wednesday, January 20, 2016, at 8:30 a.m., President Maryam Lyon called the Board meeting to order, welcomed nursing students and guests, and requested that Board Members introduce themselves. On Thursday, January 21, 2016, at 8:32 a.m., President Maryam Lyon called the Board meeting to order. Acting as Vice-President, J. Jane McFee, read the Board mission each day.

BOARD MEMBERS

Maryam Lyon, RN, President

Janet Arwood, LPN, Vice-President (Absent Wednesday and Thursday)

Judith Church, RN

Brenda Boggs, LPN

Nancy Fellows, RN

Lisa Klenke, RN (Absent Wednesday and Thursday)

Lauralee Krabill, RN

J. Jane McFee, LPN

Sandra Ranck, RN

John Schmidt, RN (Absent Wednesday and Thursday)

Patricia Sharpnack, RN

Sheryl Warner, Consumer Member

Unless noted in these minutes as exhibits, all written reports submitted to the Board are maintained in the Board office according to the Board record retention schedule.

ADMINISTRATIVE MATTERS

Board Meeting Overview

On Wednesday, Executive Session was at 10:00 a.m.; the Board Committee on APRN Delegation was held at 12:00 p.m.; beginning at 1:00 p.m., the following addressed the Board: Attorney James McGovern, Stacy Burns, RN, and AAG Steven Kochheiser; Attorney James McGovern, Danielle Green, RN, and AAG Henry Appel; Attorney Melissa Mitchell, Sonya Ford-Bowen, RN, and AAG Henry Appel; Attorney Alexandra Appatova, Jennifer Meyer, LPN, and AAG Emily Pelphrey; Attorney James McGovern, Matthew Hanson, RN, CRNA, and Attorney Emily Pelphrey; Attorney James McGovern, Jennifer Little, LPN, and AAG Emily Pelphrey; and Attorney James Leo, Lark Sadowski, RN, and AAG

Henry Appel. On Thursday, Open Forum was held at 10:02 a.m.

Approval of Minutes of the November 2015 Meeting

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that the Board approve the minutes from the November 2015 Board meeting, as submitted. Motion adopted by unanimous vote of the Board members.

Executive Director Report

Betsy Houchen highlighted the following from the Executive Director Report:

- The Board welcomed Tamara Malkoff, staff attorney, to the Compliance Unit.
- Board staff donated \$370 for 1,480 meals for the 2015 holiday Food Basket Campaign. The CARE Committee organized the December holiday lunch and supported Freedom a la Cart, an organization that provides support services and employment opportunities to survivors of human trafficking, by purchasing food trays from the organization.
- The Board congratulated Kristi Oles, Board Education Regulatory Surveyor, for her appointment to the NCSBN Nursing Education Trends Committee.
- The Robert Wood Johnson Foundation announced that the Ohio Action Coalition received a second two-year grant through the *Future of Nursing State Implementation Program (SIP)*. The Board was pleased to have supported the grant with in-kind support and matching funds.
- The Board successfully achieved a statutory amendment, changing the end date of license renewal from August 31 to October 31. An “ALERT” announcing the new end date for nurse license renewal has been posted on the Board website and will appear in the next issue of *Momentum*. Licensure and renewal staff also added a notification to the signature lines of their emails about the change. Judith Church noted the new application due date of September 15 to avoid the late fee is important to note.
- The Ohio Guidelines for Management of Acute Pain were announced by the Governor’s Office on January 19, 2016. The Board sent emails, posted information on the website, and used social media to disseminate the Guidelines.

Legislative Report

Tom Dilling presented the Legislative Report. He summarized the status of pending and recently passed legislation highlighted in the written Legislative Report. He reported that a substitute bill for HB 216, Advanced Practice Registered Nurses, was scheduled for a Committee hearing on January 20, 2016. He reviewed components of the bill including scope of practice, an exclusionary Formulary, prescriptive authority, and Board governance. He

discussed HB 373, Surgical Technologists-Practice. He will follow-up with the sponsors of the bill regarding certain provisions and expected progress of the bill.

Fiscal Report

Kathy King, Fiscal Officer, presented the fiscal report for the second quarter of fiscal year 2016. She summarized the status of the budget as presented in the written report.

EXECUTIVE SESSION

On Wednesday, January 20, 2016:

Action: It was moved by J. Jane McFee that the Board go into Executive Session to discuss pending or imminent court action with legal counsel. A roll call vote was taken. The Board entered Executive Session at 10:00 a.m. and reported out of Executive Session at 10:22 a.m.

APPROVALS

Approval of New Program

The STEM Academy of Lawrence County at Collins Career Technical Center LPN Program

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board grant Conditional approval, in accordance with Rule 4723-5-08, OAC, to The STEM Academy of Lawrence County at Collins Career Technical Center LPN Program. It was further moved that the Program submit progress reports to the Board on or before March 17, 2016, September 15, 2016, March 16, 2017, and June 16, 2017. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Nursing Education Programs – Approval Status

Apollo School of Practical Nursing

Action: It was moved by Nancy Fellows, seconded by Judith Church, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Apollo School of Practical Nursing for a period of five years effective January 20, 2016. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Cedarville University School of Nursing

Action: It was moved by Judith Church, seconded by Nancy Fellows, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Cedarville University School of Nursing for a period of five years effective January 20, 2016. It was further moved that the Program submit a progress report to the Board on or before June 15, 2016. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Columbus State Community College, Associate Degree Nursing Program

Action: It was moved by Lauralee Krabill, seconded by Sheryl Warner, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Columbus State Community College, Associate Degree Nursing Program for a period of five years effective January 20, 2016. It was further moved that the Program submit progress reports to the Board on or before June 15, 2016 and January 18, 2017. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Hiram College, Department of Nursing, Baccalaureate Nursing Education Program

Action: It was moved by J. Jane McFee, seconded by Lauralee Krabill, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Hiram College, Department of Nursing, Baccalaureate Nursing Education Program for a period of three years effective January 20, 2016. It was further moved that the Program submit progress reports to the Board on or before March 16, 2016, July 20, 2016, January 18, 2017, July 19, 2017, and January 17, 2018. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Malone University School of Nursing and Health Sciences

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Malone University School of Nursing and Health Sciences for a period of five years effective January 20, 2016. It was further moved that the Program submit progress reports to the Board on or before June 15, 2016 and January 18, 2017. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

MDT College of Health Sciences Practical Nursing Program

Action: It was moved by Brenda Boggs, seconded by Lauralee Krabill, that the Board continue Full approval, which expires in January 2020, of MDT College of Health Sciences Practical Nursing Program, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members with Patricia Sharpnack, Sandra Ranck and Maryam Lyon abstaining.

Muskingum University Bachelor of Science in Nursing Program

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board continue Full approval, which expires in May 2017, of Muskingum University Bachelor of Science in Nursing Program, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Ohio University Associate Degree Nursing Program

Action: It was moved by Nancy Fellows, seconded by Judith Church, that the Board place Ohio University Associate Degree Nursing Program on Provisional approval, effective January 20, 2016 to January 25, 2017, in accordance with

Section 4723.06(A)(7), ORC. After fully considering the survey visit report and the response to the report, the Program has failed to meet and maintain the minimum standards for education programs established in Rules 4723-5-10(A)(5)(b); 4723-5-13(E)(3) and (F)(8)(b); 4723-5-15(A)(2) and (A)(8); 4723-5-20(B); and 4723-5-21(E)(2), OAC. It was further moved that the Program submit progress reports to the Board on or before March 16, 2016, and July 20, 2016. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Owens Community College Nursing Programs

Action: It was moved by Judith Church, seconded by Nancy Fellows, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Owens Community College Nursing Programs for a period of five years effective January 20, 2016. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Breckinridge School of Nursing and Health Sciences @ ITT Technical Institute, Warrensville Heights

Action: It was moved by Lauralee Krabill, seconded by Brenda Boggs, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Breckinridge School of Nursing and Health Sciences @ ITT Technical Institute, Warrensville Heights for a period of two years effective January 20, 2016. It was further moved that the Program submit progress reports to the Board on or before March 16, 2016, July 20, 2016, January 18, 2017, and July 19, 2017. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

South University of Ohio (d/b/a South University) Bachelor of Science in Nursing

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to South University of Ohio (d/b/a South University) Bachelor of Science in Nursing for a period of five years effective January 20, 2016. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Nurse Education Program Requests

Clark State Community College – Springfield Regional School of Nursing

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board approve the curriculum revision request submitted by Clark State Community College - Springfield Regional School of Nursing in accordance with Rule 4723-5-16, OAC. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Lorain County Community College Associate Degree Nursing Program

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the Board approve the curriculum revision request submitted by Lorain County Community College Associate Degree Nursing Program in accordance with Rule

4723-5-16, OAC. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Felbry School of Nursing Associate Degree of Applied Science in Nursing Program

Action: It was moved by Sandra Ranck, seconded by Sheryl Warner, that the Board approve, in accordance with Rule 4723-5-08, OAC, the change in implementation date of Felbry School of Nursing Associate Degree of Applied Science in Nursing Program to May 2016. It was further moved that the Program submit progress reports to the Board on or before June 17, 2016, September 15, 2016, April 14, 2017, October 20, 2017 and September 13, 2018. Motion adopted by a majority vote of the Board members with Patricia Sharpnack and Maryam Lyon abstaining.

Nurse Education Grant Program (NEGP) Request

North Central State College Practical Nursing Program

L. Emrich reviewed the modification request received from North Central State College Practical Nursing Program, seeking Board approval to reallocate \$20,921.00 of its NEGP disbursements from personnel to cover equipment expenses. The Board discussed the request and agreed by general consensus to approve the modification.

Retroactive Approvals for Licensees and Certificate Holders

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board retroactively ratify, as submitted, the licenses and certificates, including temporary work permits, initially issued by the Board November 1, 2015 through December 31, 2015 to the following: registered nurses; licensed practical nurses; certificates of authority to certified registered nurse anesthetists, certified nurse-midwives, certified nurse practitioners, and clinical nurse specialists; all certificates to prescribe (CTP and CTP-externship); Ohio certified dialysis technicians; dialysis technician interns; community health workers; and medication aides, taking into account those licenses and certificates subject to discipline, surrender or non-renewal. Motion adopted by unanimous vote of the Board members.

ADJUDICATION AND COMPLIANCE

On Thursday, January 21, 2016, Maryam Lyon requested that each voting Board member verify that they reviewed in depth all materials pertaining to these matters by saying “yes” or “no and that any Board member who did not review the materials abstain from voting on the matters.

Board Actions

NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board issue a Notice of Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Epstein, David, R.N. 397846 (CASE #15-5381); Hammond, Lisa, R.N. 337651 (CASE #15-7402); Reath, Alice, R.N. 309791 (CASE #15-3905); Walker, Tara, P.N. 094257 (CASE #15-3941); Warner, Mary Jo, P.N. 062856 (CASE #15-7729); Tryon, Richard, R.N. 370149 (CASE #15-0297); Gray, Troy, R.N. 298843 (CASE #15-6462); Ogunde, Olubunmi, R.N. 384792, P.N. 142788 (CASE #15-7390); Keen, Eva, R.N. 269764 (CASE #15-6945); Filichia, Jessica, R.N. 340202 (CASE #15-7634); Thomas, Kari, P.N. 124958 (CASE #14-4100); Bigelow, Stacy, R.N. 250225 (CASE #15-7026); Tobias, Lucas, P.N. 157773 (CASE #15-3094); Henry, Joseph, R.N. 373637 (CASE #15-3416); Thompson, Elizabeth, P.N. 122338 (CASE #15-1794); Howard, Molly, R.N. 333182 (CASE #15-6326); Hart, Breanna, P.N. 149177 (CASE #15-1211); Osudoh, Chinwe, R.N. 353696, CTP 17777, COA 17777 (CASE #15-3616); Sizemore, Jackie, R.N. 295773 (CASE #14-5354); Walker, Cayla, P.N. 131626 (CASE #13-4917); Bolin, Charlie, R.N. 378829 (CASE #14-5976); Sowers, Heather, R.N. 349975 (CASE #15-4936); Hughes, Melessia, R.N. 324521 (CASE #15-0024); Davis, Julie, P.N. 123594 (CASE #15-7193); Thornton, Kathleen, R.N. 297021 (CASE #13-7316); Armbruster, Yvonne, P.N. 076989 (CASE #14-0491); Shull, Christopher, R.N. 419670 (CASE #15-7786); Short, Mendy, P.N. 106867 (CASE #15-6409); Pitmon, Alisa, P.N. 136118 (CASE #14-5450); Sylvia, Alexandria, P.N. 148313 (CASE #15-8415); Beasley, April, P.N. 102450 (CASE #15-0509); Messina, Meghan, R.N. 351498 (CASE #15-5497); Legg, Marian, R.N. Endorse (CASE #15-2443); Cazzell, Stephanie, R.N. 277893 (CASE #15-7901); Blount, Crystal, P.N. 152374 (CASE #15-8396); Williams, Shakeya, P.N. 128104 (CASE #15-1067); Masters, Kristina, P.N. NCLEX (CASE #15-8338); Evers Burnworth, Brittney, R.N. 369162 (CASE #15-7820); Tylicki, Cortney, P.N. 145784 (CASE #14-2735); Lovejoy, Devon, P.N. 141843 (CASE #15-2885); Mandich, Monica, R.N. 333150 (CASE #15-2422); Berry, Wesley, P.N. 158083 (CASE #15-5744); Brubaker, Hailey, R.N. 357584 (CASE #15-1961); Swaim, Peggy, P.N. 120576 (CASE #14-1098); Kurth, Kimberly, D.T. applicant (CASE #15-7057); Slaughter, Tonya, R.N. 277865 (CASE #15-6476); Miller, Pamela, P.N. 112414 (CASE #15-7034); Moore, Anna, R.N. 337037, P.N. 085708 (CASE #15-4758); Pavey, Robin, R.N. 324113 (CASE #15-6408); Phan, Crystal, R.N. 345515 (CASE #14-5803); Lovsey, Jennifer, P.N. 106849 (CASE #15-4097); Scheurell, Danyelle, R.N. 357913, P.N. 133060 (CASE #15-8103).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board issue a Notice of Immediate Suspension and Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Fitzgerald, Shacey, P.N. 120689 (CASE #15-7326); Briggs, Michael, R.N. 327893 (CASE #15-8081); Dixon, Darrell, P.N. 115238 (CASE #15-4318); McCall, Heath, P.N. 129863 (CASE #15-0419); Eversole, Erica, R.N. 323309

(CASE #15-8611); Wilson, Susan, P.N. 115798 (CASE #15-8631); O'Brien, Breane, P.N. 148484 (CASE #15-4878); Hinton, Leslie, R.N. 303045 (CASE #16-0171); Althaus, Brandi, P.N. 116658 (CASE #15-4981); Kelley, Kathleen, P.N. 139919 (CASE #15-5491); Zaciek, Deanna, R.N. 313975, CTP 16001, COA 16001 (CASE #16-0219); Kane, Patricia, R.N. 201379 (CASE #15-0071).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

AUTOMATIC SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board issue a Notice of Automatic Suspension and Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Schulze, Joseph, R.N. 335171 (CASE #15-7956); Watkins, Angela, R.N. 404747 (CASE #15-7718); Gladish, Anne, R.N. 210169, P.N. 071075 (CASE #15-6322); Parrigin, Rebecca, P.N. 158945 (CASE #15-5887); Flowers, Kevin, P.N. 128513 (CASE #15-8335); Denton, Deandra, P.N. 158444 (CASE #15-8206); Lewis, Nicole, P.N. 136451 (CASE #15-8513); Rimac, Helen, R.N. 269159 (CASE #15-3489); Edmunds, Mark, R.N. 276833 (CASE #15-7659); Porter, Lori, R.N. 214010, P.N. 063034 (CASE #15-7963); Johnson, Jennifer, P.N. 101369 (CASE #15-7683); Pavish, Ann, R.N. 185496 (CASE #15-8172); Campbell, Tamara, R.N. 180786 (CASE #15-8297); Miller, Asia, P.N. 156400, MAC 00166 (CASE #15-7421); Hughes, Delora, P.N. 095421 (CASE #15-8233); Boerger, Amy, R.N. 368843, P.N. 106408 (CASE #15-8387); Belt, Christy, R.N. 257384 (CASE #15-5785); Culver, Terra, R.N. 349856, P.N. 111150 (CASE #15-5263); Porter, Pamela, P.N. 089708 (CASE #15-7747).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

POST IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the Board Immediately Suspend the license(s) and issue a Notice of Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Clay, Lashar, P.N. 113927 (CASE #15-7710); Leonard, Virginia, P.N. 098558 (CASE #15-2610); Ronk, Amanda, R.N. 312541 (CASE #15-0457); Ward, Kelly, R.N. 376604 (CASE #15-1989); Martin, Carreese, R.N. 311571 (CASE #15-8080); Pry, Brittany, R.N. 383424 (CASE #15-5137); Szymczyk, Nicole, R.N. 369182 (CASE #15-8284); Seguin, Karen, R.N. 157713 (CASE #15-6687).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

The Immediate Suspension Notices for these cases had already been issued by the time the Notices of Opportunity for Hearing were approved during the meeting.

SURRENDERS/WITHDRAWALS

Permanent Voluntary Surrender

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board accept the Permanent Voluntary Surrender of License for the following case(s):

Kirkpatrick, Koryn, P.N. 158085 (CASE #15-6135); Andrews, Julia, R.N. 216681 (CASE #15-1508); Abshire, Melissa, P.N. 155057 (CASE #15-7690); Koblitz, Janet, R.N. 257274 (CASE #15-8248); Anderson, Sherry, R.N. 306910 (CASE #15-4098); Bambrick, Jacqueline, R.N. 378776 (CASE #15-7383); Zabrocki-Malaczewski, Joan, R.N. 344003 (CASE #13-3439); Schiller, Anne, R.N. 259102 (CASE #15-1068).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

CONSENT AGREEMENTS

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that the Board approve the Consent Agreements for violations of Chapter 4723., ORC entered into by and between the Board in the following case(s):

Baughman, Amber, R.N. 307973 (CASE #15-5237); Dirr, Mary, R.N. 160679 (CASE #15-4233); Dray, Cheryl, R.N. 319304 (CASE #15-6650); Jenkins, Nicole, P.N. 147357 (CASE #15-0956); Pasquale, Ashley, P.N. 147580 (CASE #14-3501); Ross, Kathi, P.N. 112683 (CASE #15-1940); Santana, Alicia, P.N. 133009 (CASE #14-4494); Shirey, Brandie, R.N. 276648, COA 16256, CTP 16256 (CASE #15-6555); Sims, TaShayla, P.N. NCLEX (CASE #15-2370); Wick, Angie, R.N. 340389, P.N. 076688 (CASE #15-6402); Prince Malone, Sylvia, P.N. 147813 (CASE #15-4541); Blackburn, II, John, P.N. NCLEX (CASE #15-2556); Barber, Kirby, R.N. 331955 (CASE #15-7372); Becker, III, Robert, R.N. 386606 (CASE #15-3188); Carroll, Sheila, P.N. 111927 (CASE #15-1724); Clifton, Patricia, R.N. 281419 (CASE #15-6219); Reynolds, Kristen, R.N. 377924 (CASE #15-6922); Roberts, Michael, R.N. 382834 (CASE #14-6096); Simkins, Deanna, R.N. 394688, P.N. 107929 (CASE #15-5186); Voris, Jennifer, R.N. 314707 (CASE #15-4531); Bratton, Diana, P.N. 059437 (CASE #15-7897); Estergall, Regina, R.N. 389338, P.N. 104452 (CASE #14-3528); Williams, Lori, R.N. 328322 (CASE #15-3067); Bosley, Deborah, R.N. 233014 (CASE #15-5193); Tucker, Carrie, R.N. 290396, CTP 16377, COA 16377 (CASE #15-7854); Boyer, Reid, P.N. 128404 (CASE #15-7025); Buic, Nancy, P.N. 079843 (CASE #15-3544); Heavelyn, Darden, P.N. 134676 (CASE #15-4183); Aitken, Tiffany, R.N. 318321 (CASE #15-0038); Howe, Maureen, R.N. 367673 (CASE #15-1922); Mills, Melissa, R.N. 332468 (CASE #15-2159); Dreher, Lorey, R.N. 396553 (CASE #14-4873); Singer, Lynda, R.N. 205678, P.N. 062384, COA 06315, CTP

06315 (CASE #15-2316); Werner, Pamela, R.N. 311177 (CASE #14-5334); Hershberger, Angela, P.N. 146556 (CASE #15-7910); Kellogg, Jessica, P.N. 144255 (CASE #15-1780); Mullen, Leslie, R.N. 368745 (CASE #14-2908); Kuhn, Rachel, R.N. 354368 (CASE #15-7581); Kinnik-Lee, Dianna, R.N. 232339, CTP 16135, COA 16135 (CASE #15-5241); Springer, Casey, P.N. 129980 (CASE #15-7680); Wood, Jill, P.N. 137515 (CASE #15-6129); Byrd, Jennifer, R.N. 332656 (CASE #15-0337); Dotson, Latrina, R.N. NCLEX, P.N. 123838 (CASE #15-7308); Martin, Tyonia, P.N. 158086 (CASE #15-5962); Thomas, Julie, R.N. 273572 (CASE #15-1910); Morrow, Angela, P.N. 122984 (CASE #15-2927); Grandberry, James, P.N. 143628 (CASE #14-5484); Fauvie, Ronald, R.N. 282654 (CASE #15-0158); Shannon, Syreeta, R.N. 350674, P.N. 116281 (CASE #15-0389); Smith, Lisa, R.N. 402369, COA 15927 (CASE #14-6287); West, Rhonda, P.N. 142880 (CASE #15-6890); Lawson, Earl, R.N. 289088 (CASE #15-3911); Winters, Angie, R.N. 338266 (CASE #15-4342); Berlin, Henry, R.N. 338189, P.N. 103181 (CASE #15-6184); Codney, Deborah, R.N. 347812 (CASE #15-2726); Keith, Kelly, R.N. 356616 (CASE #14-1416); Hudik, Jennifer, P.N. 103376 (CASE #14-1018); Griffith, Kelly, R.N. 357846, CTP 16165, COA 16165 (CASE #15-6682); Mohr, Heather, P.N. 099584 (CASE #15-1927); Spence, Darla, R.N. 223517 (CASE #15-2898); Carter, Brittani, R.N. 340765 (CASE #15-7022); Chung, Insook, R.N. 230110 (CASE #15-4896); French, Megan, R.N. 348755 (CASE #15-6931); Dieng, Helene, P.N. 144079 (CASE #15-3837); Sanford, Jessica, R.N. NCLEX (CASE #15-5746); Sheeler, Charise, P.N. 124689 (CASE #15-6547); Reed, Shannon, P.N. 096751 (CASE #14-2802); Lopez, Sarah, R.N. Endorse (CASE #15-6977); Lawson, Karen, P.N. 116796 (CASE #14-0212); Smith, Shontai, R.N. 340651, P.N. 122872 (CASE #15-3229); Baney, Bree, R.N. 344868 (CASE #15-2171); Perry, Kimberly, R.N. 367931 (CASE #15-4077); Stack, Kathryn, R.N. 383195 (CASE #14-4398); Thomas, Jessica, R.N. 409425, P.N. 132406 (CASE #15-0082); Canestraro, Bryan, P.N. 152562 (CASE #15-0183); Tegarty, Kimberly, P.N. 107812 (CASE #14-5889); Phillis, Marcia, R.N. 268173, P.N. 091290 (CASE #15-3861); Wilms, Jennifer, R.N. 228818 (CASE #15-7368); Linn, Janelle, P.N. 137013 (CASE #15-0844); Wetzal, Krysta, P.N. 142221 (CASE #14-1988); Allen, Danielle, P.N. 137733 (CASE #14-6866); Wagner, Tonya, P.N. NCLEX (CASE #15-8205); Hinton, Jennifer, R.N. 271347 (CASE #14-0737); Gebhardt, Andrea, R.N. 387829, P.N. 137976 (CASE #14-6422); Gleckler, Lindsey, R.N. 303249 (CASE #15-0995); Tipps, Samantha, P.N. 154970 (CASE #14-6698); Van Etten, Michael, D.T. 02009 (CASE #15-2212); Kielbasa, Kristin, R.N. 376040 (CASE #14-5352); Burns, Jr., Bernard, P.N. NCLEX (CASE #15-5654); Boyed, Amanda, P.N. NCLEX (CASE #15-7320); Pietragallo, Lisamarie, R.N. 229789, CTP 16648, COA 16648 (CASE #15-8653); ITT Technical Institute, Norwood Breckinridge School of Nursing & Health Sciences (CASE #15-7440); Wells, Heidi, R.N. 225302 (CASE #15-7549); Gott, Na-Tan, P.N. 125904 (CASE #15-4289); Allen-Scott, Teresa, R.N. 294197 (CASE #15-6314); Feters, Beth, R.N. 216682, P.N. 057817 (CASE #15-8011); Pettis, La'Teasha, P.N. NCLEX (CASE #15-7973); Fende, Nicole, P.N. NCLEX (CASE #14-4601); Foreman, Graham, R.N. 410076 (CASE #15-3292); Mingo, Goddess, R.N. NCLEX, P.N. 156494 (CASE #15-7504); Tompkins, Holly, P.N. 117568 (CASE #15-6193).

J. Jane McFee voted no on French, Megan, R.N. 348755 (CASE #15-6931), and Fende, Nicole, P.N. NCLEX (CASE #14-4601). Lauralee Krabill abstained on Pettis, La'Teasha, P.N. NCLEX (CASE #15-7973). Sandra Ranck abstained on Reed, Shannon, P.N. 096751 (CASE #14-2802). Patricia Sharpnack and Maryam Lyon abstained on ITT Technical Institute, Norwood Breckinridge School of Nursing & Health Sciences (CASE #15-7440).

Motion adopted by a majority vote of the Board members with Judith Church, abstaining.

HEARING EXAMINER'S REPORT & RECOMMENDATION

Burns, Stacy, R.N. 325541 (CASE #14-2514)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board granted Respondent's motion to redact the social security numbers in Exhibit E, and grant Respondent's request that the Board consider the additional evidence submitted on November 10, 2015. It was further moved that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. BURNS's** license to practice nursing as a registered nurse in the State of Ohio is hereby subject to the following probationary terms and restrictions: (a) a fine of five-hundred (\$500.00) dollars; (b) completion of the following continuing education approved in advance by the Board: Ethics, Nursing Law and Rules; and Professional Accountability; (c) documentation from her employer that **MS. BURNS** provided a copy of the Board's Order to her employer; and (d) the Board's receipt of an employer report regarding her nursing practice.

The rationale for the modification is as follows: The Board in its expertise has determined that the public will be adequately protected without a license suspension provided that **MS. BURNS's** employer is aware of the Board Order and has submitted a report to the Board, and **MS. BURNS** pays a fine and completes continuing education.

MS. BURNS's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. BURNS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BURNS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. BURNS** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High

Street, Suite 400, Columbus, OH 43215-7410.

4. **MS. BURNS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Ethics; two (2) hours of Ohio Nursing Law and Rules; and ten (10) hours of Professional Accountability.

Employment Conditions

5. **MS. BURNS** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
6. **MS. BURNS, within fifteen (15) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. BURNS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MS. BURNS** shall have her employer(s), if working in a position where a nursing license is required, submit a written report regarding job performance. **MS. BURNS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. BURNS

7. **MS. BURNS** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
8. **MS. BURNS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
9. **MS. BURNS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
10. **MS. BURNS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

11. **MS. BURNS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
12. **MS. BURNS** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MS. BURNS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. BURNS** has complied with all aspects of this Order, based upon an interview with **MS. BURNS** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Green, Danielle, R.N. 364672 (CASE #14-5569)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation and that **DANIELLE E. GREEN's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Duncan, Amy, R.N. 338222 (CASE #13-2783)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **AMY LYNN DUNCAN's** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. DUNCAN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the

probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic Restrictions** and **Permanent Practice Restrictions**, unless otherwise approved, set forth below.

The rationale for the modification is as follows: Regarding the temporary narcotic and permanent practice restrictions, the Board has determined that **MS. DUNCAN** may be able to safely practice in the restricted areas and administer narcotics in the future provided that **MS. DUNCAN** demonstrates that she is rehabilitated and if the Board has the ability to approve the practice setting and/or **MS. DUNCAN's** ability to safely handle narcotics related tasks in advance.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. DUNCAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DUNCAN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. DUNCAN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DUNCAN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. DUNCAN's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. DUNCAN** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours Ohio Nursing Law and Rules; five (5) hours Professional Responsibility; five (5) hours Ethics; ten (10) hours Documentation; and fifteen (15) hours Substance Abuse.

Monitoring

5. **MS. DUNCAN** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **MS. DUNCAN** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUNCAN's** history. **MS. DUNCAN** shall self-administer the prescribed drugs only in the manner prescribed.

7. **Within one (1) year prior to requesting reinstatement by the Board, MS. DUNCAN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. DUNCAN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. DUNCAN** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DUNCAN's** license, and a statement as to whether **MS. DUNCAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. DUNCAN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUNCAN's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. DUNCAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. DUNCAN's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. DUNCAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUNCAN's** history.
10. Within thirty (30) days prior to **MS. DUNCAN** initiating drug screening, **MS. DUNCAN** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. DUNCAN**.

11. After initiating drug screening, **MS. DUNCAN** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. DUNCAN** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. DUNCAN** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. DUNCAN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, MS. DUNCAN** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. DUNCAN** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DUNCAN's** license, and a statement as to whether **MS. DUNCAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. **MS. DUNCAN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUNCAN's** license.

Reporting Requirements of MS. DUNCAN

15. **MS. DUNCAN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. DUNCAN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. DUNCAN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. **MS. DUNCAN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
19. **MS. DUNCAN** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. DUNCAN** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. DUNCAN** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. DUNCAN** submits a written request for reinstatement; (2) the Board determines that **MS. DUNCAN** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. DUNCAN** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. DUNCAN** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. DUNCAN's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. DUNCAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DUNCAN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. DUNCAN** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUNCAN's** history. **MS. DUNCAN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. DUNCAN** shall abstain completely from the use of alcohol or any products containing alcohol.

5. During the probationary period, **MS. DUNCAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. DUNCAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUNCAN's** history.
6. **MS. DUNCAN** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. DUNCAN** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. DUNCAN** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. DUNCAN** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. DUNCAN** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. DUNCAN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. DUNCAN** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. DUNCAN** shall **notify the Board, in writing.**
11. **MS. DUNCAN** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. DUNCAN** shall have her employer(s), if working in a position where a license to practice nursing is

required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. DUNCAN** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

12. **MS. DUNCAN** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. DUNCAN

13. **MS. DUNCAN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. DUNCAN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. DUNCAN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. DUNCAN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. DUNCAN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. DUNCAN** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. DUNCAN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. DUNCAN shall not administer, have access to, or possess (except as prescribed for **MS. DUNCAN's** use by another so authorized by law who has full knowledge of **MS. DUNCAN's** history) any narcotics, other controlled

substances, or mood altering drugs. In addition, **MS. DUNCAN** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. DUNCAN** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. DUNCAN shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. DUNCAN** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. DUNCAN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. DUNCAN's** suspension shall be lifted and **MS. DUNCAN's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. DUNCAN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. DUNCAN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. DUNCAN** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. DUNCAN** has complied with all aspects of this Order; and (2) the Board determines that **MS. DUNCAN** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. DUNCAN** and review of the reports as required herein. Any period during which **MS. DUNCAN** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Tscherne, Michelle, P.N. 109290 (CASE #14-2075)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MICHELLE TSCHERNE's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. TSCHERNE's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. TSCHERNE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TSCHERNE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. TSCHERNE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. TSCHERNE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. TSCHERNE's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. TSCHERNE** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TSCHERNE's** history. **MS. TSCHERNE** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. TSCHERNE** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Within six (6) months prior to requesting reinstatement by the Board,**

- MS. TSCHERNE** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. TSCHERNE** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. TSCHERNE** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. TSCHERNE's** license, and a statement as to whether **MS. TSCHERNE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. TSCHERNE** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. TSCHERNE's** license.
 8. **For a minimum, continuous period of eighteen (18) months immediately prior to requesting reinstatement, MS. TSCHERNE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. TSCHERNE's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TSCHERNE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TSCHERNE's** history.
 9. Within thirty (30) days prior to **MS. TSCHERNE** initiating drug screening, **MS. TSCHERNE** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. TSCHERNE**.
 10. After initiating drug screening, **MS. TSCHERNE** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment,

to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. TSCHERNE** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

11. **For a minimum, continuous period of eighteen (18) months immediately prior to requesting reinstatement, MS. TSCHERNE** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. TSCHERNE** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. TSCHERNE

12. **MS. TSCHERNE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. TSCHERNE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. TSCHERNE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. TSCHERNE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
16. **MS. TSCHERNE** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. TSCHERNE** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. TSCHERNE** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. TSCHERNE** submits a written request for reinstatement; (2) the Board determines that **MS. TSCHERNE** has complied with all conditions of

reinstatement; and (3) the Board determines that **MS. TSCHERNE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. TSCHERNE** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. TSCHERNE's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. TSCHERNE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TSCHERNE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. TSCHERNE** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TSCHERNE's** history. **MS. TSCHERNE** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. TSCHERNE** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. TSCHERNE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TSCHERNE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TSCHERNE's** history.
6. **MS. TSCHERNE** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. TSCHERNE** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. TSCHERNE** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. TSCHERNE** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. TSCHERNE** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. TSCHERNE** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. TSCHERNE** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. TSCHERNE** shall **notify the Board, in writing.**
11. **MS. TSCHERNE** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. TSCHERNE** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. TSCHERNE** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. TSCHERNE** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. TSCHERNE

13. **MS. TSCHERNE** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. **MS. TSCHERNE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. TSCHERNE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. TSCHERNE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. TSCHERNE** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. TSCHERNE** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. TSCHERNE** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. TSCHERNE shall not administer, have access to, or possess (except as prescribed for **MS. TSCHERNE's** use by another so authorized by law who has full knowledge of **MS. TSCHERNE's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. TSCHERNE** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. TSCHERNE** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. TSCHERNE shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. TSCHERNE** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. TSCHERNE shall not function in a position or employment where the job

duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. TSCHERNE's** suspension shall be lifted and **MS. TSCHERNE's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. TSCHERNE** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. TSCHERNE** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. TSCHERNE** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. TSCHERNE** has complied with all aspects of this Order; and (2) the Board determines that **MS. TSCHERNE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. TSCHERNE** and review of the reports as required herein. Any period during which **MS. TSCHERNE** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Ford-Bowen, Sonya, R.N. 394048 (CASE #14-3321)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. FORD-BOWEN's** license to practice nursing as a registered nurse in the State of Ohio be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Practice Restrictions** set forth below.

The rationale for the modification is as follows: The Board considered the mitigation presented regarding **MS. FORD-BOWEN's** current employment and has determined in its expertise that the public will be adequately protected if **MS.**

FORD-BOWEN is permitted to continue in her current nursing position and with Board designee approval of any other nursing employment during the probationary period.

MS. FORD-BOWEN's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. FORD-BOWEN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FORD-BOWEN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. FORD-BOWEN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FORD-BOWEN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FORD-BOWEN's** criminal records check reports to the Board. **MS. FORD-BOWEN's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**
4. **Within six (6) months of the effective date of this Order, MS. FORD-BOWEN** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Within six (6) months of the effective date of this Order, MS. FORD-BOWEN** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules; five (5) hours of Ethics; ten (10) hours of Documentation, and fifteen (15) hours of Patient Boundaries.

Employment Conditions

6. **MS. FORD-BOWEN** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order.**
7. Prior to accepting employment as a nurse, each time with every employer, **MS. FORD-BOWEN shall notify the Board, in writing.**
8. **MS. FORD-BOWEN, within fifteen (15) days of the effective date of**

this Order, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. FORD-BOWEN** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MS. FORD-BOWEN** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse**. **MS. FORD-BOWEN** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. FORD-BOWEN

9. **MS. FORD-BOWEN** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
10. **MS. FORD-BOWEN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
11. **MS. FORD-BOWEN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
12. **MS. FORD-BOWEN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
13. **MS. FORD-BOWEN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
14. **MS. FORD-BOWEN** shall verify that the reports and documentation required by this Order are received in the Board office.
15. **MS. FORD-BOWEN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

With the exception of her employment at Genesis Health Systems, and unless otherwise approved in advance by the supervisory member of discipline for the Board, MS. FORD-BOWEN shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. FORD-BOWEN** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

With the exception of her employment at Genesis Health Systems, and unless otherwise approved in advance by the supervisory member of discipline for the Board, MS. FORD-BOWEN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include but are not limited to the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. FORD-BOWEN's suspension shall be lifted and MS. FORD-BOWEN's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. FORD-BOWEN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FORD-BOWEN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. FORD-BOWEN** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FORD-BOWEN** has complied with all aspects of this Order; and (2) the Board determines that **MS. FORD-BOWEN** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FORD-BOWEN** and review of the reports as required herein. Any period during which **MS. FORD-BOWEN** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Harcourt, Jacqueline, R.N. 322656 (CASE #13-1818)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the Board granted Respondent's motion to redact social security numbers from Exhibits C, G, and H. It was further moved that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **JACQUELINE S. HARCOURT's** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and following reinstatement, **MS. HARCOURT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. HARCOURT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HARCOURT** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. HARCOURT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HARCOURT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HARCOURT's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. HARCOURT** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules; ten (10) hours of Medication Administration and Documentation; and ten (10) hours of Chemical Dependency and Substance Abuse.

Monitoring

5. **MS. HARCOURT** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARCOURT's** history. **MS. HARCOURT** shall self-administer the prescribed drugs only in the manner prescribed.
6. **Prior to requesting reinstatement by the Board, MS. HARCOURT** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HARCOURT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HARCOURT** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HARCOURT's** license, and a statement as to whether **MS. HARCOURT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. HARCOURT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HARCOURT's** license.
8. **If recommended by the chemical dependency evaluation, MS. HARCOURT** shall abstain completely from the use of alcohol or any products containing alcohol.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HARCOURT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HARCOURT's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HARCOURT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARCOURT's** history.

10. Within thirty (30) days prior to **MS. HARCOURT** initiating drug screening, **MS. HARCOURT** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HARCOURT**.
11. After initiating drug screening, **MS. HARCOURT** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. HARCOURT** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **If recommended by the chemical dependency evaluation, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HARCOURT** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HARCOURT** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, MS. HARCOURT** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. HARCOURT's** fitness for duty and safety to practice nursing as a registered nurse. This Board approved physician shall provide the Board with complete documentation of **MS. HARCOURT's** comprehensive physical examination and with a comprehensive assessment regarding **MS. HARCOURT's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. HARCOURT** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HARCOURT** shall execute releases to permit the Board approved physician performing the comprehensive physical examination and assessment to obtain any information deemed appropriate and necessary for the assessment. The evaluating physician shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HARCOURT's** license to practice, and stating whether **MS. HARCOURT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. The Board may utilize the Board approved physician's recommendations

and conclusions from the comprehensive physical examination and assessment as a basis for additional terms and restrictions on **MS. HARCOURT's** license.

Reporting Requirements of MS. HARCOURT

15. **MS. HARCOURT** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. HARCOURT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. HARCOURT** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
18. **MS. HARCOURT** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
19. **MS. HARCOURT** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. HARCOURT** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. HARCOURT** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. HARCOURT** submits a written request for reinstatement; (2) the Board determines that **MS. HARCOURT** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. HARCOURT** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. HARCOURT** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. HARCOURT's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. HARCOURT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HARCOURT** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. HARCOURT** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARCOURT's** history. **MS. HARCOURT** shall self-administer prescribed drugs only in the manner prescribed.
4. **If recommended by the chemical dependency evaluation, MS. HARCOURT** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. HARCOURT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HARCOURT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARCOURT's** history.
6. **If recommended by the chemical dependency evaluation, MS. HARCOURT** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HARCOURT** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. HARCOURT** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. HARCOURT** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.

8. **MS. HARCOURT** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HARCOURT** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HARCOURT** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. HARCOURT** shall **notify the Board, in writing.**
11. **MS. HARCOURT** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. HARCOURT** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. HARCOURT** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. HARCOURT** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. HARCOURT

13. **MS. HARCOURT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. HARCOURT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. HARCOURT** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. **MS. HARCOURT** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. HARCOURT** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. HARCOURT** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. HARCOURT** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. HARCOURT shall not administer, have access to, or possess (except as prescribed for **MS. HARCOURT's** use by another so authorized by law who has full knowledge of **MS. HARCOURT's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. HARCOURT** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. HARCOURT** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. HARCOURT shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. HARCOURT** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. HARCOURT shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. HARCOURT's** suspension shall be lifted and **MS.**

HARCOURT's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. HARCOURT** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HARCOURT** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HARCOURT** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. HARCOURT** has complied with all aspects of this Order; and (2) the Board determines that **MS. HARCOURT** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HARCOURT** and review of the reports as required herein. Any period during which **MS. HARCOURT** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Starr, John, P.N. 154373 (CASE #14-4151)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation and that **JOHN STARR's** license to practice nursing as a licensed practical nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Figuly, Rachael, R.N. 321115 (CASE #15-0351)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **RACHAEL JOY FIGULY's** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. FIGULY's** license to practice nursing as a registered nurse

shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of five (5) years, including the **Permanent Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. FIGULY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FIGULY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. FIGULY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FIGULY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FIGULY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. FIGULY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FIGULY's** history. **MS. FIGULY** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. FIGULY** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. FIGULY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. FIGULY's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. FIGULY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FIGULY's** history.
7. Within thirty (30) days prior to **MS. FIGULY** initiating drug screening, **MS.**

- FIGULY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. FIGULY**.
8. After initiating drug screening, **MS. FIGULY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. FIGULY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. FIGULY** shall attend a minimum of three (3) meetings per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. FIGULY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. FIGULY

10. **MS. FIGULY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
11. **MS. FIGULY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
12. **MS. FIGULY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
13. **MS. FIGULY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
14. **MS. FIGULY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
15. **MS. FIGULY** shall verify that the reports and documentation required by this Order are received in the Board office.

16. **MS. FIGULY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. FIGULY** submits a written request for reinstatement; (2) the Board determines that **MS. FIGULY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. FIGULY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. FIGULY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. FIGULY's license shall be subject to the following probationary terms and restrictions for a minimum period of five (5) years.

1. **MS. FIGULY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FIGULY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. FIGULY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FIGULY's** history. **MS. FIGULY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. FIGULY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. FIGULY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. FIGULY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FIGULY's** history.
6. **MS. FIGULY** shall attend a minimum of three (3) meetings per week of a support or peer group meeting approved in advance by the Board, or a

Twelve Step program, and **MS. FIGULY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. FIGULY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. FIGULY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. FIGULY** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. FIGULY** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. FIGULY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. FIGULY** shall **notify the Board, in writing.**
11. **MS. FIGULY** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. FIGULY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. FIGULY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. FIGULY** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. FIGULY

13. **MS. FIGULY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. FIGULY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. FIGULY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. FIGULY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. FIGULY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. FIGULY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. FIGULY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. FIGULY shall not administer, have access to, or possess (except as prescribed for **MS. FIGULY's** use by another so authorized by law who has full knowledge of **MS. FIGULY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. FIGULY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. FIGULY** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. FIGULY shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents

of the State; or (5) for an individual or group of individuals who directly engage **MS. FIGULY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. FIGULY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. FIGULY's** suspension shall be lifted and **MS. FIGULY's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. FIGULY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FIGULY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. FIGULY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FIGULY** has complied with all aspects of this Order; and (2) the Board determines that **MS. FIGULY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FIGULY** and review of the reports as required herein. Any period during which **MS. FIGULY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Meyer, Jennifer, P.N. 154372 (CASE #14-4054)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board find Respondent's motion to extend time to file written objections to be moot. It was further moved that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **JENNIFER SCULLY MEYER's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. MEYER's** license to practice nursing as a licensed practical nurse shall be subject to a stayed

suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Practice Restrictions** unless otherwise approved, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MEYER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MEYER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. MEYER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MEYER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MEYER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. MEYER** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: thirty (30) hours of Chemical Dependency and Substance Abuse; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **MS. MEYER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MEYER's** history. **MS. MEYER** shall self-administer the prescribed drugs only in the manner prescribed.
6. **Within three (3) months prior to requesting reinstatement by the Board, MS. MEYER** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. MEYER** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. MEYER** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for

- treatment and monitoring, any additional restrictions that should be placed on **MS. MEYER's** license, and a statement as to whether **MS. MEYER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. MEYER** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. MEYER's** license.
 8. **If recommended by the chemical dependency evaluation, MS. MEYER** shall abstain completely from the use of alcohol or any products containing alcohol.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. MEYER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. MEYER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MEYER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MEYER's** history.
 10. Within thirty (30) days prior to **MS. MEYER** initiating drug screening, **MS. MEYER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MEYER**.
 11. After initiating drug screening, **MS. MEYER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. MEYER** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

12. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. MEYER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MEYER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **MS. MEYER** shall continue to participate in psychiatric treatment and in individual treatment/counseling at intervals deemed appropriate by a mental health provider approved in advance by the Board until released. **MS. MEYER** shall have her mental health provider submit written reports to the Board regarding **MS. MEYER's** progress, status, and compliance with her treatment plan on a quarterly basis beginning within sixty (60) days of the execution of the probationary period. **MS. MEYER** shall provide her approved treating mental health professional(s) with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing within sixty (60) days of the execution of the probationary period. **MS. MEYER** shall have her mental health treating professional(s) send documentation to the Board of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing along with their first treatment report. Further, the Board may use the treatment provider's recommendations and conclusions from the reports as a basis for additional terms and restrictions on **MS. MEYER's** license.

Reporting Requirements of MS. MEYER

14. **MS. MEYER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. MEYER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. MEYER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. MEYER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. MEYER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. MEYER** shall verify that the reports and documentation required by

this Order are received in the Board office.

20. **MS. MEYER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MEYER** submits a written request for reinstatement; (2) the Board determines that **MS. MEYER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MEYER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. MEYER** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. MEYER's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. MEYER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MEYER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. MEYER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MEYER's** history. **MS. MEYER** shall self-administer prescribed drugs only in the manner prescribed.
4. **If recommended by the chemical dependency evaluation, MS. MEYER** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. MEYER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MEYER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MEYER's** history.

6. **MS. MEYER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MEYER** shall provide satisfactory documentation of such attendance to the Board every six (6) months.
7. **MS. MEYER** shall continue to participate in psychiatric treatment and in individual treatment/counseling at intervals deemed appropriate by a mental health provider approved in advance by the Board until released. **MS. MEYER** shall have her mental health provider submit written reports to the Board regarding **MS. MEYER's** progress, status, and compliance with her treatment plan on a quarterly basis beginning within sixty (60) days of the execution of the probationary period. **MS. MEYER** shall provide her approved treating mental health professional(s) with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing within sixty (60) days of the execution of the probationary period. **MS. MEYER** shall have her mental health treating professional(s) send documentation to the Board of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing along with their first treatment report. Further, the Board may use the treatment provider's recommendations and conclusions from the reports as a basis for additional terms and restrictions on **MS. MEYER's** license.

Treating Practitioners and Reporting

8. Within sixty (60) days of the execution of the probationary period, **MS. MEYER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. MEYER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
9. **MS. MEYER** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MEYER** throughout the duration of this Order.
10. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. MEYER** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

11. Prior to accepting employment as a nurse, each time with every employer,

MS. MEYER shall notify the Board, in writing.

12. **MS. MEYER** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse. MS. MEYER** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse. MS. MEYER** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
13. **MS. MEYER** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MEYER

14. **MS. MEYER** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. **MS. MEYER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. MEYER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. MEYER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. MEYER** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. MEYER** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. MEYER** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in

residential or home address or telephone number.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. MEYER shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. MEYER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. MEYER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. MEYER's** suspension shall be lifted and **MS. MEYER's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. MEYER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MEYER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. MEYER** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MEYER** has complied with all aspects of this Order; and (2) the Board determines that **MS. MEYER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MEYER** and review of the reports as required herein. Any period during which **MS. MEYER** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Ours, Julie, R.N. 243652 (CASE #14-6675)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board consider the additional evidence submitted by the Respondent. It was further moved that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation and that **JULIE ANN OURS's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Dugan, John, R.N. 381162 (CASE #14-3231)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board grant the State's motion to redact a social security number from Exhibit 6, page 22. It was further moved that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation and that **JOHN KEVIN DUGAN's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Lent, Staci, P.N. 134281 (CASE #14-2906)

Action: It was moved by Brenda Boggs, seconded by Sheryl Warner, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. LENT's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of five (5) years.

MS. LENT's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms and restrictions:

1. **MS. LENT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LENT** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.

3. **MS. LENT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LENT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. LENT's** criminal records check reports to the Board. **MS. LENT's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**
4. **MS. LENT** shall submit documentation of her compliance with the terms and conditions imposed by the Fairfield County Court of Common Pleas in Case Number 13 CR 365.

Employment Conditions

5. **MS. LENT** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order.**
6. Prior to accepting employment as a nurse, each time with every employer, **MS. LENT shall obtain the written permission of the Board.**
7. **MS. LENT, within fifteen (15) days of the effective date of this Order,** if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. LENT** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse. MS. LENT** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse. MS. LENT** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. LENT

8. **MS. LENT** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
9. **MS. LENT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
10. **MS. LENT** shall not submit or cause to be submitted any false,

misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

11. **MS. LENT** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
12. **MS. LENT** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
13. **MS. LENT** shall verify that the reports and documentation required by this Order are received in the Board office.
14. **MS. LENT** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. LENT's suspension shall be lifted and MS. LENT's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. LENT** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. LENT** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. LENT** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. LENT** has complied with all aspects of this Order; and (2) the Board determines that **MS. LENT** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. LENT** and review of the reports as required herein. Any period during which **MS. LENT** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Hanson, Matthew, R.N. 268089, COA 07559 (CASE #14-6677)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MATTHEW HANSON's** certificate of authority to practice as a nurse anesthetist in the State of Ohio be **PERMANENTLY REVOKED**. It was further moved that **MR. HANSON's** license to practice nursing as a registered nurse in the State of Ohio be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Narcotic and Permanent Practice Restrictions**, unless otherwise approved, set forth below.

The rationale for the modification is as follows: Based on the aggravating factors of **MR. HANSON's** prior Board action, based on a substance use disorder, and **MR. HANSON's** current violation involving a relapse and felony criminal activity the Board has determined in its expertise that in order to protect the public **MR. HANSON** must be permanent prohibited from practicing as a nurse anesthetist.

MR. HANSON's license practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MR. HANSON** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. HANSON** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MR. HANSON** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. HANSON**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. HANSON's** criminal records check reports to the Board. **MR. HANSON's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**

Monitoring

4. **MR. HANSON** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. HANSON's** history. **MR. HANSON** shall self-administer prescribed drugs only in the manner prescribed.
5. **MR. HANSON** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Within forty-five (45) days of the effective date of this Order, and**

continuing throughout the probationary period, **MR. HANSON** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. HANSON** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. HANSON's** history.

7. **MR. HANSON** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MR. HANSON** shall provide satisfactory documentation of such attendance to the Board every six (6) months, beginning forty-five (45) days after the effective date of this Order.

Treating Practitioners and Reporting

8. Prior to initiating screens, **MR. HANSON** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MR. HANSON** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
9. **MR. HANSON** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MR. HANSON** throughout the duration of this Order.
10. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. HANSON** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

11. **MR. HANSON** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a registered nurse.
12. **MR. HANSON**, **within fifteen (15) days of the effective date of this**

Order, if working in a position in which a license to practice nursing is required, shall provide his employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. HANSON** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a registered nurse**. **MR. HANSON** shall have his employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a registered nurse**. **MR. HANSON** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. HANSON

13. **MR. HANSON** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MR. HANSON** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. HANSON** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MR. HANSON** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MR. HANSON** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MR. HANSON** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. HANSON** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MR. HANSON shall not administer, have access to, or possess (except as prescribed for **MR. HANSON's** use by another so authorized by law who has full knowledge of **MR. HANSON's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MR. HANSON** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MR. HANSON** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. HANSON shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MR. HANSON** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. HANSON shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include but are not limited to the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MR. HANSON's suspension shall be lifted and MR. HANSON's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MR. HANSON** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. HANSON** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. HANSON** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MR. HANSON** has complied with all aspects of this Order; and (2) the Board determines that **MR. HANSON** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. HANSON** and review of the reports as required herein. Any period during which **MR. HANSON**

does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Vasquez, Patricia, P.N. 114697 (CASE #14-6523)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation and that **PATRICIA VASQUEZ's** license to practice nursing as a licensed practical nurse in the State of Ohio be **PERMANENTLY REVOKED**.

The rationale for the modification is as follows: the Hearing Examiner inadvertently recommended the permanent revocation of a "Registered Nurse" license instead of referencing a "Licensed Practical" license.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Hennessy, Christina, R.N. 326402 (CASE #14-5571)

Action: It was moved Patricia Sharpnack, seconded by Nancy Fellows, that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation and that **CHRISTINA LYNN HENNESSY's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

The rationale for the modification is as follows: The Board has determined in its expertise that there are aggravating factors in this case including that the nurse committed an intentional, willful, and criminal act in forging nursing home patient medical records that were submitted to the Ohio Department of Health, a government agency. This forgery of medical records had the potential for patient harm.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Lint, Sarah, P.N. 119216 (CASE #15-0008)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. LINT's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of one (1) year, including the **Temporary Practice Restrictions** set forth below.

The rationale for the modification is as follows: While **MS. LINT** was permitted to practice nursing subject to probationary monitoring with the Board she tested positive for Cannabinoid on two drug screens. The Board has determined in its expertise that a longer period of monitoring is required in order to protect the public.

MS. LINT's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms and restrictions:

1. **MS. LINT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LINT** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. LINT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LINT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. LINT's** criminal records check reports to the Board. **MS. LINT's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**

Monitoring

4. **Upon request by the Board or its designee, MS. LINT** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. LINT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. LINT** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. LINT's** license, and a statement as to

- whether **MS. LINT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
5. **If a chemical dependency evaluation is requested by the Board or its designee, MS. LINT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. LINT's** license.
 6. **MS. LINT** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. LINT's** history. **MS. LINT** shall self-administer prescribed drugs only in the manner prescribed.
 7. **If recommended by the chemical dependency evaluation, MS. LINT** shall abstain completely from the use of alcohol or any products containing alcohol.
 8. **Within forty-five (45) days of the effective date of this Order**, and continuing throughout the probationary period, **MS. LINT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. LINT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. LINT's** history.
 9. **MS. LINT** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. LINT** shall provide satisfactory documentation of such attendance to the Board every six (6) months, beginning forty-five (45) days after the effective date of this Order.

Treating Practitioners and Reporting

10. Prior to initiating screens, **MS. LINT** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. LINT** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the

list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.

11. **MS. LINT** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. LINT** throughout the duration of this Order.
12. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. LINT** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

13. **MS. LINT** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
14. **MS. LINT, within fifteen (15) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. LINT** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse. MS. LINT** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse. MS. LINT** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. LINT

15. **MS. LINT** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
16. **MS. LINT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. LINT** shall not submit or cause to be submitted any false, misleading,

or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. **MS. LINT** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
19. **MS. LINT** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. LINT** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. LINT** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

MS. LINT shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. LINT** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. LINT shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include but are not limited to the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. LINT's suspension shall be lifted and MS. LINT's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. LINT** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. LINT** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. LINT** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. LINT** has complied with all aspects of this Order; and (2) the Board determines that **MS. LINT** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. LINT** and review of the reports as required herein. Any period during which **MS. LINT** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Sword, Anna, P.N. 093739 (CASE #15-0023)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board exclude from consideration the additional evidence submitted by Respondent. It was further moved that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **ANNA JUANITA SWORD's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than one-hundred and eighty (180) days with the conditions for reinstatement set forth below, and following reinstatement, **MS. SWORD's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Practice Restrictions** set forth below.

The rationale for the modification is as follows: the November 2014 Consent Agreement was breached by **MS. SWORD** and is no longer in effect.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. SWORD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SWORD** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. SWORD** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SWORD**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause

- BCII to submit **MS. SWORD's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. SWORD** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 5. **Prior to requesting reinstatement by the Board, MS. SWORD** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Anger Management; five (5) hours of Ethics; and one (1) hour of Ohio Law and Rules.

Monitoring

6. **MS. SWORD** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SWORD's** history. **MS. SWORD** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. SWORD** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement by the Board, MS. SWORD** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SWORD** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. SWORD** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. SWORD's** license, and a statement as to whether **MS. SWORD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. SWORD** shall provide the Board with satisfactory documentation of

- compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SWORD's** license.
10. **For a minimum, continuous period of sixty (60) days immediately prior to requesting reinstatement, MS. SWORD** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. SWORD's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. SWORD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SWORD's** history.
 11. Within thirty (30) days prior to **MS. SWORD** initiating drug screening, **MS. SWORD** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. SWORD**.
 12. After initiating drug screening, **MS. SWORD** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. SWORD** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 13. **For a minimum, continuous period of sixty (60) days immediately prior to requesting reinstatement, MS. SWORD** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. SWORD** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 14. **Prior to requesting reinstatement by the Board, MS. SWORD** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of

such evaluation. Prior to the evaluation, **MS. SWORD** shall provide the psychiatrist with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. SWORD's** license, and a statement as to whether **MS. SWORD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

15. **MS. SWORD** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SWORD's** license.

Reporting Requirements of MS. SWORD

16. **MS. SWORD** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
17. **MS. SWORD** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
18. **MS. SWORD** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
19. **MS. SWORD** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
20. **MS. SWORD** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
21. **MS. SWORD** shall verify that the reports and documentation required by this Order are received in the Board office.
22. **MS. SWORD** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. SWORD** submits a written request for reinstatement; (2) the Board determines that **MS. SWORD** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. SWORD** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. SWORD** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. SWORD's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. SWORD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SWORD** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. SWORD** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SWORD's** history. **MS. SWORD** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. SWORD** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. SWORD** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. SWORD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SWORD's** history.
6. **MS. SWORD** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. SWORD** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. SWORD** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. SWORD** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. SWORD** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. SWORD** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. SWORD** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. SWORD** shall **notify the Board, in writing.**
11. **MS. SWORD** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. SWORD** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. SWORD** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. SWORD** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. SWORD

13. **MS. SWORD** shall sign releases of information forms allowing health professionals and other organizations to submit the requested

documentation directly to the Board.

14. **MS. SWORD** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. SWORD** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. SWORD** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. SWORD** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. SWORD** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. SWORD** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. SWORD shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. SWORD** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. SWORD shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. SWORD's** suspension shall be lifted and **MS. SWORD's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. SWORD** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. SWORD** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. SWORD** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. SWORD** has complied with all aspects of this Order; and (2) the Board determines that **MS. SWORD** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. SWORD** and review of the reports as required herein. Any period during which **MS. SWORD** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Little, Jennifer, P.N. 138462 (CASE #13-6802)

Action: It was moved by Sheryl Warner, seconded by Sandra Ranck, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **JENNIFER LOUISE LITTLE's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than thirty (30) days with the conditions for reinstatement set forth below, and following reinstatement, **MS. LITTLE's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. LITTLE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LITTLE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

3. **Prior to requesting reinstatement by the Board, MS. LITTLE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LITTLE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. LITTLE's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. LITTLE** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Ethics; and five (5) hours of Documentation.

Reporting Requirements of MS. LITTLE

5. **MS. LITTLE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. LITTLE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
7. **MS. LITTLE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
8. **MS. LITTLE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
9. **MS. LITTLE** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
10. **MS. LITTLE** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. LITTLE** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. LITTLE** submits a written request for reinstatement; (2) the Board determines that **MS. LITTLE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. LITTLE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. LITTLE** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. LITTLE's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. LITTLE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LITTLE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. LITTLE shall notify the Board, in writing.**
4. **MS. LITTLE** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. LITTLE** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. LITTLE** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
5. **Upon the request of the Board or its designee, MS. LITTLE shall, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. LITTLE

6. **MS. LITTLE** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

7. **MS. LITTLE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. LITTLE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. LITTLE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. LITTLE** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. LITTLE** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. LITTLE** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

MS. LITTLE shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. LITTLE** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. LITTLE shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. LITTLE's** suspension shall be lifted and **MS. LITTLE's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. LITTLE** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. LITTLE** via certified mail of the specific nature of the charges and

automatic suspension of her license. Upon receipt of this notice, **MS. LITTLE** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. LITTLE** has complied with all aspects of this Order; and (2) the Board determines that **MS. LITTLE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. LITTLE** and review of the reports as required herein. Any period during which **MS. LITTLE** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Sadowski, Lark, R.N. 363581 (CASE #13-5828)

Action: It was moved Brenda Boggs, seconded by Sandra Ranck, that the Board redact a social security number from Exhibit 6, page 5 pursuant to the Federal Privacy Act of 1974. It was further moved that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **LARK SADOWSKI's** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and following reinstatement, **MS. SADOWSKI's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

It was also further moved that the Board abstain from taking disciplinary action for the violation of Section 4723.28(A), Ohio Revised Code, and that the Board dismiss the allegations as recommended by the Hearing Examiner at page 30 of the Report and Recommendation.

The rationale for the modification is as follows: The Board has determined in its expertise that the violation of Section 4723.28(A), ORC, does not warrant a stayed revocation in this case and that the discipline imposed for the remaining violations will adequately protect the public.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. SADOWSKI** shall obey all federal, state, and local laws, and all laws

and rules governing the practice of nursing in Ohio.

2. **MS. SADOWSKI** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SADOWSKI**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SADOWSKI's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: thirty (30) hours of Documentation; five (5) hours of Ethics; five (5) hours of Professionalism; and two (2) hours of Ohio Nursing Law and Rules.

Educational Needs Assessment and Learning Plan

6. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall establish contact with a nursing educator approved by the Board who has no less than a master's degree and who is affiliated with a nursing educational program and **MS. SADOWSKI** shall have the educator provide the Board with a written report of an assessment of **MS. SADOWSKI**, which identifies **MS. SADOWSKI's** knowledge/practice deficiencies and remedial educational needs with a focus on documentation. Prior to the assessment, **MS. SADOWSKI** shall provide the nursing educator with a copy of this Order and the Notice of Opportunity for Hearing and shall submit to any nursing skills or knowledge assessments required by the educator. **MS. SADOWSKI** shall also execute releases prior to the assessment to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. SADOWSKI's** employer(s), former employers, and Board staff. Following the assessment, **MS.**

- SADOWSKI** shall have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. SADOWSKI** and shall obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. SADOWSKI** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. SADOWSKI** shall complete such learning plan. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan. After **MS. SADOWSKI** has successfully completed the learning plan and prior to requesting reinstatement by the Board, the educator shall provide the Board with an assessment and any recommendations for additional remedial education and/or restrictions that should be placed on **MS. SADOWSKI's** license to practice. Furthermore, the educator shall provide to the Board a written opinion stating whether **MS. SADOWSKI** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care. **MS. SADOWSKI** shall be responsible for all costs associated with meeting this requirement.
7. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms and restrictions on **MS. SADOWSKI's** license.
 8. In the event that the educator's recommendations require **MS. SADOWSKI** to have an active nursing license, the Board, prior to reinstatement of her license, may issue **MS. SADOWSKI** a license to practice nursing as a registered nurse that is restricted to the limited use and sole purpose of completing the educator's recommendations. For all other uses and purposes, **MS. SADOWSKI's** license shall remain suspended. Upon successful completion of the educator's recommendations and upon written notification to the Board or its designee, the limitations on **MS. SADOWSKI's** license shall be terminated. **MS. SADOWSKI** shall not gain or attempt to gain employment as a registered nurse in the State of Ohio until she has completed the requirements and conditions for reinstatement, set forth in this Order, and the Board has reinstated her license.

Monitoring

9. **Prior to requesting reinstatement by the Board, MS. SADOWSKI** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SADOWSKI** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. SADOWSKI** shall execute releases to permit the chemical

dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. SADOWSKI's** license, and a statement as to whether **MS. SADOWSKI** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

10. **MS. SADOWSKI** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SADOWSKI's** license.

Reporting Requirements of MS. SADOWSKI

11. **MS. SADOWSKI** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
12. **MS. SADOWSKI** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
13. **MS. SADOWSKI** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
14. **MS. SADOWSKI** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
15. **MS. SADOWSKI** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
16. **MS. SADOWSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
17. **MS. SADOWSKI** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS.**

SADOWSKI submits a written request for reinstatement; (2) the Board determines that **MS. SADOWSKI** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. SADOWSKI** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. SADOWSKI** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. SADOWSKI's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. SADOWSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SADOWSKI** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. SADOWSKI shall notify the Board, in writing.**
4. **MS. SADOWSKI** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. SADOWSKI** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. SADOWSKI** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
5. **MS. SADOWSKI** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. SADOWSKI

6. **MS. SADOWSKI** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
7. **MS. SADOWSKI** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable

and prevailing standards of safe nursing practice.

8. **MS. SADOWSKI** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. SADOWSKI** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. SADOWSKI** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. SADOWSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. SADOWSKI** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. SADOWSKI shall not administer, have access to, or possess (except as prescribed for **MS. SADOWSKI's** use by another so authorized by law who has full knowledge of **MS. SADOWSKI's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. SADOWSKI** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. SADOWSKI** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. SADOWSKI shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. SADOWSKI** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. SADOWSKI shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions

include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. SADOWSKI's** suspension shall be lifted and **MS. SADOWSKI's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. SADOWSKI** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. SADOWSKI** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. SADOWSKI** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. SADOWSKI** has complied with all aspects of this Order; and (2) the Board determines that **MS. SADOWSKI** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. SADOWSKI** and review of the reports as required herein. Any period during which **MS. SADOWSKI** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Diamond, Carly, R.N. 355063 (CASE #14-0058)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation and that **CARLY MICHELLE DIAMOND's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

NO REQUEST FOR HEARING

Massey, Christina, R.N. 343175 (CASE #15-1792)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **CHRISTINA LYNN MASSEY** in the July 31, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MASSEY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. MASSEY's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. MASSEY's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MASSEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MASSEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. MASSEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MASSEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MASSEY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. MASSEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MASSEY's** history. **MS. MASSEY** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. MASSEY** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. MASSEY** shall, at her expense, obtain a chemical dependency evaluation by a Board

- approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. MASSEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. MASSEY** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. MASSEY's** license, and a statement as to whether **MS. MASSEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. MASSEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. MASSEY's** license.
 8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. MASSEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. MASSEY's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MASSEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MASSEY's** history.
 9. Within thirty (30) days prior to **MS. MASSEY** initiating drug screening, **MS. MASSEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MASSEY**.
 10. After initiating drug screening, **MS. MASSEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating

practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. MASSEY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

11. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. MASSEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MASSEY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. MASSEY

12. **MS. MASSEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. MASSEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. MASSEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. MASSEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
16. **MS. MASSEY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. MASSEY** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. MASSEY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MASSEY** submits a written request for reinstatement; (2) the Board determines that **MS. MASSEY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MASSEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS.**

MASSEY and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. MASSEY's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. MASSEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MASSEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. MASSEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MASSEY's** history. **MS. MASSEY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. MASSEY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. MASSEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MASSEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MASSEY's** history.
6. **MS. MASSEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MASSEY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. MASSEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. MASSEY** shall be under

- a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. MASSEY** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MASSEY** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. MASSEY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. MASSEY** shall **notify the Board, in writing.**
11. **MS. MASSEY** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. MASSEY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. MASSEY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. MASSEY** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MASSEY

13. **MS. MASSEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. MASSEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

15. **MS. MASSEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. MASSEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. MASSEY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. MASSEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. MASSEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. MASSEY shall not administer, have access to, or possess (except as prescribed for **MS. MASSEY's** use by another so authorized by law who has full knowledge of **MS. MASSEY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. MASSEY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. MASSEY** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. MASSEY shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. MASSEY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. MASSEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. MASSEY's** suspension shall be lifted and **MS. MASSEY's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. MASSEY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MASSEY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. MASSEY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MASSEY** has complied with all aspects of this Order; and (2) the Board determines that **MS. MASSEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MASSEY** and review of the reports as required herein. Any period during which **MS. MASSEY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Pickens, Margaret, R.N. 255533 (CASE #15-2233)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that upon consideration of the charges stated against **MARGARET ANN PICKENS** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PICKENS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. PICKENS's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. PICKENS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. PICKENS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MS. PICKENS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. PICKENS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PICKENS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. PICKENS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. PICKENS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PICKENS's** history. **MS. PICKENS** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. PICKENS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. PICKENS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. PICKENS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. PICKENS** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. PICKENS's** license, and a statement as to whether **MS. PICKENS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. PICKENS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. PICKENS's** license.
8. **For a minimum, continuous period of one (1) year immediately prior**

- to requesting reinstatement, MS. PICKENS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. PICKENS's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. PICKENS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PICKENS's** history.
9. Within thirty (30) days prior to **MS. PICKENS** initiating drug screening, **MS. PICKENS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. PICKENS**.
 10. After initiating drug screening, **MS. PICKENS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. PICKENS** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PICKENS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. PICKENS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 12. **Prior to requesting reinstatement by the Board, MS. PICKENS** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. PICKENS's** fitness for duty and safety to practice nursing as a registered nurse. This Board approved physician shall provide the Board with complete documentation of **MS. PICKENS's** comprehensive physical examination and with a comprehensive assessment regarding **MS. PICKENS's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. PICKENS** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing.

Further, **MS. PICKENS** shall execute releases to permit the Board approved physician performing the comprehensive physical examination and assessment to obtain any information deemed appropriate and necessary for the assessment. The evaluating physician shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. PICKENS's** license to practice, and stating whether **MS. PICKENS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

13. The Board may utilize the Board approved physician's recommendations and conclusions from the comprehensive physical examination and assessment as a basis for additional terms and restrictions on **MS. PICKENS's** license.

Reporting Requirements of MS. PICKENS

14. **MS. PICKENS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. PICKENS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. PICKENS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. PICKENS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. PICKENS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. PICKENS** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. PICKENS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. PICKENS**

submits a written request for reinstatement; (2) the Board determines that **MS. PICKENS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. PICKENS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. PICKENS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. PICKENS's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. PICKENS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PICKENS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. PICKENS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PICKENS's** history. **MS. PICKENS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. PICKENS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. PICKENS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. PICKENS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PICKENS's** history.
6. **MS. PICKENS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. PICKENS** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. PICKENS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. PICKENS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. PICKENS** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. PICKENS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. PICKENS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. PICKENS** shall **notify the Board, in writing.**
11. **MS. PICKENS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. PICKENS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. PICKENS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. PICKENS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. PICKENS

13. **MS. PICKENS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. **MS. PICKENS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. PICKENS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. PICKENS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. PICKENS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. PICKENS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. PICKENS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MS. PICKENS shall not administer, have access to, or possess (except as prescribed for **MS. PICKENS's** use by another so authorized by law who has full knowledge of **MS. PICKENS's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. PICKENS** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. PICKENS** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. PICKENS shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. PICKENS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. PICKENS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. PICKENS's** suspension shall be lifted and **MS. PICKENS's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. PICKENS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. PICKENS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. PICKENS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. PICKENS** has complied with all aspects of this Order; and (2) the Board determines that **MS. PICKENS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. PICKENS** and review of the reports as required herein. Any period during which **MS. PICKENS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Finnerty, Betsy, R.N. 172746 (CASE #15-1593)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **BETSY REID FINNERTY** in the May 15, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FINNERTY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. FINNERTY's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Meadows, Heather, P.N. 108344 (CASE #14-6249)

Action: It was moved by Maryam Lyon, seconded by Sheryl Warner, that upon consideration of the charges stated against **HEATHER LEE MEADOWS** in the January 23, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MEADOWS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. MEADOWS's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MEADOWS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MEADOWS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. MEADOWS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MEADOWS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MEADOWS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. MEADOWS** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Prior to requesting reinstatement by the Board, MS. MEADOWS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Disciplinary Actions.

Reporting Requirements of MS. MEADOWS

6. **MS. MEADOWS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. MEADOWS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. MEADOWS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. MEADOWS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. MEADOWS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. MEADOWS** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. MEADOWS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MEADOWS** submits a written request for reinstatement; (2) the Board determines that **MS. MEADOWS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MEADOWS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. MEADOWS** and review of the documentation specified in this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Stidham, Linda, R.N. 131614 (CASE #15-1495)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that upon consideration of the charges stated against **LINDA SUSAN STIDHAM** in the July 31, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. STIDHAM** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. STIDHAM's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. STIDHAM's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. STIDHAM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STIDHAM** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. STIDHAM** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. STIDHAM**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. STIDHAM's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. STIDHAM** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STIDHAM's** history. **MS. STIDHAM** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. STIDHAM** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Upon the request of the Board or its designee, and within sixty (60) days of the request, MS. STIDHAM** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete

- documentation of this evaluation. Prior to the evaluation, **MS. STIDHAM** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. STIDHAM** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. STIDHAM's** license, and a statement as to whether **MS. STIDHAM** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **If a chemical dependency evaluation is requested, MS. STIDHAM** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. STIDHAM's** license.
 8. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. STIDHAM** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. STIDHAM's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. STIDHAM** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STIDHAM's** history.
 9. Within thirty (30) days prior to **MS. STIDHAM** initiating drug screening, **MS. STIDHAM** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. STIDHAM**.
 10. After initiating drug screening, **MS. STIDHAM** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated

by another practitioner. Further, **MS. STIDHAM** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

11. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. STIDHAM** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STIDHAM** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. STIDHAM

12. **MS. STIDHAM** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. STIDHAM** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. STIDHAM** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. STIDHAM** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
16. **MS. STIDHAM** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. STIDHAM** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. STIDHAM** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. STIDHAM** submits a written request for reinstatement; (2) the Board determines that **MS. STIDHAM** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. STIDHAM** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an

interview with **MS. STIDHAM** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. STIDHAM's license shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year.

1. **MS. STIDHAM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STIDHAM** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. STIDHAM** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STIDHAM's** history. **MS. STIDHAM** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. STIDHAM** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **Upon the request of the Board or its designee, and within sixty (60) days of the request, MS. STIDHAM** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. STIDHAM** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. STIDHAM** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. STIDHAM's** license, and a statement as to whether **MS. STIDHAM** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
6. During the probationary period, **MS. STIDHAM** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation

- of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. STIDHAM** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STIDHAM's** history.
7. **MS. STIDHAM** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STIDHAM** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

8. Within sixty (60) days of the execution of the probationary period, **MS. STIDHAM** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. STIDHAM** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
9. **MS. STIDHAM** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. STIDHAM** throughout the duration of this Order.
10. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. STIDHAM** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

11. Prior to accepting employment as a nurse, each time with every employer, **MS. STIDHAM** shall **notify the Board, in writing.**
12. **MS. STIDHAM** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. STIDHAM** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. STIDHAM** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date

they were received.

13. **MS. STIDHAM** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. STIDHAM

14. **MS. STIDHAM** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. **MS. STIDHAM** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. STIDHAM** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. STIDHAM** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. STIDHAM** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. STIDHAM** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. STIDHAM** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. STIDHAM shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals

who directly engage **MS. STIDHAM** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. STIDHAM shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. STIDHAM's** suspension shall be lifted and **MS. STIDHAM's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. STIDHAM** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. STIDHAM** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. STIDHAM** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. STIDHAM** has complied with all aspects of this Order; and (2) the Board determines that **MS. STIDHAM** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. STIDHAM** and review of the reports as required herein. Any period during which **MS. STIDHAM** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Stevens, Anne, R.N. 365478 (CASE #15-2505)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that upon consideration of the charges stated against **ANNE STEVENS** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. STEVENS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. STEVENS's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

French, Angela, R.N. 368678 (CASE #13-5524)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **ANGELA MARIE FRENCH** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FRENCH** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. FRENCH's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. FRENCH's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. FRENCH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRENCH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FRENCH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FRENCH's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall, in addition to the requirements for renewal of her license, successfully

complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Professional Accountability and Legal Liability; five (5) hours of Chemical Dependency; ten (10) hours of Documentation; and two (2) hours of Ohio Nursing Law and Rules.

Reporting Requirements of MS. FRENCH

6. **MS. FRENCH** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. FRENCH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. FRENCH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. FRENCH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. FRENCH** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. FRENCH** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. FRENCH** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. FRENCH** submits a written request for reinstatement; (2) the Board determines that **MS. FRENCH** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. FRENCH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. FRENCH** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. FRENCH's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. FRENCH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRENCH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. FRENCH** shall **notify the Board, in writing.**
4. **MS. FRENCH** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. FRENCH** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. FRENCH** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
5. **Upon request by the Board or its designee, MS. FRENCH** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. FRENCH

6. **MS. FRENCH** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
7. **MS. FRENCH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. FRENCH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. FRENCH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. FRENCH** shall submit the reports and documentation required by this

Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

11. **MS. FRENCH** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. FRENCH** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. FRENCH shall not administer, have access to, or possess (except as prescribed for **MS. FRENCH's** use by another so authorized by law who has full knowledge of **MS. FRENCH's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. FRENCH** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. FRENCH** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. FRENCH shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. FRENCH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. FRENCH shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. FRENCH's** suspension shall be lifted and **MS. FRENCH's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. FRENCH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FRENCH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. FRENCH** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FRENCH** has complied with all aspects of this Order; and (2) the Board determines that **MS. FRENCH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FRENCH** and review of the reports as required herein. Any period during which **MS. FRENCH** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Johnston, Marie, R.N. 363311, P.N. 110584 (CASE #15-0061)

Action: It was moved by Sandra Ranck, seconded by Sheryl Warner, that upon consideration of the charges stated against **MARIE ELIZABETH JOHNSTON** in the May 15, 2015 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. JOHNSTON** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity for Hearing, and that **MS. JOHNSTON's** licenses to practice nursing as a registered nurse and licensed practical nurse are suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. JOHNSTON's** licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. JOHNSTON** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JOHNSTON** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. JOHNSTON** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. JOHNSTON**, including a

check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. JOHNSTON's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. JOHNSTON** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JOHNSTON's** history. **MS. JOHNSTON** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. JOHNSTON** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. JOHNSTON** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. JOHNSTON** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. JOHNSTON** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. JOHNSTON's** licenses, and a statement as to whether **MS. JOHNSTON** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. JOHNSTON** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. JOHNSTON's** licenses.
8. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MS. JOHNSTON** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. JOHNSTON's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected,

- or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. JOHNSTON** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JOHNSTON's** history.
9. Within thirty (30) days prior to **MS. JOHNSTON** initiating drug screening, **MS. JOHNSTON** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. JOHNSTON**.
 10. After initiating drug screening, **MS. JOHNSTON** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. JOHNSTON** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 11. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MS. JOHNSTON** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. JOHNSTON** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. JOHNSTON

12. **MS. JOHNSTON** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. JOHNSTON** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. JOHNSTON** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. JOHNSTON** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and

communications required by this Order shall be made to the Compliance Unit of the Board.

16. **MS. JOHNSTON** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. JOHNSTON** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. JOHNSTON** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. JOHNSTON** submits a written request for reinstatement; (2) the Board determines that **MS. JOHNSTON** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. JOHNSTON** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. JOHNSTON** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. JOHNSTON's licenses shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. JOHNSTON** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JOHNSTON** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. JOHNSTON** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JOHNSTON's** history. **MS. JOHNSTON** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. JOHNSTON** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. JOHNSTON** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board

- at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. JOHNSTON** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JOHNSTON's** history.
6. **MS. JOHNSTON** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. JOHNSTON** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. JOHNSTON** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. JOHNSTON** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. JOHNSTON** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. JOHNSTON** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. JOHNSTON** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. JOHNSTON** shall **notify the Board, in writing.**
11. **MS. JOHNSTON** is under a continuing duty to provide a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. JOHNSTON** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. JOHNSTON** shall have her

employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

12. **MS. JOHNSTON** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. JOHNSTON

13. **MS. JOHNSTON** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. JOHNSTON** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. JOHNSTON** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. JOHNSTON** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. JOHNSTON** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. JOHNSTON** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. JOHNSTON** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. JOHNSTON shall not administer, have access to, or possess (except as prescribed for **MS. JOHNSTON's** use by another so authorized by law who has full knowledge of **MS. JOHNSTON's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. JOHNSTON** shall not count

narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. JOHNSTON** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. JOHNSTON shall not practice nursing as a registered nurse and licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. JOHNSTON** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. JOHNSTON shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. JOHNSTON's** suspension shall be lifted and **MS. JOHNSTON's** licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that **MS. JOHNSTON** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. JOHNSTON** via certified mail of the specific nature of the charges and automatic suspension of her licenses. Upon receipt of this notice, **MS. JOHNSTON** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. JOHNSTON** has complied with all aspects of this Order; and (2) the Board determines that **MS. JOHNSTON** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. JOHNSTON** and review of the reports as required herein. Any period during which **MS. JOHNSTON** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Schwartz, James, P.N. 126660 (CASE #13-2585)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **JAMES RICHARD SCHWARTZ** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. SCHWARTZ** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. SCHWARTZ's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MR. SCHWARTZ's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. SCHWARTZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. SCHWARTZ** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MR. SCHWARTZ** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. SCHWARTZ**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. SCHWARTZ's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MR. SCHWARTZ** shall, in addition to the requirements for renewal of his license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: one (1) hour of Ohio Nursing Law and Rules; ten (10) hours of Nurses and Addiction; four (4) hours of Professional Accountability; and four (4) hours of Ethics.

Monitoring

5. **MR. SCHWARTZ** shall abstain completely from the personal use or

- possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. SCHWARTZ's** history. **MR. SCHWARTZ** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. SCHWARTZ** shall abstain completely from the use of alcohol or any products containing alcohol.
 7. **Prior to requesting reinstatement by the Board, MR. SCHWARTZ** shall, at his expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. SCHWARTZ** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. SCHWARTZ** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MR. SCHWARTZ's** license, and a statement as to whether **MR. SCHWARTZ** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 8. **MR. SCHWARTZ** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. SCHWARTZ's** license.
 9. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MR. SCHWARTZ** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. SCHWARTZ's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. SCHWARTZ** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. SCHWARTZ's** history.
 10. Within thirty (30) days prior to **MR. SCHWARTZ** initiating drug screening, **MR. SCHWARTZ** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating

practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MR. SCHWARTZ**.

11. After initiating drug screening, **MR. SCHWARTZ** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MR. SCHWARTZ** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MR. SCHWARTZ** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MR. SCHWARTZ** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MR. SCHWARTZ

13. **MR. SCHWARTZ** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MR. SCHWARTZ** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. SCHWARTZ** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MR. SCHWARTZ** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MR. SCHWARTZ** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MR. SCHWARTZ** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MR. SCHWARTZ** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MR. SCHWARTZ** submits a written request for reinstatement; (2) the Board determines that **MR. SCHWARTZ** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. SCHWARTZ** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. SCHWARTZ** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MR. SCHWARTZ's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MR. SCHWARTZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. SCHWARTZ** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MR. SCHWARTZ** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. SCHWARTZ's** history. **MR. SCHWARTZ** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. SCHWARTZ** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. SCHWARTZ** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. SCHWARTZ** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. SCHWARTZ's** history.

6. **MR. SCHWARTZ** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MR. SCHWARTZ** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MR. SCHWARTZ** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MR. SCHWARTZ** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MR. SCHWARTZ** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MR. SCHWARTZ** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. SCHWARTZ** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MR. SCHWARTZ** shall **notify the Board, in writing.**
11. **MR. SCHWARTZ** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MR. SCHWARTZ** shall have his employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MR. SCHWARTZ** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MR. SCHWARTZ** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MR. SCHWARTZ

13. **MR. SCHWARTZ** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MR. SCHWARTZ** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. SCHWARTZ** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MR. SCHWARTZ** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MR. SCHWARTZ** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MR. SCHWARTZ** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. SCHWARTZ** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MR. SCHWARTZ shall not administer, have access to, or possess (except as prescribed for **MR. SCHWARTZ's** use by another so authorized by law who has full knowledge of **MR. SCHWARTZ's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MR. SCHWARTZ** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MR. SCHWARTZ** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MR. SCHWARTZ shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides

nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MR. SCHWARTZ** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MR. SCHWARTZ shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MR. SCHWARTZ's** suspension shall be lifted and **MR. SCHWARTZ's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MR. SCHWARTZ** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. SCHWARTZ** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. SCHWARTZ** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MR. SCHWARTZ** has complied with all aspects of this Order; and (2) the Board determines that **MR. SCHWARTZ** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. SCHWARTZ** and review of the reports as required herein. Any period during which **MR. SCHWARTZ** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Santos, Deborah, R.N. 310102, P.N. 083484 (CASE #14-2461)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that upon consideration of the charges stated against **DEBORAH ANN SANTOS** in the July 31, 2015 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SANTOS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity

for Hearing, and that **MS. SANTOS's** licenses to practice nursing as a registered nurse and licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Zuchowski, Jane, R.N. 368629 (CASE #13-7366)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **JANE ELIZABETH ZUCHOWSKI** in the March 13, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ZUCHOWSKI** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. ZUCHOWSKI's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than three (3) year with the conditions for reinstatement set forth below, and that following reinstatement, **MS. ZUCHOWSKI's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. ZUCHOWSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ZUCHOWSKI** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. ZUCHOWSKI** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ZUCHOWSKI**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ZUCHOWSKI's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. ZUCHOWSKI** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Substance

Abuse; and five (5) hours of Professional Accountablity and Legal Liability.

Monitoring

5. **MS. ZUCHOWSKI** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ZUCHOWSKI's** history. **MS. ZUCHOWSKI** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. ZUCHOWSKI** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. ZUCHOWSKI** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. ZUCHOWSKI** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. ZUCHOWSKI** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. ZUCHOWSKI's** license, and a statement as to whether **MS. ZUCHOWSKI** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. ZUCHOWSKI** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. ZUCHOWSKI's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. ZUCHOWSKI** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. ZUCHOWSKI's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens

- submitted by **MS. ZUCHOWSKI** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ZUCHOWSKI's** history.
10. Within thirty (30) days prior to **MS. ZUCHOWSKI** initiating drug screening, **MS. ZUCHOWSKI** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. ZUCHOWSKI**.
 11. After initiating drug screening, **MS. ZUCHOWSKI** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. ZUCHOWSKI** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. ZUCHOWSKI** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. ZUCHOWSKI** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. ZUCHOWSKI

13. **MS. ZUCHOWSKI** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. ZUCHOWSKI** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. ZUCHOWSKI** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. ZUCHOWSKI** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

17. **MS. ZUCHOWSKI** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. ZUCHOWSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. ZUCHOWSKI** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. ZUCHOWSKI** submits a written request for reinstatement; (2) the Board determines that **MS. ZUCHOWSKI** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. ZUCHOWSKI** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. ZUCHOWSKI** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. ZUCHOWSKI's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. ZUCHOWSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ZUCHOWSKI** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. ZUCHOWSKI** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ZUCHOWSKI's** history. **MS. ZUCHOWSKI** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. ZUCHOWSKI** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. ZUCHOWSKI** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected,

or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. ZUCHOWSKI** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ZUCHOWSKI's** history.

6. **MS. ZUCHOWSKI** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. ZUCHOWSKI** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. ZUCHOWSKI** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. ZUCHOWSKI** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. ZUCHOWSKI** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. ZUCHOWSKI** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. ZUCHOWSKI** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. ZUCHOWSKI** shall **notify the Board, in writing.**
11. **MS. ZUCHOWSKI** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. ZUCHOWSKI** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. ZUCHOWSKI** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing,

including the date they were received.

12. **MS. ZUCHOWSKI** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. ZUCHOWSKI

13. **MS. ZUCHOWSKI** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. ZUCHOWSKI** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. ZUCHOWSKI** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. ZUCHOWSKI** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. ZUCHOWSKI** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. ZUCHOWSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. ZUCHOWSKI** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. ZUCHOWSKI shall not administer, have access to, or possess (except as prescribed for **MS. ZUCHOWSKI's** use by another so authorized by law who has full knowledge of **MS. ZUCHOWSKI's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. ZUCHOWSKI** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. ZUCHOWSKI** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. ZUCHOWSKI shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. ZUCHOWSKI** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. ZUCHOWSKI shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. ZUCHOWSKI's** suspension shall be lifted and **MS. ZUCHOWSKI's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. ZUCHOWSKI** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ZUCHOWSKI** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ZUCHOWSKI** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. ZUCHOWSKI** has complied with all aspects of this Order; and (2) the Board determines that **MS. ZUCHOWSKI** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. ZUCHOWSKI** and review of the reports as required herein. Any period during which **MS. ZUCHOWSKI** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Orme, Sheila, P.N. 108142 (CASE #14-0591)

Action: It was by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **SHEILA FAYE ORME** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ORME** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. ORME's** license to practice nursing as a licensed practical nurse be **REPRIMANDED** and fined five hundred dollars (\$500.00), and that **MS. ORME** be required to complete continuing education in Law and Rules and critical thinking as approved by the Board.

Within six (6) months of the effective date of this Order, MS. ORME shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance, Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

Within six (6) months of the effective date of this Order, MS. ORME shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules; and five (5) hours of Critical Thinking.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Berkley, Stacie, P.N. 111615 (CASE #13-0923)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that upon consideration of the charges stated against **STACIE E. BERKLEY** in the March 13, 2015 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BERKLEY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity for Hearing, and that **MS. BERKLEY's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. BERKLEY's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BERKLEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BERKLEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. BERKLEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BERKLEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BERKLEY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. BERKLEY** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: fifteen (15) hours Drug Abuse; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **MS. BERKLEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BERKLEY's** history. **MS. BERKLEY** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. BERKLEY** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. BERKLEY** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BERKLEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. BERKLEY** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any

- additional restrictions that should be placed on **MS. BERKLEY's** license, and a statement as to whether **MS. BERKLEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. BERKLEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BERKLEY's** license.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. BERKLEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BERKLEY's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BERKLEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BERKLEY's** history.
 10. Within thirty (30) days prior to **MS. BERKLEY** initiating drug screening, **MS. BERKLEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. BERKLEY**.
 11. After initiating drug screening, **MS. BERKLEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. BERKLEY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 12. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. BERKLEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS.**

BERKLEY shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. BERKLEY

13. **MS. BERKLEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. BERKLEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. BERKLEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. BERKLEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. BERKLEY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. BERKLEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. BERKLEY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. BERKLEY** submits a written request for reinstatement; (2) the Board determines that **MS. BERKLEY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. BERKLEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. BERKLEY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. BERKLEY's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. BERKLEY** shall obey all federal, state, and local laws, and all laws

and rules governing the practice of nursing in Ohio.

2. **MS. BERKLEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. BERKLEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BERKLEY's** history. **MS. BERKLEY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BERKLEY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BERKLEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BERKLEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BERKLEY's** history.
6. **MS. BERKLEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. BERKLEY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. BERKLEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. BERKLEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. BERKLEY** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner

directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. BERKLEY** throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BERKLEY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. BERKLEY** shall **notify the Board, in writing.**
11. **MS. BERKLEY** is under a continuing duty to provide a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. BERKLEY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. BERKLEY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. BERKLEY** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. BERKLEY

13. **MS. BERKLEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. BERKLEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. BERKLEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. BERKLEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance

Unit of the Board.

17. **MS. BERKLEY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. BERKLEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. BERKLEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. BERKLEY shall not administer, have access to, or possess (except as prescribed for **MS. BERKLEY's** use by another so authorized by law who has full knowledge of **MS. BERKLEY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. BERKLEY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. BERKLEY** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. BERKLEY shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. BERKLEY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. BERKLEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. BERKLEY's** suspension shall be lifted and **MS. BERKLEY's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. BERKLEY** has violated or breached any terms or conditions of this Order. Following the automatic

suspension, the Board shall notify **MS. BERKLEY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. BERKLEY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. BERKLEY** has complied with all aspects of this Order; and (2) the Board determines that **MS. BERKLEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BERKLEY** and review of the reports as required herein. Any period during which **MS. BERKLEY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Williams, Melissa, P.N. 134980 (CASE #15-2087)

Action: It was moved by Sheryl Warner, seconded by Sandra Ranck, that upon consideration of the charges stated against **MELISSA ANN WILLIAMS** in the July 31, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. WILLIAMS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. WILLIAMS's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and that following reinstatement, **MS. WILLIAMS's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. WILLIAMS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. WILLIAMS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. WILLIAMS** shall

- submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. WILLIAMS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. WILLIAMS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. WILLIAMS** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 5. **Prior to requesting reinstatement by the Board, MS. WILLIAMS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules; five (5) hours of Professional Accountability and Legal Liability; three (3) hours of Marijuana Abuse; and five (5) hours of Disciplinary Actions.

Monitoring

6. **MS. WILLIAMS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WILLIAMS's** history. **MS. WILLIAMS** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. WILLIAMS** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement by the Board, MS. WILLIAMS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. WILLIAMS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. WILLIAMS** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. WILLIAMS's** license, and a statement as to whether **MS. WILLIAMS** is capable of practicing

nursing according to acceptable and prevailing standards of safe nursing care.

9. **MS. WILLIAMS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. WILLIAMS's** license.
10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. WILLIAMS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. WILLIAMS's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. WILLIAMS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WILLIAMS's** history.
11. Within thirty (30) days prior to **MS. WILLIAMS** initiating drug screening, **MS. WILLIAMS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. WILLIAMS**.
12. After initiating drug screening, **MS. WILLIAMS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. WILLIAMS** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
13. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. WILLIAMS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. WILLIAMS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. WILLIAMS

14. **MS. WILLIAMS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. WILLIAMS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. WILLIAMS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. WILLIAMS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. WILLIAMS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. WILLIAMS** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. WILLIAMS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. WILLIAMS** submits a written request for reinstatement; (2) the Board determines that **MS. WILLIAMS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. WILLIAMS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. WILLIAMS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. WILLIAMS's license shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year.

1. **MS. WILLIAMS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MS. WILLIAMS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. WILLIAMS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WILLIAMS's** history. **MS. WILLIAMS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. WILLIAMS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. WILLIAMS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. WILLIAMS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WILLIAMS's** history.
6. **MS. WILLIAMS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. WILLIAMS** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. WILLIAMS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. WILLIAMS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. WILLIAMS** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS.**

WILLIAMS throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. WILLIAMS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. WILLIAMS** shall **notify the Board, in writing.**
11. **MS. WILLIAMS** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. WILLIAMS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. WILLIAMS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
12. **Upon request by the Board or its designee, MS. WILLIAMS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. WILLIAMS

13. **MS. WILLIAMS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. WILLIAMS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. WILLIAMS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. WILLIAMS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

17. **MS. WILLIAMS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. WILLIAMS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. WILLIAMS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. WILLIAMS's** suspension shall be lifted and **MS. WILLIAMS's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. WILLIAMS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. WILLIAMS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. WILLIAMS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. WILLIAMS** has complied with all aspects of this Order; and (2) the Board determines that **MS. WILLIAMS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. WILLIAMS** and review of the reports as required herein. Any period during which **MS. WILLIAMS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Combs, Michele, R.N. 290346 (CASE #15-0987)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **MICHELE LYNN COMBS** in the May 15, 2015 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. COMBS** has

committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity for Hearing, and that **MS. COMBS's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Bailey, Christine, P.N. 102723 (CASE #14-3693)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that upon consideration of the charges stated against **CHRISTINE A. BAILEY** in the September 18, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BAILEY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. BAILEY's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. BAILEY's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BAILEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BAILEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. BAILEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BAILEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BAILEY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. BAILEY** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective

date of this Order: two (2) hours Ohio Nursing Law and Rules; and two (2) hours of Veracity.

Monitoring

5. **MS. BAILEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BAILEY's** history. **MS. BAILEY** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. BAILEY** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. BAILEY** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BAILEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. BAILEY** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. BAILEY's** license, and a statement as to whether **MS. BAILEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. BAILEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BAILEY's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. BAILEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BAILEY's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BAILEY** shall be negative, except for substances prescribed, administered, or

dispensed to her by another so authorized by law who has full knowledge of **MS. BAILEY's** history.

10. Within thirty (30) days prior to **MS. BAILEY** initiating drug screening, **MS. BAILEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. BAILEY**.
11. After initiating drug screening, **MS. BAILEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. BAILEY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. BAILEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. BAILEY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. BAILEY

13. **MS. BAILEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. BAILEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. BAILEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. BAILEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. BAILEY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17

South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. BAILEY** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. BAILEY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. BAILEY** submits a written request for reinstatement; (2) the Board determines that **MS. BAILEY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. BAILEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. BAILEY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. BAILEY's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. BAILEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BAILEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. BAILEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BAILEY's** history. **MS. BAILEY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BAILEY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BAILEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BAILEY** shall be negative, except for substances

prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BAILEY's** history.

6. **MS. BAILEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. BAILEY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. BAILEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. BAILEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. BAILEY** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. BAILEY** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BAILEY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. BAILEY** shall **notify the Board, in writing.**
11. **MS. BAILEY** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. BAILEY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. BAILEY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. BAILEY** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory

documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. BAILEY

13. **MS. BAILEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. BAILEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. BAILEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. BAILEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. BAILEY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. BAILEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. BAILEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. BAILEY shall not administer, have access to, or possess (except as prescribed for **MS. BAILEY's** use by another so authorized by law who has full knowledge of **MS. BAILEY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. BAILEY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. BAILEY** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. BAILEY shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care

programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. BAILEY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. BAILEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. BAILEY's** suspension shall be lifted and **MS. BAILEY's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. BAILEY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. BAILEY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. BAILEY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. BAILEY** has complied with all aspects of this Order; and (2) the Board determines that **MS. BAILEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BAILEY** and review of the reports as required herein. Any period during which **MS. BAILEY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Thrasher, Michele, P.N. 153378 (CASE #15-2510)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **MICHELE Y. THRASHER** in the June 8, 2015 Order of Summary Suspension with Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. THRASHER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Order of Summary Suspension with Notice of Opportunity for Hearing, and that **MS. THRASHER's** license to

practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. THRASHER's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. THRASHER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. THRASHER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. THRASHER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. THRASHER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. THRASHER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. THRASHER** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: one (1) hour Ohio Nursing Law and Rules; and ten (10) hours Nurses and Addiction.

Monitoring

5. **MS. THRASHER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. THRASHER's** history. **MS. THRASHER** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. THRASHER** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. THRASHER** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board

- with complete documentation of this evaluation. Prior to the evaluation, **MS. THRASHER** shall provide the chemical dependency professional with a copy of this Order and the Order of Summary Suspension with Notice of Opportunity for Hearing. Further, **MS. THRASHER** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. THRASHER's** license, and a statement as to whether **MS. THRASHER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. THRASHER** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. THRASHER's** license.
 9. **For a minimum, continuous period of three (3) years immediately prior to requesting reinstatement, MS. THRASHER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. THRASHER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. THRASHER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. THRASHER's** history.
 10. Within thirty (30) days prior to **MS. THRASHER** initiating drug screening, **MS. THRASHER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. THRASHER**.
 11. After initiating drug screening, **MS. THRASHER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated

by another practitioner. Further, **MS. THRASHER** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

12. **For a minimum, continuous period of three (3) years immediately prior to requesting reinstatement, MS. THRASHER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. THRASHER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. THRASHER

13. **MS. THRASHER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

14. **MS. THRASHER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

15. **MS. THRASHER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. **MS. THRASHER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

17. **MS. THRASHER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. THRASHER** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. THRASHER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. THRASHER** submits a written request for reinstatement; (2) the Board determines that **MS. THRASHER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. THRASHER** is able to practice nursing according to acceptable and prevailing standards of safe nursing

care based upon an interview with **MS. THRASHER** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. THRASHER's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. THRASHER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. THRASHER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. THRASHER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. THRASHER's** history. **MS. THRASHER** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. THRASHER** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. THRASHER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. THRASHER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. THRASHER's** history.
6. **MS. THRASHER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. THRASHER** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. THRASHER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including

- addresses and telephone numbers. Further, **MS. THRASHER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. THRASHER** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. THRASHER** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. THRASHER** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. THRASHER** shall **notify the Board, in writing.**
11. **MS. THRASHER** is under a continuing duty to provide a copy of this Order and the Order of Summary Suspension with Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. THRASHER** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. THRASHER** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Order of Summary Suspension with Notice of Opportunity for Hearing, including the date they were received.
12. **MS. THRASHER** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. THRASHER

13. **MS. THRASHER** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. THRASHER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

15. **MS. THRASHER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. THRASHER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. THRASHER** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. THRASHER** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. THRASHER** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MS. THRASHER shall not administer, have access to, or possess (except as prescribed for **MS. THRASHER's** use by another so authorized by law who has full knowledge of **MS. THRASHER's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. THRASHER** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. THRASHER** shall not call in or order prescriptions or prescription refills.

FAILURE TO COMPLY

The stay of **MS. THRASHER's** suspension shall be lifted and **MS. THRASHER's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. THRASHER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. THRASHER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. THRASHER** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. THRASHER** has complied with all aspects of this

Order; and (2) the Board determines that **MS. THRASHER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. THRASHER** and review of the reports as required herein. Any period during which **MS. THRASHER** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Verhoff, Lauren, R.N. 304339 (CASE #15-2653)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that upon consideration of the charges stated against **LAUREN DIANE VERHOFF** in the July 31, 2015 Notice of Temporary Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. VERHOFF** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Temporary Suspension and Opportunity for Hearing, and that **MS. VERHOFF's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. VERHOFF's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. VERHOFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VERHOFF** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. VERHOFF** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. VERHOFF**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. VERHOFF's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

4. **Prior to requesting reinstatement by the Board, MS. VERHOFF** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Substance Abuse; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **MS. VERHOFF** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VERHOFF's** history. **MS. VERHOFF** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. VERHOFF** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. VERHOFF** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. VERHOFF** shall provide the chemical dependency professional with a copy of this Order and the Notice of Temporary Suspension and Opportunity for Hearing. Further, **MS. VERHOFF** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. VERHOFF's** license, and a statement as to whether **MS. VERHOFF** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. VERHOFF** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. VERHOFF's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. VERHOFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. VERHOFF's** initiation of drug screening, refusal to submit such specimen,

- or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. VERHOFF** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VERHOFF's** history.
10. Within thirty (30) days prior to **MS. VERHOFF** initiating drug screening, **MS. VERHOFF** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. VERHOFF**.
 11. After initiating drug screening, **MS. VERHOFF** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. VERHOFF** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. VERHOFF** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. VERHOFF** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. VERHOFF

13. **MS. VERHOFF** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. VERHOFF** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. VERHOFF** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. VERHOFF** shall submit the reports and documentation required by

- this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. VERHOFF** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 18. **MS. VERHOFF** shall verify that the reports and documentation required by this Order are received in the Board office.
 19. **MS. VERHOFF** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. VERHOFF** submits a written request for reinstatement; (2) the Board determines that **MS. VERHOFF** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. VERHOFF** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. VERHOFF** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. VERHOFF's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. VERHOFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VERHOFF** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. VERHOFF** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VERHOFF's** history. **MS. VERHOFF** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. VERHOFF** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. VERHOFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens

for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. VERHOFF** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VERHOFF's** history.

6. **MS. VERHOFF** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. VERHOFF** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. VERHOFF** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. VERHOFF** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. VERHOFF** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. VERHOFF** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. VERHOFF** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. VERHOFF** shall **notify the Board, in writing.**
11. **MS. VERHOFF** is under a continuing duty to provide a copy of this Order and the Notice of Temporary Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. VERHOFF** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of**

accepting employment as a nurse. MS. VERHOFF shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Temporary Suspension and Opportunity for Hearing, including the date they were received.

12. **MS. VERHOFF** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. VERHOFF

13. **MS. VERHOFF** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. VERHOFF** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. VERHOFF** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. VERHOFF** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. VERHOFF** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. VERHOFF** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. VERHOFF** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. VERHOFF shall not administer, have access to, or possess (except as prescribed for **MS. VERHOFF's** use by another so authorized by law who has full knowledge of **MS. VERHOFF's** history) any narcotics, other controlled

substances, or mood altering drugs. In addition, **MS. VERHOFF** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. VERHOFF** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. VERHOFF shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. VERHOFF** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. VERHOFF shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. VERHOFF's** suspension shall be lifted and **MS. VERHOFF's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. VERHOFF** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. VERHOFF** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. VERHOFF** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. VERHOFF** has complied with all aspects of this Order; and (2) the Board determines that **MS. VERHOFF** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. VERHOFF** and review of the reports as required herein. Any period during which **MS. VERHOFF** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Trenchik, Gina, R.N. 307851 (CASE #15-2317)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that Upon consideration of the charges stated against **GINA JUDY TRENCHIK** in the July 31, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. TRENCHIK** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. TRENCHIK's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. TRENCHIK's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. TRENCHIK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TRENCHIK** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. TRENCHIK** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. TRENCHIK**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. TRENCHIK's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. TRENCHIK** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Prior to requesting reinstatement by the Board, MS. TRENCHIK** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion

of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Drug Abuse.

Monitoring

6. **MS. TRENCHIK** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRENCHIK's** history. **MS. TRENCHIK** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. TRENCHIK** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. TRENCHIK** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. TRENCHIK's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TRENCHIK** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRENCHIK's** history.
9. Within thirty (30) days prior to **MS. TRENCHIK** initiating drug screening, **MS. TRENCHIK** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. TRENCHIK**.
10. After initiating drug screening, **MS. TRENCHIK** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. TRENCHIK** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. TRENCHIK** shall attend a minimum of

one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. TRENCHIK** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. TRENCHIK

12. **MS. TRENCHIK** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. TRENCHIK** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. TRENCHIK** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. TRENCHIK** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
16. **MS. TRENCHIK** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. TRENCHIK** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. TRENCHIK** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.⁷⁷

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. TRENCHIK** submits a written request for reinstatement; (2) the Board determines that **MS. TRENCHIK** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. TRENCHIK** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. TRENCHIK** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. TRENCHIK's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. TRENCHIK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TRENCHIK** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. TRENCHIK** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRENCHIK's** history. **MS. TRENCHIK** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. TRENCHIK** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. TRENCHIK** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TRENCHIK** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRENCHIK's** history.
6. **MS. TRENCHIK** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. TRENCHIK** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. TRENCHIK** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. TRENCHIK** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.

8. **MS. TRENCHIK** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. TRENCHIK** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. TRENCHIK** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. TRENCHIK** shall **notify the Board, in writing.**
11. **MS. TRENCHIK** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. TRENCHIK** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. TRENCHIK** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. TRENCHIK** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. TRENCHIK

13. **MS. TRENCHIK** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. TRENCHIK** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. TRENCHIK** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. TRENCHIK** shall submit the reports and documentation required by

this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

17. **MS. TRENCHIK** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. TRENCHIK** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. TRENCHIK** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. TRENCHIK shall not administer, have access to, or possess (except as prescribed for **MS. TRENCHIK's** use by another so authorized by law who has full knowledge of **MS. TRENCHIK's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. TRENCHIK** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. TRENCHIK** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. TRENCHIK shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. TRENCHIK** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. TRENCHIK shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. TRENCHIK's** suspension shall be lifted and **MS. TRENCHIK's** license to practice nursing as a registered nurse will be automatically suspended

if it appears to the Board that **MS. TRENCHIK** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. TRENCHIK** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. TRENCHIK** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. TRENCHIK** has complied with all aspects of this Order; and (2) the Board determines that **MS. TRENCHIK** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. TRENCHIK** and review of the reports as required herein. Any period during which **MS. TRENCHIK** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Roach, Misty, P.N. 130374 (CASE #15-0080)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **MISTY A. ROACH** in the May 15, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ROACH** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MS. ROACH's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. ROACH's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. ROACH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ROACH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

3. **Prior to requesting reinstatement by the Board, MS. ROACH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ROACH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ROACH's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. ROACH** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
5. **Prior to requesting reinstatement by the Board, MS. ROACH** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules and ten (10) hours of Ethics/Professionalism.

Reporting Requirements of MS. ROACH

6. **MS. ROACH** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. ROACH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. ROACH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. ROACH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. ROACH** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. ROACH** shall verify that the reports and documentation required by this Order are received in the Board office.

12. **MS. ROACH** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. ROACH** submits a written request for reinstatement; (2) the Board determines that **MS. ROACH** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. ROACH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. ROACH** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. ROACH's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. ROACH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ROACH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. ROACH shall notify the Board, in writing.**
4. **MS. ROACH** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. ROACH** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. ROACH** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
5. **MS. ROACH** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. ROACH

6. **MS. ROACH** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
7. **MS. ROACH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. ROACH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. ROACH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. ROACH** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. ROACH** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. ROACH** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ROACH shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. ROACH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ROACH shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice

President of Nursing.

MS. ROACH shall not function in any position or employment, where the job duties or requirements involve financial activity and/or financial transactions while working in a position for which a nursing license is required.

FAILURE TO COMPLY

The stay of **MS. ROACH's** suspension shall be lifted and **MS. ROACH's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. ROACH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ROACH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ROACH** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. ROACH** has complied with all aspects of this Order; and (2) the Board determines that **MS. ROACH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. ROACH** and review of the reports as required herein. Any period during which **MS. ROACH** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Wallis, Johnny, R.N. 322827 (CASE #15-1272)

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that upon consideration of the charges stated against **JOHNNY L. WALLIS** in the May 15, 2015 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. WALLIS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MR. WALLIS's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and that following reinstatement, **MR. WALLIS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. WALLIS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. WALLIS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MR. WALLIS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. WALLIS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. WALLIS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Reporting Requirements of MR. WALLIS

4. **MR. WALLIS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
5. **MR. WALLIS** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
6. **MR. WALLIS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
7. **MR. WALLIS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
8. **MR. WALLIS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
9. **MR. WALLIS** shall verify that the reports and documentation required by this Order are received in the Board office.
10. **MR. WALLIS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MR. WALLIS** submits a written request for reinstatement; (2) the Board determines that **MR. WALLIS** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. WALLIS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. WALLIS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MR. WALLIS's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MR. WALLIS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. WALLIS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MR. WALLIS shall notify the Board, in writing.**
4. **MR. WALLIS** is under a continuing duty to provide a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MR. WALLIS** shall have his employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MR. WALLIS** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.
5. **MR. WALLIS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MR. WALLIS

6. **MR. WALLIS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

7. **MR. WALLIS** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MR. WALLIS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MR. WALLIS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MR. WALLIS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MR. WALLIS** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MR. WALLIS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

MR. WALLIS shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MR. WALLIS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. WALLIS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MR. WALLIS's** suspension shall be lifted and **MR. WALLIS's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MR. WALLIS** has violated or breached any terms or

conditions of this Order. Following the automatic suspension, the Board shall notify **MR. WALLIS** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. WALLIS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MR. WALLIS** has complied with all aspects of this Order; and (2) the Board determines that **MR. WALLIS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. WALLIS** and review of the reports as required herein. Any period during which **MR. WALLIS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Maness, Terry, P.N. 108397 (CASE #15-2438)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that upon consideration of the charges stated against **TERRY LEE MANESS** in the May 27, 2015 Notice of Immediate Suspension and Opportunity for Hearing, and the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MANESS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that **MS. MANESS's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. MANESS's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of four (4) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MANESS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MANESS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. MANESS** shall

submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MANESS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MANESS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. MANESS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MANESS's** history. **MS. MANESS** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. MANESS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. MANESS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. MANESS** shall provide the chemical dependency professional with a copy of this Order and the Notices. Further, **MS. MANESS** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. MANESS's** license, and a statement as to whether **MS. MANESS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. MANESS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. MANESS's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. MANESS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. MANESS's** initiation of drug screening, refusal to submit such specimen, or failure to submit

- such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MANESS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MANESS's** history.
9. Within thirty (30) days prior to **MS. MANESS** initiating drug screening, **MS. MANESS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MANESS**.
 10. After initiating drug screening, **MS. MANESS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. MANESS** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. MANESS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MANESS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. MANESS

12. **MS. MANESS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. MANESS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. MANESS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. MANESS** shall submit the reports and documentation required by this

Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

16. **MS. MANESS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. MANESS** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. MANESS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MANESS** submits a written request for reinstatement; (2) the Board determines that **MS. MANESS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MANESS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. MANESS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. MANESS's license shall be subject to the following probationary terms and restrictions for a minimum period of four (4) years.

1. **MS. MANESS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MANESS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. MANESS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MANESS's** history. **MS. MANESS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. MANESS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. MANESS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board

at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MANESS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MANESS's** history.

6. **MS. MANESS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MANESS** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. MANESS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. MANESS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. MANESS** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MANESS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. MANESS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. MANESS** shall **notify the Board, in writing.**
11. **MS. MANESS** is under a continuing duty to provide a copy of this Order and the Notices to any new employer **prior to accepting employment as a nurse.** **MS. MANESS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. MANESS** shall have her employer(s) send documentation to the Board, along with

the first employer report, of receipt of a copy of this Order and the Notices, including the date they were received.

12. **MS. MANESS** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MANESS

13. **MS. MANESS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. MANESS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. MANESS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. MANESS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. MANESS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. MANESS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. MANESS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. MANESS shall not administer, have access to, or possess (except as prescribed for **MS. MANESS's** use by another so authorized by law who has full knowledge of **MS. MANESS's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. MANESS** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. MANESS** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. MANESS shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. MANESS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. MANESS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. MANESS's** suspension shall be lifted and **MS. MANESS's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. MANESS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MANESS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. MANESS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MANESS** has complied with all aspects of this Order; and (2) the Board determines that **MS. MANESS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MANESS** and review of the reports as required herein. Any period during which **MS. MANESS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Viglianco, Chris, P.N. 116077 (CASE #14-4732)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **CHRIS ANN VIGLIANCO** in the July

31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. VIGLIANCO** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. VIGLIANCO's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. VIGLIANCO's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. VIGLIANCO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VIGLIANCO** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. VIGLIANCO** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. VIGLIANCO**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. VIGLIANCO's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. VIGLIANCO** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

Monitoring

5. **MS. VIGLIANCO** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VIGLIANCO's** history. **MS. VIGLIANCO** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. VIGLIANCO** shall abstain completely from the use of alcohol or any products containing alcohol.

7. **Prior to requesting reinstatement by the Board, MS. VIGLIANCO** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. VIGLIANCO** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. VIGLIANCO** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. VIGLIANCO's** license, and a statement as to whether **MS. VIGLIANCO** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. VIGLIANCO** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. VIGLIANCO's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. VIGLIANCO** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. VIGLIANCO's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. VIGLIANCO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VIGLIANCO's** history.
10. Within thirty (30) days prior to **MS. VIGLIANCO** initiating drug screening, **MS. VIGLIANCO** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. VIGLIANCO**.
11. After initiating drug screening, **MS. VIGLIANCO** shall be under a

continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. VIGLIANCO** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. VIGLIANCO** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. VIGLIANCO** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. VIGLIANCO

13. **MS. VIGLIANCO** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. VIGLIANCO** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. VIGLIANCO** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. VIGLIANCO** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. VIGLIANCO** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. VIGLIANCO** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. VIGLIANCO** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. VIGLIANCO** submits a written request for reinstatement; (2) the Board

determines that **MS. VIGLIANCO** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. VIGLIANCO** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. VIGLIANCO** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. VIGLIANCO's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. VIGLIANCO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VIGLIANCO** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. VIGLIANCO** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VIGLIANCO's** history. **MS. VIGLIANCO** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. VIGLIANCO** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. VIGLIANCO** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. VIGLIANCO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VIGLIANCO's** history.
6. **MS. VIGLIANCO** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. VIGLIANCO** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. VIGLIANCO** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. VIGLIANCO** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. VIGLIANCO** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. VIGLIANCO** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. VIGLIANCO** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. VIGLIANCO** shall **notify the Board, in writing.**
11. **MS. VIGLIANCO** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. VIGLIANCO** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. VIGLIANCO** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. VIGLIANCO** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. VIGLIANCO

13. **MS. VIGLIANCO** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. **MS. VIGLIANCO** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. VIGLIANCO** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. VIGLIANCO** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. VIGLIANCO** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. VIGLIANCO** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. VIGLIANCO** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. VIGLIANCO shall not administer, have access to, or possess (except as prescribed for **MS. VIGLIANCO's** use by another so authorized by law who has full knowledge of **MS. VIGLIANCO's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. VIGLIANCO** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. VIGLIANCO** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. VIGLIANCO shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. VIGLIANCO** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. VIGLIANCO shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. VIGLIANCO's** suspension shall be lifted and **MS. VIGLIANCO's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. VIGLIANCO** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. VIGLIANCO** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. VIGLIANCO** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. VIGLIANCO** has complied with all aspects of this Order; and (2) the Board determines that **MS. VIGLIANCO** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. VIGLIANCO** and review of the reports as required herein. Any period during which **MS. VIGLIANCO** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January, 2016.

Tooker, Erica, R.N. 343868, P.N. 124177 (CASE #14-0404)

Action: It was moved by Sandra Ranck, seconded by Nancy Fellows, that upon consideration of the charges stated against **ERICA M. TOOKER** in the March 13, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. TOOKER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. TOOKER's** licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. TOOKER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TOOKER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. TOOKER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. TOOKER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. TOOKER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. TOOKER** shall submit documentation of her successful completion of all terms imposed by the Arizona State Board of Nursing in the Order dated November 29, 2010, and that her Arizona license is fully reinstated and unencumbered.

Monitoring

5. **MS. TOOKER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TOOKER's** history. **MS. TOOKER** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. TOOKER** shall abstain completely from the use of alcohol or any products containing alcohol. .
7. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. TOOKER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. TOOKER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TOOKER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TOOKER's** history.

8. Within thirty (30) days prior to **MS. TOOKER** initiating drug screening, **MS. TOOKER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. TOOKER**.
9. After initiating drug screening, **MS. TOOKER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. TOOKER** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. TOOKER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. TOOKER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. TOOKER

11. **MS. TOOKER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
12. **MS. TOOKER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
13. **MS. TOOKER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
14. **MS. TOOKER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
15. **MS. TOOKER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

16. **MS. TOOKER** shall verify that the reports and documentation required by this Order are received in the Board office.

17. **MS. TOOKER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. TOOKER** submits a written request for reinstatement; (2) the Board determines that **MS. TOOKER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. TOOKER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. TOOKER** and review of the documentation specified in this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Napierkowski, Linda, R.N. 286961 (CASE #14-7510)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **LINDA MARIE NAPIERKOWSKI** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. NAPIERKOWSKI** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. NAPIERKOWSKI's** license to practice nursing as a registered nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of one (1) year, and that **MS. NAPIERKOWSKI** obtain approval from the Board prior to working as a nurse in Ohio.

MS. NAPIERKOWSKI's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. NAPIERKOWSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. NAPIERKOWSKI** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. NAPIERKOWSKI** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. NAPIERKOWSKI**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS.**

NAPIERKOWSKI's criminal records check reports to the Board. **MS. NAPIERKOWSKI's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**

4. **Prior to requesting reinstatement by the Board, MS. NAPIERKOWSKI** shall submit documentation of her full compliance with the terms and conditions imposed by the Order and Consent Order issued by the New York State Board for Nursing, dated December 15, 2000, and that her New York license is fully reinstated and unencumbered.

Employment Conditions

5. **Prior to working as a nurse in Ohio, MS. NAPIERKOWSKI shall obtain the written permission of the Board to seek nursing employment.**
6. **MS. NAPIERKOWSKI** shall notify the Board, in writing, of any new employer prior to accepting employment as a nurse.
7. **MS. NAPIERKOWSKI** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. NAPIERKOWSKI** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse.** **MS. NAPIERKOWSKI** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. NAPIERKOWSKI

8. **MS. NAPIERKOWSKI** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
9. **MS. NAPIERKOWSKI** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
10. **MS. NAPIERKOWSKI** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
11. **MS. NAPIERKOWSKI** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and

communications required by this Order shall be made to the Compliance Unit of the Board.

12. **MS. NAPIERKOWSKI** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
13. **MS. NAPIERKOWSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
14. **MS. NAPIERKOWSKI** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. NAPIERKOWSKI's** suspension shall be lifted and **MS. NAPIERKOWSKI's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. NAPIERKOWSKI** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. NAPIERKOWSKI** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. NAPIERKOWSKI** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. NAPIERKOWSKI** has complied with all aspects of this Order; and (2) the Board determines that **MS. NAPIERKOWSKI** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. NAPIERKOWSKI** and review of the reports as required herein. Any period during which **MS. NAPIERKOWSKI** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Sailor, Tasha, R.N. 343685 (CASE #14-7512)

Action: It was moved Patricia Sharpnack, seconded by Lauralee Krabill, that upon consideration of the charges stated against **TASHA MARIE SAILOR** in the

July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SAILOR** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. SAILOR's** license to practice nursing as a registered nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

MS. SAILOR's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. SAILOR** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SAILOR** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. SAILOR** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SAILOR**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SAILOR's** criminal records check reports to the Board. **MS. SAILOR's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**

Monitoring

4. **Within three (3) months of the effective date of this Order, MS. SAILOR** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SAILOR** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. SAILOR** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. SAILOR's** license, and a statement as to whether **MS. SAILOR** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
5. **MS. SAILOR** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and

conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SAILOR's** license.

6. **MS. SAILOR** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SAILOR's** history. **MS. SAILOR** shall self-administer prescribed drugs only in the manner prescribed.
7. **MS. SAILOR** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **For a minimum, continuous period of one (1) year after accepting employment as a nurse in Ohio, MS. SAILOR** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. SAILOR** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SAILOR's** history.
9. **For a minimum, continuous period of one (1) year after accepting employment as a nurse in Ohio, MS. SAILOR** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. SAILOR** shall provide satisfactory documentation of such attendance to the Board every six (6) months, for a minimum, continuous period of one (1) year after accepting employment as a nurse in Ohio.

Treating Practitioners and Reporting

10. Prior to initiating screens, **MS. SAILOR** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. SAILOR** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
11. **MS. SAILOR** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS.**

SAILOR throughout the duration of this Order.

12. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. SAILOR** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

13. **MS. SAILOR** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
14. **MS. SAILOR, within fifteen (15) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. SAILOR** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MS. SAILOR** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse**. **MS. SAILOR** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. SAILOR

15. **MS. SAILOR** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
16. **MS. SAILOR** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. SAILOR** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
18. **MS. SAILOR** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

19. **MS. SAILOR** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. SAILOR** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. SAILOR** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. SAILOR shall not administer, have access to, or possess (except as prescribed for **MS. SAILOR's** use by another so authorized by law who has full knowledge of **MS. SAILOR's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. SAILOR** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. SAILOR** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. SAILOR shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. SAILOR** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. SAILOR shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include but are not limited to the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. SAILOR's suspension shall be lifted and MS. SAILOR's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. SAILOR** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. SAILOR** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. SAILOR**

may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. SAILOR** has complied with all aspects of this Order; and (2) the Board determines that **MS. SAILOR** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. SAILOR** and review of the reports as required herein. Any period during which **MS. SAILOR** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Stoneking, Lynette, R.N. 357201 (CASE #14-6728)

Action: It was moved Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **LYNETTE ELAINE STONEKING** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. STONEKING** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. STONEKING's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. STONEKING's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. STONEKING** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STONEKING** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. STONEKING** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. STONEKING**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. STONEKING's** criminal

records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

4. **Prior to requesting reinstatement by the Board, MS. STONEKING** shall submit documentation of her full compliance with the terms and conditions imposed by the Order of Summary Suspension issued by the West Virginia Board of Examiners for Registered Professional Nurses, dated December 8, 2014, and that her West Virginia license is fully reinstated and unencumbered.

Monitoring

5. **MS. STONEKING** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STONEKING's** history. **MS. STONEKING** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. STONEKING** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. STONEKING** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. STONEKING's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. STONEKING** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STONEKING's** history.
8. Within thirty (30) days prior to **MS. STONEKING** initiating drug screening, **MS. STONEKING** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. STONEKING**.
9. After initiating drug screening, **MS. STONEKING** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment,

to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. STONEKING** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. STONEKING** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STONEKING** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. STONEKING

11. **MS. STONEKING** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
12. **MS. STONEKING** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
13. **MS. STONEKING** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
14. **MS. STONEKING** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
15. **MS. STONEKING** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
16. **MS. STONEKING** shall verify that the reports and documentation required by this Order are received in the Board office.
17. **MS. STONEKING** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. STONEKING** submits a written request for reinstatement; (2) the Board determines that **MS. STONEKING** has complied with all conditions of

reinstatement; and (3) the Board determines that **MS. STONEKING** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. STONEKING** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. STONEKING's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. STONEKING** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STONEKING** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. STONEKING** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STONEKING's** history. **MS. STONEKING** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. STONEKING** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. STONEKING** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. STONEKING** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STONEKING's** history.
6. **MS. STONEKING** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STONEKING** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS.**

- STONEKING** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. STONEKING** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. STONEKING** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. STONEKING** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. STONEKING** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. STONEKING** shall **notify the Board, in writing.**
11. **MS. STONEKING** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. STONEKING** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. STONEKING** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. STONEKING** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. STONEKING

13. **MS. STONEKING** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. STONEKING** shall submit any and all information that the Board may

- request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. STONEKING** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
 16. **MS. STONEKING** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
 17. **MS. STONEKING** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 18. **MS. STONEKING** shall verify that the reports and documentation required by this Order are received in the Board office.
 19. **MS. STONEKING** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. STONEKING's** suspension shall be lifted and **MS. STONEKING's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. STONEKING** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. STONEKING** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. STONEKING** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. STONEKING** has complied with all aspects of this Order; and (2) the Board determines that **MS. STONEKING** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. STONEKING** and review of the reports as required herein. Any period during which **MS. STONEKING** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Yaged, Maxine, R.N. 211703, COA 01467 (CASE #14-5974)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **MAXINE SUSAN YAGED** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. YAGED** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. YAGED's** license and certificate to practice nursing as a registered nurse and certified nurse midwife be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. YAGED's** license and certificate to practice nursing as a registered nurse and certified nurse midwife shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. YAGED** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. YAGED** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. YAGED** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. YAGED**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. YAGED's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. YAGED** shall submit documentation of her full compliance with the terms and conditions imposed by the and Order issued by the West Virginia State Board of Examiners for Registered Professional Nurses to **MS. YAGED**, dated September 14, 2012, and that her West Virginia license is fully reinstated and unencumbered.

Monitoring

5. **MS. YAGED** shall abstain completely from the personal use or possession

- of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. YAGED's** history. **MS. YAGED** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. YAGED** shall abstain completely from the use of alcohol or any products containing alcohol.
 7. **Prior to requesting reinstatement by the Board, MS. YAGED** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. YAGED** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. YAGED** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. YAGED's** license and certificate, and a statement as to whether **MS. YAGED** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 8. **MS. YAGED** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. YAGED's** license and certificate.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. YAGED** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. YAGED's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license and certificate for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. YAGED** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. YAGED's** history.
 10. Within thirty (30) days prior to **MS. YAGED** initiating drug screening, **MS. YAGED** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including

addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. YAGED**.

11. After initiating drug screening, **MS. YAGED** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. YAGED** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. YAGED** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. YAGED** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. YAGED

13. **MS. YAGED** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. YAGED** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. YAGED** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. YAGED** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. YAGED** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. YAGED** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. YAGED** shall inform the Board within five (5) business days, in

writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. YAGED** submits a written request for reinstatement; (2) the Board determines that **MS. YAGED** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. YAGED** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. YAGED** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. YAGED's license and certificate shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year.

1. **MS. YAGED** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. YAGED** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. YAGED** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. YAGED's** history. **MS. YAGED** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. YAGED** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. YAGED** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license and certificate for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. YAGED** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. YAGED's** history.
6. **MS. YAGED** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. YAGED** shall provide satisfactory

documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. YAGED** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. YAGED** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. YAGED** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. YAGED** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. YAGED** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a registered nurse or certified nurse midwife, each time with every employer, **MS. YAGED** shall **notify the Board, in writing.**
11. **MS. YAGED** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a registered nurse or certified nurse midwife.** **MS. YAGED** shall have her employer(s), if working in a position where a license and certificate to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a registered nurse or certified nurse midwife.** **MS. YAGED** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. YAGED** shall, **prior to working in a position where a license and/or certificate to practice nursing is required,** complete and submit satisfactory documentation of completion of a registered nurse or certified nurse midwife refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. YAGED

13. **MS. YAGED** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. YAGED** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. YAGED** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. YAGED** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. YAGED** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. YAGED** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. YAGED** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. YAGED's** suspension shall be lifted and **MS. YAGED's** license and certificate to practice nursing as a registered nurse and certified nurse midwife will be automatically suspended if it appears to the Board that **MS. YAGED** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. YAGED** via certified mail of the specific nature of the charges and automatic suspension of her license and certificate. Upon receipt of this notice, **MS. YAGED** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. YAGED** has complied with all aspects of this Order; and (2) the Board determines that **MS. YAGED** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without

Board monitoring, based upon an interview with **MS. YAGED** and review of the reports as required herein. Any period during which **MS. YAGED** does not work in a position for which a license and certificate to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Holley, Vickie, R.N. 239802 (CASE #15-1441)

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that upon consideration of the charges stated against **VICKIE DARLENE HOLLEY** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HOLLEY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. HOLLEY's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. HOLLEY's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. HOLLEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HOLLEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. HOLLEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HOLLEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HOLLEY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. HOLLEY** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Drug Abuse; and two (2) hours of

Ohio Nursing Law and Rules.

5. **Prior to requesting reinstatement by the Board, MS. HOLLEY** shall submit documentation of her full compliance with the terms and conditions imposed by the Final Order issued by the West Virginia Board of Examiners for Registered Professional Nurses, dated March 12, 2015, and that her West Virginia license is fully reinstated and unencumbered.

Monitoring

6. **MS. HOLLEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HOLLEY's** history. **MS. HOLLEY** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. HOLLEY** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement by the Board, MS. HOLLEY** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HOLLEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HOLLEY** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HOLLEY's** license, and a statement as to whether **MS. HOLLEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. HOLLEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HOLLEY's** license.
10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HOLLEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HOLLEY's** initiation of drug screening, refusal to submit such specimen, or failure to submit

- such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HOLLEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HOLLEY's** history.
11. Within thirty (30) days prior to **MS. HOLLEY** initiating drug screening, **MS. HOLLEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HOLLEY**.
 12. After initiating drug screening, **MS. HOLLEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. HOLLEY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 13. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HOLLEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HOLLEY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. HOLLEY

14. **MS. HOLLEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. HOLLEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. HOLLEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. HOLLEY** shall submit the reports and documentation required by this

Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

18. **MS. HOLLEY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. HOLLEY** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. HOLLEY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. HOLLEY** submits a written request for reinstatement; (2) the Board determines that **MS. HOLLEY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. HOLLEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. HOLLEY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. HOLLEY's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. HOLLEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HOLLEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. HOLLEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HOLLEY's** history. **MS. HOLLEY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. HOLLEY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. HOLLEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or

failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HOLLEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HOLLEY's** history.

6. **MS. HOLLEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HOLLEY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. HOLLEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. HOLLEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. HOLLEY** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HOLLEY** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HOLLEY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. HOLLEY** shall **notify the Board, in writing.**
11. **MS. HOLLEY** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. HOLLEY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. HOLLEY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this

Order and the Notice of Opportunity for Hearing, including the date they were received.

12. **Upon the request of the Board or its designee, MS. HOLLEY shall, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. HOLLEY

13. **MS. HOLLEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. HOLLEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. HOLLEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. HOLLEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. HOLLEY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. HOLLEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. HOLLEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. HOLLEY shall not administer, have access to, or possess (except as prescribed for **MS. HOLLEY's** use by another so authorized by law who has full knowledge of **MS. HOLLEY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. HOLLEY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. HOLLEY** shall not call in or order prescriptions or prescription

refills.

Temporary Practice Restrictions

MS. HOLLEY shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. HOLLEY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. HOLLEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. HOLLEY's** suspension shall be lifted and **MS. HOLLEY's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. HOLLEY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HOLLEY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HOLLEY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. HOLLEY** has complied with all aspects of this Order; and (2) the Board determines that **MS. HOLLEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HOLLEY** and review of the reports as required herein. Any period during which **MS. HOLLEY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Laird, Susan, P.N. 125958 (CASE #15-0661)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that upon consideration of the charges stated against **SUSAN LAIRD** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. LAIRD** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. LAIRD's** license to practice nursing as a licensed practical nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below, including that **MS. LAIRD** complete the terms of the Texas Board prior to working as a nurse in Ohio.

MS. LAIRD's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms and restrictions:

1. **MS. LAIRD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LAIRD** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. LAIRD** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LAIRD**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. LAIRD's** criminal records check reports to the Board. **MS. LAIRD's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**
4. **Prior to working as a nurse in Ohio, MS. LAIRD** shall submit documentation of her full compliance with the terms and conditions imposed by the Order of the Board issued by the Texas Board of Nursing, dated February 10, 2015, and that her Texas license is fully reinstated and unencumbered.

Educational Needs Assessment and Learning Plan

5. **Prior to working as a nurse in Ohio, MS. LAIRD** shall establish contact with a nursing educator approved by the Board who has no less than a master's degree and who is affiliated with a nursing educational program and **MS. LAIRD** shall have the educator provide the Board with a written report of an assessment of **MS. LAIRD**, which identifies **MS. LAIRD's** knowledge/practice deficiencies and remedial educational needs. Prior to the assessment, **MS. LAIRD** shall provide the nursing educator with a copy of this Order and the Notice of Opportunity for Hearing and shall submit to any nursing skills or knowledge assessments required by the educator. **MS. LAIRD** shall also execute releases prior to the assessment

to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. LAIRD's** employer(s), former employers, and Board staff. Following the assessment, **MS. LAIRD** shall have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. LAIRD** and shall obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. LAIRD** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. LAIRD** shall complete such learning plan. **Prior to working as a nurse in Ohio, MS. LAIRD** shall successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan. After **MS. LAIRD** has successfully completed the learning plan and prior to requesting reinstatement by the Board, the educator shall provide the Board with an assessment and any recommendations for additional remedial education and/or restrictions that should be placed on **MS. LAIRD's** license to practice. Furthermore, the educator shall provide to the Board a written opinion stating whether **MS. LAIRD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care. **MS. LAIRD** shall be responsible for all costs associated with meeting this requirement.

6. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms and restrictions on **MS. LAIRD's** license.

Employment Conditions

7. **Prior to working as a nurse in Ohio, MS. LAIRD shall obtain the written permission of the Board to seek nursing employment.**
8. **MS. LAIRD** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
9. **MS. LAIRD, within fifteen (15) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. LAIRD** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse. MS. LAIRD** shall have her employer(s), if working in a position where a nursing license is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a**

position as a nurse. MS. LAIRD shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. LAIRD

10. **MS. LAIRD** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
11. **MS. LAIRD** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
12. **MS. LAIRD** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
13. **MS. LAIRD** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
14. **MS. LAIRD** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
15. **MS. LAIRD** shall verify that the reports and documentation required by this Order are received in the Board office.
16. **MS. LAIRD** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. LAIRD's suspension shall be lifted and MS. LAIRD's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. LAIRD** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. LAIRD** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. LAIRD** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. LAIRD** has complied with all aspects of this Order, based upon an interview with **MS. LAIRD** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Novak, Kim, R.N. 163247 (CASE #14-6480)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **KIM ANN NOVAK** in the January 23, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. NOVAK** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. NOVAK's** license to practice nursing as a registered nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below.

MS. NOVAK's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. NOVAK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. NOVAK** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. NOVAK** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. NOVAK**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. NOVAK's** criminal records check reports to the Board. **MS. NOVAK's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**
4. **Prior to working as a nurse in Ohio, MS. NOVAK** shall submit documentation of her full compliance with the terms and conditions imposed by the Order of the Board issued by the Texas Board of Nursing, dated October 23, 2014, and that her Texas license is fully reinstated and unencumbered.

Employment Conditions

5. **Prior to working as a nurse in Ohio, MS. NOVAK shall obtain the written permission of the Board to seek nursing employment.**
6. Prior to accepting employment as a nurse, each time with every employer, **MS. NOVAK shall notify the Board, in writing.**
7. **MS. NOVAK** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. NOVAK** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. NOVAK** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
8. **Upon the request of the Board or its designee, MS. NOVAK shall, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. NOVAK

9. **MS. NOVAK** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
10. **MS. NOVAK** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
11. **MS. NOVAK** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
12. **MS. NOVAK** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
13. **MS. NOVAK** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

14. **MS. NOVAK** shall verify that the reports and documentation required by this Order are received in the Board office.

15. **MS. NOVAK** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. NOVAK's suspension shall be lifted and MS. NOVAK's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. NOVAK has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. NOVAK via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, MS. NOVAK may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. NOVAK** has complied with all aspects of this Order, based upon an interview with **MS. NOVAK** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Orth, Michelle, R.N. 214082 (CASE #15-1203)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that upon consideration of the charges stated against **MICHELLE L. ORTH** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ORTH** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. ORTH's** license to practice nursing as a registered nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below, and including that **MS. ORTH** must obtain approval from the Board prior to working as a nurse in Ohio.

MS. ORTH's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions:

1. **MS. ORTH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MS. ORTH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. ORTH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ORTH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ORTH's** criminal records check reports to the Board. **MS. ORTH's** completed criminal records check, including the FBI check, **must be received by the Board within six (6) months of effective date of this Order.**
4. **Prior to working as a nurse in Ohio, MS. ORTH** shall submit documentation of her full compliance with the terms and conditions imposed by the Order of the Board issued by the Texas Board of Nursing, dated March 10, 2015, and that her Texas license is fully reinstated and unencumbered.

Employment Conditions

5. **Prior to working as a nurse in Ohio, MS. ORTH shall obtain the written permission of the Board to seek nursing employment.**
6. Prior to accepting employment as a nurse, each time with every employer, **MS. ORTH shall notify the Board, in writing.**
7. **MS. ORTH** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. ORTH** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. ORTH** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
8. **Upon the request of the Board or its designee, MS. ORTH** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. ORTH

9. **MS. ORTH** shall sign release of information forms allowing health professionals and other organizations to submit the requested

documentation directly to the Board.

10. **MS. ORTH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
11. **MS. ORTH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
12. **MS. ORTH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
13. **MS. ORTH** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
14. **MS. ORTH** shall verify that the reports and documentation required by this Order are received in the Board office.
15. **MS. ORTH** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. ORTH's** suspension shall be lifted and **MS. ORTH's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. ORTH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ORTH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ORTH** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. ORTH** has complied with all aspects of this Order, based upon an interview with **MS. ORTH** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Doty, Cari, R.N. 316233 (CASE #14-6072)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **CARI DOTY** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. DOTY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. DOTY's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. DOTY's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. DOTY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DOTY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. DOTY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DOTY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. DOTY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. DOTY** shall submit documentation of her full compliance with the terms and conditions imposed by the Proposed Consent Agreement issued by the West Virginia State Board of Examiners for Registered Professional Nurses, dated May 5, 2011, and that her West Virginia license is fully reinstated and unencumbered.

Monitoring

5. **Prior to requesting reinstatement by the Board, MS. DOTY** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. DOTY** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any

- information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DOTY's** license, and a statement as to whether **MS. DOTY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
6. **MS. DOTY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DOTY's** license.

Reporting Requirements of MS. DOTY

7. **MS. DOTY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
8. **MS. DOTY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
9. **MS. DOTY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
10. **MS. DOTY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
11. **MS. DOTY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
12. **MS. DOTY** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MS. DOTY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. DOTY** submits a written request for reinstatement; (2) the Board determines that **MS. DOTY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. DOTY** is able to practice nursing according to acceptable

and prevailing standards of safe nursing care based upon an interview with **MS. DOTY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. DOTY's license shall be subject to the following probationary terms and restrictions.

1. **MS. DOTY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DOTY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. **Prior to working as a nurse in Ohio, MS. DOTY shall obtain the written permission of the Board to seek nursing employment.**
4. Prior to accepting employment as a nurse, each time with every employer, **MS. DOTY shall notify the Board, in writing.**
5. **MS. DOTY** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. DOTY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. DOTY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
6. **Upon the request of the Board or its designee, MS. DOTY shall, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. DOTY

7. **MS. DOTY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
8. **MS. DOTY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

9. **MS. DOTY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
10. **MS. DOTY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
11. **MS. DOTY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
12. **MS. DOTY** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MS. DOTY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. DOTY's** suspension shall be lifted and **MS. DOTY's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. DOTY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. DOTY** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. DOTY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. DOTY** has complied with all aspects of this Order, based upon an interview with **MS. DOTY** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Pries, Lynette, P.N. 127181 (CASE #15-2448)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that Upon consideration of the charges stated against **LYNETTE MARIE PRIES** in

the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PRIES** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. PRIES's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. PRIES's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of five (5) years, including the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. PRIES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PRIES** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. PRIES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PRIES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. PRIES's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. PRIES** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PRIES's** history. **MS. PRIES** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. PRIES** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. PRIES** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. PRIES** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. PRIES** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary

- for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. PRIES's** license, and a statement as to whether **MS. PRIES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. PRIES** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. PRIES's** license.
 8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PRIES** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. PRIES's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. PRIES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PRIES's** history.
 9. Within thirty (30) days prior to **MS. PRIES** initiating drug screening, **MS. PRIES** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. PRIES**.
 10. After initiating drug screening, **MS. PRIES** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. PRIES** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PRIES** shall attend a minimum of one

- (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. PRIES** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
12. **Prior to requesting reinstatement by the Board, MS. PRIES** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. PRIES's** fitness for duty and safety to practice nursing as a licensed practical nurse. This Board approved physician shall provide the Board with complete documentation of **MS. PRIES's** comprehensive physical examination and with a comprehensive assessment regarding **MS. PRIES's** fitness for duty and safety to practice nursing as a licensed practical nurse. Prior to the examination, **MS. PRIES** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. PRIES** shall execute releases to permit the Board approved physician performing the comprehensive physical examination and assessment to obtain any information deemed appropriate and necessary for the assessment. The evaluating physician shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. PRIES's** license to practice, and stating whether **MS. PRIES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
13. The Board may utilize the Board approved physician's recommendations and conclusions from the comprehensive physical examination and assessment as a basis for additional terms and restrictions on **MS. PRIES's** license.

Reporting Requirements of MS. PRIES

14. **MS. PRIES** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. PRIES** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. PRIES** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. PRIES** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

18. **MS. PRIES** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. PRIES** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. PRIES** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. PRIES** submits a written request for reinstatement; (2) the Board determines that **MS. PRIES** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. PRIES** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. PRIES** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. PRIES's license shall be subject to the following probationary terms and restrictions for a minimum period of five (5) years.

1. **MS. PRIES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PRIES** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. PRIES** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PRIES's** history. **MS. PRIES** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. PRIES** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. PRIES** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a

restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. PRIES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PRIES's** history.

6. **MS. PRIES** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. PRIES** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. PRIES** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. PRIES** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. PRIES** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. PRIES** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. PRIES** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. PRIES** shall **notify the Board, in writing.**
11. **MS. PRIES** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. PRIES** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. PRIES** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

12. **MS. PRIES** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. PRIES

13. **MS. PRIES** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. PRIES** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. PRIES** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. PRIES** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. PRIES** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. PRIES** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. PRIES** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MS. PRIES shall not administer, have access to, or possess (except as prescribed for **MS. PRIES's** use by another so authorized by law who has full knowledge of **MS. PRIES's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. PRIES** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. PRIES** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. PRIES shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. PRIES** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. PRIES shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. PRIES's** suspension shall be lifted and **MS. PRIES's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. PRIES** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. PRIES** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. PRIES** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. PRIES** has complied with all aspects of this Order; and (2) the Board determines that **MS. PRIES** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. PRIES** and review of the reports as required herein. Any period during which **MS. PRIES** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Gertz, Connie, R.N. 399858 (CASE #15-0769)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **CONNIE GALE GERTZ** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the

charges, the Board find that **MS. GERTZ** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. GERTZ's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. GERTZ's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. GERTZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GERTZ** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. GERTZ** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GERTZ**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. GERTZ's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. GERTZ** shall submit documentation of her full compliance with the terms and conditions imposed by the Order of the Board issued by the Texas Board of Nursing, dated February 10, 2015, and that her Texas license is fully reinstated and unencumbered.

Monitoring

5. **MS. GERTZ** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERTZ's** history. **MS. GERTZ** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. GERTZ** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. GERTZ** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such

- times as the Board may request. Upon and after **MS. GERTZ's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. GERTZ** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERTZ's** history.
8. Within thirty (30) days prior to **MS. GERTZ** initiating drug screening, **MS. GERTZ** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. GERTZ**.
 9. After initiating drug screening, **MS. GERTZ** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. GERTZ** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. GERTZ** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. GERTZ** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. GERTZ

11. **MS. GERTZ** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
12. **MS. GERTZ** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
13. **MS. GERTZ** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

14. **MS. GERTZ** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
15. **MS. GERTZ** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
16. **MS. GERTZ** shall verify that the reports and documentation required by this Order are received in the Board office.
17. **MS. GERTZ** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. GERTZ** submits a written request for reinstatement; (2) the Board determines that **MS. GERTZ** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GERTZ** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GERTZ** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. GERTZ's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. GERTZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GERTZ** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. GERTZ** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERTZ's** history. **MS. GERTZ** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. GERTZ** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. GERTZ** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug

and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. GERTZ** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERTZ's** history.

6. **MS. GERTZ** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. GERTZ** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. GERTZ** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. GERTZ** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. GERTZ** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. GERTZ** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. GERTZ** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. GERTZ** shall **notify the Board, in writing.**
11. **MS. GERTZ** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. GERTZ** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a**

nurse. MS. GERTZ shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

12. **Upon the request of the Board or its designee, MS. GERTZ** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. GERTZ

13. **MS. GERTZ** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. **MS. GERTZ** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

15. **MS. GERTZ** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. **MS. GERTZ** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

17. **MS. GERTZ** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. GERTZ** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. GERTZ** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. GERTZ's** suspension shall be lifted and **MS. GERTZ's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. GERTZ** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall

notify **MS. GERTZ** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. GERTZ** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. GERTZ** has complied with all aspects of this Order; and (2) the Board determines that **MS. GERTZ** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. GERTZ** and review of the reports as required herein. Any period during which **MS. GERTZ** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Fisher, Peggy, R.N. 341275 (CASE #15-2593)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **PEGGY SUE FISHER** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FISHER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. FISHER's** license to practice nursing as a registered nurse be **Reprimanded and Fined**.

Within six (6) months of the effective date of this Order, MS. FISHER shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Hecker, Kimberly, R.N. 225694, P.N. 069442 (CASE #13-2503)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that upon consideration of the charges stated against **KIMBERLY MARIE HECKER** in the January 23, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HECKER** has committed acts in

violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. HECKER's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. HECKER's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. HECKER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HECKER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. HECKER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HECKER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HECKER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. HECKER** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Chemical Dependency: What Every Nurse Should Know.

Monitoring

5. **MS. HECKER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HECKER's** history. **MS. HECKER** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. HECKER** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. HECKER** shall, at

- her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HECKER** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HECKER** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HECKER's** license, and a statement as to whether **MS. HECKER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. HECKER** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HECKER's** license.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HECKER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HECKER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HECKER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HECKER's** history.
 10. Within thirty (30) days prior to **MS. HECKER** initiating drug screening, **MS. HECKER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HECKER**.
 11. After initiating drug screening, **MS. HECKER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating

practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. HECKER** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.

12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HECKER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HECKER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. HECKER

13. **MS. HECKER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. HECKER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. HECKER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. HECKER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. HECKER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. HECKER** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. HECKER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. HECKER** submits a written request for reinstatement; (2) the Board determines that **MS. HECKER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. HECKER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS.**

HECKER and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. HECKER's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. HECKER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HECKER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. HECKER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HECKER's** history. **MS. HECKER** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. HECKER** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. HECKER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HECKER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HECKER's** history.
6. **MS. HECKER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. HECKER** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. HECKER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. HECKER** shall be under

- a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. HECKER** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. HECKER** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HECKER** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. HECKER** shall **notify the Board, in writing.**
11. **MS. HECKER** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. HECKER** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. HECKER** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. HECKER** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. HECKER

13. **MS. HECKER** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. HECKER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. HECKER** shall not submit or cause to be submitted any false,

misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. **MS. HECKER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. HECKER** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. HECKER** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. HECKER** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. HECKER shall not administer, have access to, or possess (except as prescribed for **MS. HECKER's** use by another so authorized by law who has full knowledge of **MS. HECKER's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. HECKER** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. HECKER** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. HECKER shall not practice nursing as a registered nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. HECKER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. HECKER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. HECKER's** suspension shall be lifted and **MS. HECKER's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. HECKER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HECKER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HECKER** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. HECKER** has complied with all aspects of this Order; and (2) the Board determines that **MS. HECKER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HECKER** and review of the reports as required herein. Any period during which **MS. HECKER** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Moore, Sharon, R.N. 283931 (CASE #15-2158)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that upon consideration of the charges stated against **SHARON RUTH MOORE** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MOORE** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. MOORE's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. MOORE's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MOORE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MOORE** shall appear in person for interviews before the full Board or

its designated representative as requested by the Board or its designee.

3. **Prior to requesting reinstatement by the Board, MS. MOORE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MOORE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MOORE's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. MOORE** shall submit documentation of her full compliance with the terms and conditions imposed by the Nondisciplinary Monitoring Agreement issued by the West Virginia State Board of Examiners for Registered Professional Nurses, dated October 4, 2013, and that her West Virginia license is fully reinstated and unencumbered.

Reporting Requirements of MS. MOORE

5. **MS. MOORE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. MOORE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
7. **MS. MOORE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
8. **MS. MOORE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
9. **MS. MOORE** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
10. **MS. MOORE** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. MOORE** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MOORE** submits a written request for reinstatement; (2) the Board determines that **MS. MOORE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MOORE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. MOORE** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. MOORE's license shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year.

1. **MS. MOORE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MOORE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. **Prior to working as a nurse in Ohio, MS. MOORE shall obtain the written permission of the Board to seek nursing employment.**
4. Prior to accepting employment as a nurse, each time with every employer, **MS. MOORE shall notify the Board, in writing.**
5. **MS. MOORE** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. MOORE** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. MOORE** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
6. **Upon the request of the Board or its designee, MS. MOORE shall, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MOORE

7. **MS. MOORE** shall sign releases of information forms allowing health

- professionals and other organizations to submit the requested documentation directly to the Board.
8. **MS. MOORE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
 9. **MS. MOORE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
 10. **MS. MOORE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
 11. **MS. MOORE** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 12. **MS. MOORE** shall verify that the reports and documentation required by this Order are received in the Board office.
 13. **MS. MOORE** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. MOORE's** suspension shall be lifted and **MS. MOORE's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. MOORE** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MOORE** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. MOORE** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MOORE** has complied with all aspects of this Order; and (2) the Board determines that **MS. MOORE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MOORE** and review of the reports as required herein. Any period during which **MS. MOORE** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Poe, Laura, R.N. 297151 (CASE #15-1081)

Action: It was moved by Brenda Boggs, seconded by Sheryl Warner, that upon consideration of the charges stated against **LAURA LEE POE** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. POE** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. POE's** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. POE's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. POE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. POE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. POE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. POE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. POE's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. POE** shall submit documentation of her full compliance with the terms and conditions imposed by the Consent Order issued by the Tennessee Board of Nursing, dated February 19, 2015, and that her Texas license is fully reinstated and unencumbered.

Monitoring

5. **MS. POE** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. POE's**

- history. **MS. POE** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. POE** shall abstain completely from the use of alcohol or any products containing alcohol.
 7. **Prior to requesting reinstatement by the Board, MS. POE** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. POE** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. POE** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. POE's** license, and a statement as to whether **MS. POE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 8. **MS. POE** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. POE's** license.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. POE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. POE's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. POE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. POE's** history.
 10. Within thirty (30) days prior to **MS. POE** initiating drug screening, **MS. POE** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the

- practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. POE**.
11. After initiating drug screening, **MS. POE** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. POE** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. POE** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. POE** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. POE** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. POE's** fitness for duty and safety to practice nursing as a registered nurse. This Board approved physician shall provide the Board with complete documentation of **MS. POE's** comprehensive physical examination and with a comprehensive assessment regarding **MS. POE's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. POE** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. POE** shall execute releases to permit the Board approved physician performing the comprehensive physical examination and assessment to obtain any information deemed appropriate and necessary for the assessment. The evaluating physician shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. POE's** license to practice, and stating whether **MS. POE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 14. The Board may utilize the Board approved physician's recommendations and conclusions from the comprehensive physical examination and assessment as a basis for additional terms and restrictions on **MS. POE's** license.

Reporting Requirements of MS. POE

15. **MS. POE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation

or information directly to the Board.

16. **MS. POE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. POE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
18. **MS. POE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
19. **MS. POE** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. POE** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. POE** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. POE** submits a written request for reinstatement; (2) the Board determines that **MS. POE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. POE** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. POE** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. POE's license shall be subject to the following probationary terms and restrictions.

1. **MS. POE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. POE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. POE** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by

- another so authorized by law who has full knowledge of **MS. POE's** history. **MS. POE** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. POE** shall abstain completely from the use of alcohol or any products containing alcohol.
 5. During the probationary period, **MS. POE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. POE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. POE's** history.
 6. **MS. POE** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. POE** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. POE** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. POE** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. POE** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. POE** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. POE** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. POE shall notify the Board, in writing.**
11. **MS. POE** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. POE** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. POE** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. POE** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. POE

13. **MS. POE** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. POE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. POE** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. POE** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. POE** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. POE** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. POE** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of **MS. POE's** suspension shall be lifted and **MS. POE's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. POE** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. POE** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. POE** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary terms and restrictions imposed by this Order if: (1) the Board determines that **MS. POE** has complied with all aspects of this Order, based upon an interview with **MS. POE** and review of the reports as required herein.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Metoyer, Pamela, R.N. 294759 (CASE #15-1199)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that upon consideration of the charges stated against **PAMELA SMITH METOYER** in the May 15, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. METOYER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. METOYER's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Daniels, Stacy, P.N. 124752 (CASE #15-3555)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that Upon consideration of the charges stated against **STACY LYNETTE DANIELS** in the September 18, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. DANIELS** has committed acts in

violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. DANIELS's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MS. DANIELS's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. DANIELS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DANIELS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. DANIELS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DANIELS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. DANIELS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. DANIELS** shall submit documentation of her full compliance with the terms and conditions imposed by the Franklin County Court of Common Pleas in Case Number 14 CR-3706.
5. **Prior to requesting reinstatement by the Board, MS. DANIELS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: one (1) hour of Ohio Nursing Law and Rules; four (4) hours of Ethics; and four (4) hours of Professional Accountability and Legal Liability.

Reporting Requirements of MS. DANIELS

6. **MS. DANIELS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. DANIELS** shall submit any and all information that the Board may

- request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. DANIELS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
 9. **MS. DANIELS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
 10. **MS. DANIELS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 11. **MS. DANIELS** shall verify that the reports and documentation required by this Order are received in the Board office.
 12. **MS. DANIELS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. DANIELS** submits a written request for reinstatement; (2) the Board determines that **MS. DANIELS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. DANIELS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. DANIELS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. DANIELS's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. DANIELS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DANIELS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. DANIELS** shall **notify the Board, in writing.**

4. **MS. DANIELS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MS. DANIELS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse**. **MS. DANIELS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
5. **Upon the request of the Board or its designee, MS. DANIELS** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. DANIELS

6. **MS. DANIELS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
7. **MS. DANIELS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. DANIELS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. DANIELS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. DANIELS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. DANIELS** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. DANIELS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

MS. DANIELS shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. DANIELS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. DANIELS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. DANIELS's** suspension shall be lifted and **MS. DANIELS's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. DANIELS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. DANIELS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. DANIELS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. DANIELS** has complied with all aspects of this Order; and (2) the Board determines that **MS. DANIELS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. DANIELS** and review of the reports as required herein. Any period during which **MS. DANIELS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Shuster, Diana, P.N. 101392 (CASE #14-1891)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that upon consideration of the charges stated against **DIANA LEE SHUSTER** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the

charges, the Board find that **MS. SHUSTER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and the Ohio Board of Nursing ORDERS that **MS. SHUSTER's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. SHUSTER's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. SHUSTER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SHUSTER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. SHUSTER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SHUSTER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SHUSTER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Reporting Requirements of MS. SHUSTER

4. **MS. SHUSTER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
5. **MS. SHUSTER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
6. **MS. SHUSTER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
7. **MS. SHUSTER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

8. **MS. SHUSTER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
9. **MS. SHUSTER** shall verify that the reports and documentation required by this Order are received in the Board office.
10. **MS. SHUSTER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. SHUSTER** submits a written request for reinstatement; (2) the Board determines that **MS. SHUSTER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. SHUSTER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. SHUSTER** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. SHUSTER's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. SHUSTER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SHUSTER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Employment Conditions

3. Prior to accepting employment as a nurse, each time with every employer, **MS. SHUSTER** shall **notify the Board, in writing.**
4. **MS. SHUSTER** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. SHUSTER** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. SHUSTER** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

5. **MS. SHUSTER** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. SHUSTER

6. **MS. SHUSTER** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
7. **MS. SHUSTER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
8. **MS. SHUSTER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
9. **MS. SHUSTER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
10. **MS. SHUSTER** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
11. **MS. SHUSTER** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. SHUSTER** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

MS. SHUSTER shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. SHUSTER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. SHUSTER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

MS. SHUSTER shall not be involved in financial activities or supervise financial activities in any position that requires a license as a licensed practical nurse.

FAILURE TO COMPLY

The stay of **MS. SHUSTER's** suspension shall be lifted and **MS. SHUSTER's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. SHUSTER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. SHUSTER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. SHUSTER** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. SHUSTER** has complied with all aspects of this Order; and (2) the Board determines that **MS. SHUSTER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. SHUSTER** and review of the reports as required herein. Any period during which **MS. SHUSTER** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Hairston, Henry, R.N. 184575 (CASE #15-2599)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **HENRY C. HAIRSTON** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. HAIRSTON** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. HAIRSTON's** application for renewal of his license to practice nursing as a registered nurse be **PERMANENTLY DENIED**.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Redfern, Carrie, P.N. 127266 (CASE #14-5928)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **CARRIE JO REDFERN** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. REDFERN** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. REDFERN's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than four (4) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. REDFERN's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. REDFERN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. REDFERN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. REDFERN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. REDFERN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. REDFERN's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. REDFERN** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. REDFERN's** history. **MS. REDFERN** shall self-administer the prescribed drugs only in the manner prescribed.

5. **MS. REDFERN** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. REDFERN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. REDFERN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. REDFERN** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. REDFERN's** license, and a statement as to whether **MS. REDFERN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. REDFERN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. REDFERN's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. REDFERN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. REDFERN's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. REDFERN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. REDFERN's** history.
9. Within thirty (30) days prior to **MS. REDFERN** initiating drug screening, **MS. REDFERN** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or

dispensed to **MS. REDFERN**.

10. After initiating drug screening, **MS. REDFERN** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. REDFERN** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. REDFERN** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. REDFERN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
12. **Prior to requesting reinstatement by the Board, MS. REDFERN** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. REDFERN** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. REDFERN's** license, and a statement as to whether **MS. REDFERN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
13. **MS. REDFERN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. REDFERN's** license.

Reporting Requirements of MS. REDFERN

14. **MS. REDFERN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. REDFERN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.

16. **MS. REDFERN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. **MS. REDFERN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
18. **MS. REDFERN** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. REDFERN** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. REDFERN** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. REDFERN** submits a written request for reinstatement; (2) the Board determines that **MS. REDFERN** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. REDFERN** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. REDFERN** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. REDFERN's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. REDFERN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. REDFERN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. REDFERN** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. REDFERN's** history. **MS. REDFERN** shall self-administer prescribed drugs only in the manner prescribed.

4. **MS. REDFERN** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. REDFERN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. REDFERN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. REDFERN's** history.
6. **MS. REDFERN** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. REDFERN** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. REDFERN** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. REDFERN** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. REDFERN** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. REDFERN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. REDFERN** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. REDFERN** shall **notify the Board, in writing.**

11. **MS. REDFERN** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MS. REDFERN** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse**. **MS. REDFERN** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. REDFERN** shall, **prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. REDFERN

13. **MS. REDFERN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. REDFERN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. REDFERN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. REDFERN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. REDFERN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. REDFERN** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. REDFERN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. REDFERN shall not administer, have access to, or possess (except as prescribed for **MS. REDFERN's** use by another so authorized by law who has full knowledge of **MS. REDFERN's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. REDFERN** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. REDFERN** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. REDFERN shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. REDFERN** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. REDFERN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. REDFERN's** suspension shall be lifted and **MS. REDFERN's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. REDFERN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. REDFERN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. REDFERN** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. REDFERN** has complied with all aspects of this Order; and (2) the Board determines that **MS. REDFERN** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. REDFERN** and review of the reports as required herein. Any period during which **MS. REDFERN** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this

Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

French, Lisa, P.N. 129644 (CASE #14-3499)

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that upon consideration of the charges stated against **LISA SUE FRENCH** in the June 15, 2015 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FRENCH** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity for Hearing, and that **MS. FRENCH's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. FRENCH's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. FRENCH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRENCH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FRENCH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FRENCH's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: fifteen (15) hours Nurses and Addiction; five (5) hours Ethics; and two (2) hours Ohio Nursing Law and Rules.

Monitoring

5. **MS. FRENCH** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRENCH's** history. **MS. FRENCH** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. FRENCH** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. FRENCH** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. FRENCH** shall provide the chemical dependency professional with a copy of this Order and the Notices. Further, **MS. FRENCH** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. FRENCH's** license, and a statement as to whether **MS. FRENCH** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. FRENCH** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. FRENCH's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. FRENCH** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. FRENCH's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. FRENCH** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRENCH's** history.

10. Within thirty (30) days prior to **MS. FRENCH** initiating drug screening, **MS. FRENCH** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. FRENCH**.
11. After initiating drug screening, **MS. FRENCH** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. FRENCH** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, **MS. FRENCH** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. FRENCH** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. FRENCH

13. **MS. FRENCH** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. FRENCH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. FRENCH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. FRENCH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. FRENCH** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. FRENCH** shall verify that the reports and documentation required by

this Order are received in the Board office.

19. **MS. FRENCH** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. FRENCH** submits a written request for reinstatement; (2) the Board determines that **MS. FRENCH** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. FRENCH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. FRENCH** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. FRENCH's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. FRENCH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRENCH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. FRENCH** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRENCH's** history. **MS. FRENCH** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. FRENCH** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. FRENCH** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. FRENCH** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRENCH's** history.

6. **MS. FRENCH** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. FRENCH** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. FRENCH** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. FRENCH** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. FRENCH** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. FRENCH** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. FRENCH** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. FRENCH** shall **notify the Board, in writing.**
11. **MS. FRENCH** is under a continuing duty to provide a copy of this Order and the Notices to any new employer **prior to accepting employment as a nurse.** **MS. FRENCH** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. FRENCH** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. FRENCH** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. FRENCH

13. **MS. FRENCH** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. FRENCH** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. FRENCH** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. FRENCH** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. FRENCH** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. FRENCH** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. FRENCH** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. FRENCH shall not administer, have access to, or possess (except as prescribed for **MS. FRENCH's** use by another so authorized by law who has full knowledge of **MS. FRENCH's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. FRENCH** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. FRENCH** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. FRENCH shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State

agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. FRENCH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. FRENCH shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. FRENCH's** suspension shall be lifted and **MS. FRENCH's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. FRENCH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FRENCH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. FRENCH** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FRENCH** has complied with all aspects of this Order; and (2) the Board determines that **MS. FRENCH** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FRENCH** and review of the reports as required herein. Any period during which **MS. FRENCH** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Miller, Wendy, P.N. 089764 (CASE #15-2667)

Action: It was moved by Sheryl Warner, seconded by Sandra Ranck, that upon consideration of the charges stated against **WENDY SUE MILLER** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MILLER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. MILLER's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. MILLER's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary

terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MILLER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MILLER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. MILLER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MILLER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MILLER's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.

Monitoring

4. **MS. MILLER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MILLER's** history. **MS. MILLER** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. MILLER** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. MILLER** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. MILLER** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. MILLER** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. MILLER's** license, and a statement as to whether **MS. MILLER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. **MS. MILLER** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. MILLER's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. MILLER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. MILLER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MILLER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MILLER's** history.
9. Within thirty (30) days prior to **MS. MILLER** initiating drug screening, **MS. MILLER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MILLER**.
10. After initiating drug screening, **MS. MILLER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. MILLER** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. MILLER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MILLER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. MILLER

12. **MS. MILLER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. MILLER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. MILLER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
15. **MS. MILLER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
16. **MS. MILLER** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
17. **MS. MILLER** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. MILLER** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. MILLER** submits a written request for reinstatement; (2) the Board determines that **MS. MILLER** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. MILLER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. MILLER** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. MILLER's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. MILLER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MILLER** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. MILLER** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MILLER's** history. **MS. MILLER** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. MILLER** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. MILLER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MILLER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MILLER's** history.
6. **MS. MILLER** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. MILLER** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. MILLER** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. MILLER** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. MILLER** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. MILLER** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. MILLER** shall notify the Board of any and all medication(s)

or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. MILLER shall notify the Board, in writing.**
11. **MS. MILLER** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. MILLER** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. MILLER** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MS. MILLER** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MILLER

13. **MS. MILLER** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. MILLER** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. MILLER** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. MILLER** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. MILLER** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. MILLER** shall verify that the reports and documentation required by

this Order are received in the Board office.

19. **MS. MILLER** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MS. MILLER shall not administer, have access to, or possess (except as prescribed for **MS. MILLER's** use by another so authorized by law who has full knowledge of **MS. MILLER's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. MILLER** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. MILLER** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. MILLER shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. MILLER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. MILLER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. MILLER's** suspension shall be lifted and **MS. MILLER's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. MILLER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MILLER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. MILLER** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MILLER** has complied with all aspects of this Order; and (2) the Board determines that **MS. MILLER** is able to practice nursing

according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MILLER** and review of the reports as required herein. Any period during which **MS. MILLER** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Fraley, Melissa, R.N. 388049, P.N. 138310 (CASE #15-2390)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **MELISSA MARIE FRALEY** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FRALEY** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MS. FRALEY's** licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. FRALEY's** licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. FRALEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRALEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.
3. **Prior to requesting reinstatement by the Board, MS. FRALEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FRALEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FRALEY's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. FRALEY** shall pay the fine of five hundred dollars (\$500.00), by certified check, cashier check, or money order, made payable to the "Treasurer, State of Ohio," to

the Board. Payment shall be mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

Monitoring

5. **MS. FRALEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRALEY's** history. **MS. FRALEY** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. FRALEY** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. FRALEY** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. FRALEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. FRALEY** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. FRALEY's** licenses, and a statement as to whether **MS. FRALEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. FRALEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. FRALEY's** licenses.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. FRALEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. FRALEY's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. FRALEY**

shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRALEY's** history.

10. Within thirty (30) days prior to **MS. FRALEY** initiating drug screening, **MS. FRALEY** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. FRALEY**.
11. After initiating drug screening, **MS. FRALEY** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. FRALEY** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. FRALEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. FRALEY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. FRALEY

13. **MS. FRALEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. FRALEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. FRALEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. FRALEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. FRALEY** shall submit the reports and documentation required by this

Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. FRALEY** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. FRALEY** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. FRALEY** submits a written request for reinstatement; (2) the Board determines that **MS. FRALEY** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. FRALEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. FRALEY** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. FRALEY's licenses shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. FRALEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FRALEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. FRALEY** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRALEY's** history. **MS. FRALEY** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. FRALEY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. FRALEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens

- submitted by **MS. FRALEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FRALEY's** history.
6. **MS. FRALEY** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. FRALEY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

7. Prior to accepting employment as a nurse, each time with every employer, **MS. FRALEY** shall **notify the Board, in writing.**
8. **MS. FRALEY** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. FRALEY** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. FRALEY** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
9. **MS. FRALEY** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. FRALEY

10. **MS. FRALEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
11. **MS. FRALEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
12. **MS. FRALEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
13. **MS. FRALEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.

14. **MS. FRALEY** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
15. **MS. FRALEY** shall verify that the reports and documentation required by this Order are received in the Board office.
16. **MS. FRALEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

MS. FRALEY shall not administer, have access to, or possess (except as prescribed for **MS. FRALEY's** use by another so authorized by law who has full knowledge of **MS. FRALEY's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. FRALEY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. FRALEY** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. FRALEY shall not practice nursing as a registered nurse and licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. FRALEY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. FRALEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. FRALEY's** suspension shall be lifted and **MS. FRALEY's** licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that **MS. FRALEY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FRALEY** via certified mail of

the specific nature of the charges and automatic suspension of her licenses. Upon receipt of this notice, **MS. FRALEY** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FRALEY** has complied with all aspects of this Order; and (2) the Board determines that **MS. FRALEY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FRALEY** and review of the reports as required herein. Any period during which **MS. FRALEY** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

CONSOLIDATION HEARING/NO REQUEST HEARING

Javens, Helenium, P.N. 122676 (CASE #12-5042); Javens, Helenium, P.N. 122676 (CASE #14-5760)

ACTION: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board accept all of the Hearing Examiner's Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **HELENIAS TASHA JAVENS's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. JAVENS's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

The rationale for the modification is as follows: The Board has considered in addition to Case Number 12-005042, the criminal legal violations in Case Number 14-005760 in ordering a two-year suspension.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. JAVENS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JAVENS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

3. **Prior to requesting reinstatement by the Board, MS. JAVENS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. JAVENS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. JAVENS's** criminal records check reports to the Board. A request for reinstatement will not be considered by the Board until the completed criminal records check, including the FBI check, has been received by the Board.
4. **Prior to requesting reinstatement by the Board, MS. JAVENS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: fifteen (15) hours of Documentation; five (5) hours of Ethics; five (5) hours of Professionalism; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **MS. JAVENS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAVENS's** history. **MS. JAVENS** shall self-administer the prescribed drugs only in the manner prescribed.
6. **Within three (3) months prior to requesting reinstatement by the Board, MS. JAVENS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. JAVENS** shall provide the chemical dependency professional with a copy of this Order, the November 21, 2014 Notice of Opportunity for Hearing, and the November 20, 2015 Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. JAVENS** shall execute releases to permit the chemical dependency professional to obtain any information deemed appropriate and necessary for the evaluation. The chemical dependency professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. JAVENS's** license, and a statement as to whether **MS. JAVENS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. JAVENS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and

conclusions from the evaluation as a basis for additional terms and restrictions on **MS. JAVENS's** license.

8. **If recommended by the chemical dependency evaluation, MS. JAVENS** shall abstain completely from the use of alcohol or any products containing alcohol.
9. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. JAVENS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. JAVENS's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. JAVENS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAVENS's** history.
10. Within thirty (30) days prior to **MS. JAVENS** initiating drug screening, **MS. JAVENS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers and cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. JAVENS**.
11. After initiating drug screening, **MS. JAVENS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner. Further, **MS. JAVENS** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
12. **If recommended by the chemical dependency evaluation, for a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. JAVENS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. JAVENS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. JAVENS

13. **MS. JAVENS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. JAVENS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. JAVENS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. JAVENS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. JAVENS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. JAVENS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. JAVENS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

The Board may only alter the indefinite suspension imposed if: (1) **MS. JAVENS** submits a written request for reinstatement; (2) the Board determines that **MS. JAVENS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. JAVENS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. JAVENS** and review of the documentation specified in this Order.

Following reinstatement, the suspension shall be stayed and MS. JAVENS's license shall be subject to the following probationary terms and restrictions for a minimum period of three (3) years.

1. **MS. JAVENS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JAVENS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board or its designee.

Monitoring

3. **MS. JAVENS** shall abstain completely from the personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAVENS's** history. **MS. JAVENS** shall self-administer prescribed drugs only in the manner prescribed.
4. **If recommended by the chemical dependency evaluation, MS. JAVENS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. JAVENS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. JAVENS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAVENS's** history.
6. **If recommended by the chemical dependency evaluation, MS. JAVENS** shall attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. JAVENS** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. JAVENS** shall provide a copy of this Order to all treating practitioners and shall provide to the Board a list of all treating practitioners, including addresses and telephone numbers. Further, **MS. JAVENS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
8. **MS. JAVENS** shall cause all treating practitioners to complete a medication prescription report that is to be mailed by the practitioner directly to the Board. The medication report is to be completed for any and all substances prescribed, administered, or dispensed to **MS. JAVENS** throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. JAVENS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

10. Prior to accepting employment as a nurse, each time with every employer, **MS. JAVENS** shall **notify the Board, in writing.**
11. **MS. JAVENS** is under a continuing duty to provide a copy of this Order, the November 21, 2014 Notice of Opportunity for Hearing, and the November 20, 2015 Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. JAVENS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. JAVENS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, the November 21, 2014 Notice of Opportunity for Hearing, and the November 20, 2015 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.
12. **MS. JAVENS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. JAVENS

13. **MS. JAVENS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. JAVENS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. JAVENS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. **MS. JAVENS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
17. **MS. JAVENS** shall submit the reports and documentation required by this

Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.

18. **MS. JAVENS** shall verify that the reports and documentation required by this Order are received in the Board office.

19. **MS. JAVENS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. JAVENS shall not administer, have access to, or possess (except as prescribed for **MS. JAVENS's** use by another so authorized by law who has full knowledge of **MS. JAVENS's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. JAVENS** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. JAVENS** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. JAVENS shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient's residence; (2) for hospice care programs providing hospice care in the patient's residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. JAVENS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. JAVENS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of **MS. JAVENS's** suspension shall be lifted and **MS. JAVENS's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. JAVENS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. JAVENS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. JAVENS** may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. JAVENS** has complied with all aspects of this Order; and (2) the Board determines that **MS. JAVENS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. JAVENS** and review of the reports as required herein. Any period during which **MS. JAVENS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January, 2016.

WITHDRAWAL OF NOTICES OF OPPORTUNITY FOR HEARING

Dyke, Daryl, R.N. 243712 (CASE #15-5678)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board withdraw the November 20, 2015 Notice of Opportunity for Hearing that was issued to Daryl Dyke, R.N. 243712, (Case #15-5678), based on additional information that the matter discussed in the Notice was dismissed.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

Perkins, Laura, P.N. 149686 (CASE #15-0951)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the Board withdraw the September 18, 2015 Notice of Opportunity for Hearing that was issued to Laura Perkins, P.N. 149686 (CASE #15-0951), as Ms. Perkins is deceased.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

WITHDRAWAL OF AUTOMATIC SUSPENSION NOTICE

McCord, Holly, R.N. 367877 (CASE #15-0400)

Action: It was moved by Patricia Sharpnack, seconded by Sandra Ranck, that the Board withdraw the September 18, 2015 Notice of Automatic Suspension and Opportunity for Hearing that was issued to Holly McCord, R.N. 367877 (CASE #15-0400), as Ms. McCord is deceased.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

TEMPORARY SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Lauralee Krabill, seconded by Sheryl Warner, that the Board issue a Notice of Temporary Suspension and Opportunity for Hearing for violations of Chapter 4723, ORC for the following case(s):

DiGiando, Leah, R.N. 328441 (CASE #15-8541); Lovins, Michelle, R.N. 306093 (CASE #16-0104).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

DEFAULT ORDERS

McCall, Heath, P.N. 129863 (CASE #14-4593)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the allegations contained in the August 3, 2015 examination order and the findings contained in the November 2015 Default Order, the Board find that **MR. MCCALL** has committed acts in violation of the Nurse Practice Act, as set forth in the November 2015 Default Order, and it was further moved that **MR. MCCALL's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of November 20, 2015, with conditions for reinstatement set forth in the November 2015 Default Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Gibbs, Melissa, R.N. 377229 (CASE #14-0430)

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that upon consideration of the allegations contained in the December 10, 2014 examination order and the findings contained in the September 2015 Default Order, the Board find that **MS. GIBBS** has committed acts in violation of the Nurse Practice Act, as set forth in the September 2015 Default Order, and it was further moved that **MS. GIBBS's** license to practice nursing as a registered nurse in the State of Ohio be suspended, as of September 18, 2015, with conditions for reinstatement set forth in the September 2015 Default Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

Jackson, Robin, P.N. 100451 (CASE #12-2834)

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that upon consideration of the allegations contained in the March 13, 2015 examination order and the findings contained in the September 2015 Default Order, the Board find that **MS. JACKSON** has committed acts in violation of the Nurse Practice Act, as set forth in the September 2015 Default Order, and it was further moved that **MS. JACKSON's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of September 18, 2015, with conditions for reinstatement set forth in the September 2015 Default Order.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of January 2016.

VOLUNTARY RETIREMENTS

Action: It was moved by J. Jane McFee, seconded by Maryam Lyon, that the Board accept the Permanent Voluntary Retirement from the practice of nursing for the following case(s):

Smith, Amy, R.N. 335375 (CASE #13-0451); Mittler, Martina, R.N. 217382 (CASE #14-3269); Bartholomee, Helen, R.N. 316905 (CASE #15-4535); Cummings, Susan, P.N. 100840 (CASE #14-4300).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

SUMMARY SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING

Weidner, Ian, R.N. 395695 (CASE #15-5330)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, that the Board summarily suspend the license of Weidner, Ian, R.N. 395695 (CASE #15-5330), and issue a Notice of Opportunity for Hearing for violations of Chapter 4723, ORC, retroactive to the date it was issued on December 4, 2015, due to the fact that there is clear and convincing evidence that continued practice by Ian Weidner presents a danger of immediate and serious harm to the public.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

MONITORING

RELEASE FROM SUSPENSION/PROBATION

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from their Consent Agreements or Adjudication Orders:

Blankenship, Mary, R.N. 261096 (CASE #10-5351); Hess, Pamela, R.N. 221544 (CASE #11-3771); Marvin, Mary, R.N. 264396 (CASE #12-1205); Miceli, Ashley, R.N. 386793 (CASE #13-4717); Mays, Kelly, P.N. 156801 (CASE #14-1210); Parrish, Stormie, R.N. 336732 (CASE #15-4869); Hargreaves, Carey, P.N. 122751 (CASE #12-1582); Grieves, Miranda, R.N. 343179 (CASE #14-3056); Lemon, Hannah, R.N. 359375 (CASE #14-3053).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

RELEASE OF SUSPENSION/PROBATION – EARLY RELEASE

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released early from their Consent Agreements:

Allen, Shelby, P.N. 152735 (CASE #12-5262); Swepston-Fisher, Luann, R.N. 270158, P.N. 095903 (CASE #12-7461); Bell, Jeffrey, R.N. 407646 (CASE #14-2120).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

RELEASE FROM SUSPENSION/PROBATION - PERMANENT PRACTICE AND NARCOTIC RESTRICTIONS REMAIN

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from their Consent Agreement(s) with the exception of the permanent practice restriction and narcotic restriction(s) that will remain in effect:

Middleton, Diane, R.N. 272117 (CASE #13-2148); Battaglia, Susan, R.N. 147009 (CASE #12-5551).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

RELEASE FROM SUSPENSION/PROBATION – EARLY RELEASE – PERMANENT PRACTICE RESTRICTIONS REMAIN

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released early from their Consent Agreement with the exception of the permanent practice restrictions that will remain in effect:

Ansback, Denise, R.N. 302798 (CASE #12-5811).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

RELEASE FROM TEMPORARY NARCOTIC RESTRICTION

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from the temporary narcotic restriction within their Consent Agreement:

Kelley, Michael, P.N. 118237 (CASE #14-1540).

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

REINSTATEMENT REQUEST PER CONDITIONS OF ADJUDICATION ORDER

Pflager, Kirk, R.N. 314303 (CASE #14-5859)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, to reinstate the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be reinstated subject to the probationary terms of their Adjudication Order:

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

MISCELLANEOUS MONITORING MOTIONS

Shackett, Evelyn, P.N. 160823 (CASE #15-6982)

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that the Board approve the request of Shackett, Evelyn, P.N. 160823 (CASE #15-6982) to work as a nurse in accordance with the terms of the November 2015 Consent Agreement.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

McCready, William, P.N. 087905 (CASE #13-2047)

Action: It was moved by Sheryl Warner, seconded by Brenda Boggs, to reinstate the license of McCready, William, P.N. 087905, and reduce the support group meetings from three times per week to two times per week, in accordance with the terms and conditions of the May 2013 Addendum and the March 2000 Consent Agreement.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

Faulkner, Amy, R.N. 330939 (CASE #09-0437)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, to approve the Educational Needs Assessment and Learning Plan submitted by Bonnie

Kirkpatrick R.N., MS, CNS, CNL for Faulkner, Amy, R.N. 330939 in accordance with the terms and conditions of the November 2009 Consent Agreement.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

Waechter, Linda, R.N. 208708 (CASE #14-0678)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, to approve the request of Waechter, Linda, R.N. 208708 to work as a preceptor for Cincinnati Children's Hospital Transport Team in accordance with the terms and conditions of the November 2015 Consent Agreement.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

Rucker, Edla, R.N. 268770, COA 10100, CTP 10100 (CASE #13-4199)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, to approve the Standard Care Arrangement with collaborating physician, Dr. J. Patrick Johnston, submitted on January 8, 2016 for Rucker, Edla, R.N. 268770, COA 10100, CTP 10100 in accordance with the terms and conditions of the July 2014 Consent Agreement.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

Willoughby, Rebecca, R.N. 419118, P.N. 104380 (CASE #14-7000)

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, to approve the request of Willoughby, Rebecca, R.N. 419118, P.N. 104380 to accept the Assistant Director of Nursing position at Carriage Inn of Dayton in accordance with the terms and conditions of the July 2015 Consent Agreement. It is noted that Ms. Willoughby was approved for the Director of Nursing position at Carriage Inn of Dayton in November 2015 but the position offered was the Assistant Director of Nursing position.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

MOTION TO APPROVE

Action: It was moved by Lauralee Krabill, seconded by Patricia Sharpnack, that the Board accept the following prior approvals made by Judith Church, Supervising Member for Disciplinary Matters:

Johnson, Dawn, R.N. 291264 (CASE #08-3347) – Approval to accept an RN position as the Lead MDS Coordinator at Suburban Pavilion.

Duval, Jodie, R.N. 322118 (CASE #14-4726) – Approval to seek nursing employment.

ODonnell, Alison, R.N. 350441, COA 15172 (CASE #15-0981) - Approval to accept CRNA position with the Ohio Anesthesia Group at Big Creek Surgery Center.

Smith, Sabrina, P.N. 152554 (CASE #14-5824) – Approval for David Woodruff to review the educational needs assessment and learning plan.

Mortaro, Tina, P.N. 096746 (CASE #11-0273) – Approval to administer, have access to, or possess narcotics and/or controlled substances while employed at Braking Point Recovery Center.

Hockman, Rhonda, P.N. 112166 (CASE #06-0465) – Approval to accept a PRN Charge Nurse at the Laurels of West Carrollton.

Miller, Makisha, P.N. 126150 (CASE #06-3307) – Approval to accept an LPN staff position at Fairfield Home Health Agency.

Moore, Mary, R.N. 330004 (CASE #13-5766) – Approval to provide nursing services under an agreement with D&S Diversified Technologies.

Mitchell, Mary, R.N. 231376 (CASE #11-4495) – Approval to administer, have access to, or possess narcotics and/or controlled substances while employed at Orchard Villa.

Nance, Melissa, R.N. 266726 (CASE #15-7191) – Approval to accept an RN 1 position at DaVita Dialysis.

Motion adopted by a majority vote of the Board members with Judith Church abstaining.

REPORTS TO THE BOARD

Open Forum – Thursday, January 21, 2016 at 10:02 a.m.

There were no participants for Open Forum.

Board Committee on Practice – APRN Delegation

The Board Committee on Practice met on Thursday, January 20, 2016 to discuss the need for the Board to promulgate administrative rules regarding APRN delegation of medication administration to unlicensed personnel. Stakeholders and the public attended to provide comments and in addition, written comments were reviewed. Commentators requested that individuals who completed a certification process to become certified medical assistants be recognized in the rules as having the qualifications needed to administer medications as delegated by the APRN. Sandra Ranck stated that the APRN is responsible to determine if individuals meet the qualifications to administer medications as delegated, and it is not necessary to specify this in the rules. The Board agreed by general

consensus not to include certification in the rules. In addition, the Board agreed by general consensus that no other information, other than a reference to the Section 4723.489, Ohio Revised Code, is needed in the rules, since the statute specifies the requirements for APRN delegation of medication administration to unlicensed personnel. The Board will propose this rule revision as part of the 2016 ruling making process.

Other Reports

NEGP Final Report for Grant Cycle 2013-2015

L. Emrich provided the final report for grant cycle 2013-2015 for NEGP.

GENERAL INFORMATION (FYI)

The Board reviewed the general information items.

BOARD GOVERNANCE

Review of Board Policies

B. Houchen reviewed proposed changes to Board Policies.

Action: It was moved by J. Jane McFee, seconded by Sheryl Warner, that the Board approve the Board Policies as submitted. Motion adopted by unanimous vote of the Board members.

Board Meeting Schedule

B. Houchen reviewed proposed changes to the January 2017 and March 2017 meeting dates, and presented the proposed 2018 Board meeting dates. The Board agreed by general consensus to approve the new meeting dates of January 25-26, 2017 and March 8-9, 2017. The Board also agreed to the 2018 meeting dates: January 24-25; March 21-22; April 18-19; May 16-17; July 25-26; September 26-27; November 28-29.

Board Retreat

The Board discussed the proposed agenda items for the Board Retreat.

NCSBN Mid-Year Meeting

J. Jane McFee and Lisa Klenke will attend the 2016 NCSBN Mid-Year Meeting on behalf of the Board. B. Houchen and L. Emrich will also attend the meeting. B. Houchen will submit Waiver and Resource Fund requests to NCSBN to cover the costs of attending.

Proposed Letter of Response

Maryam Lyon asked the Board to review an email sent to the Board regarding the appearances at the November 2015 Board meeting, and a draft response letter. The Board members agreed by general consensus with sending the letter of response and each Board member signed the letter. It was noted that the Board members not in attendance had reviewed and approved the letter. Lisa Klenke and John Schmidt asked that the Board President sign their names to the letter due to their absence. Janet Arwood planned to come to the Board office after the meeting to sign the letter.

EVALUATION OF MEETING AND ADJOURNMENT

On Wednesday, January 20, 2016 the meeting adjourned at 2:15 p.m. On Thursday, January 21, 2016, the meeting adjourned at 10:27 a.m.

Maryam Lyon, MSN, RN
President

Maryam W. Lyon MSN RN

Attest:

Betsy Houchen, RN, MS, JD
Executive Director

Betsy J. Houchen