



OHIO BOARD OF NURSING

MINUTES OF MEETING

REGULAR MEETING OF THE BOARD MARCH 20-21, 2014

The regular meeting of the Ohio Board of Nursing (Board) was held on March 20-21, 2014 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 Thursday, March 20, 2014 at 8:30 a.m., President Judith Church called the Board meeting to order. On Friday, March 21, 2014 at 8:33 a.m., President Church called the Board meeting to order. Vice-President J. Jane McFee read the Board mission each day and President Church recognized nursing students, welcomed the gallery, and requested that Board Members introduce themselves.

BOARD MEMBERS

Judith Church, RN, President
J. Jane McFee, LPN, Vice-President
Janet Arwood, LPN
Brenda Boggs, LPN
Nancy Fellows, RN
Lisa Klenke, RN
Maryam Lyon, RN (Absent)
Susan Morano, RN
Patricia Sharpnack, RN
Sheryl Warner, Consumer Member (Absent)

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 Thursday, the Board Reception was held at 8:00 a.m.; Executive Session was at 10:00 a.m.; the Board Committee on Practice was held at 12:00 p.m.; Henry Appel, AAG, addressed the Board regarding Adrienne Ann Kamerick, RN, at 1:00 p.m.; Jeffrey Olmstead, RN, and Attorney James McGovern addressed the Board at 1:20 p.m.; Sarah Ruiz, LPN, and Attorney Elizabeth Collis addressed the Board at 1:40 p.m.; and Marquetta Kimbrough, LPN, and Attorney Elizabeth Collis addressed the Board at 2:00 p.m. On Friday, Open Forum was held at 10:00 a.m.

Approval of Minutes of the January 2014 Meeting

Action: It was moved by Janet Arwood, seconded by Lisa Klenke, that the Board approve the minutes from the January 2014 Board meeting as submitted. Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

Executive Director Report

Betsy Houchen highlighted the following from the Executive Director Report:

- The Board welcomed new staff members, Mary Boyer, Attorney, and Seallena Thurmond, Monitoring Agent, and congratulated Lisa Emrich for 20 years of state service.
- The Commitment to Ongoing Regulatory Excellence (CORE), a committee of the National Council of State Boards of Nursing (NCSBN) created a Discipline Subcommittee and a Licensing Focus Group to further the Committee's work. The Board, identified by CORE as a top performer in these areas, was invited to participate in both groups. Lisa Ferguson-Ramos attended the Discipline Effective Practices Subcommittee meeting in February. Lesleigh Robinson will participate in the Licensing Focus Group.
- Judith Church and Tom Dilling attended the January meeting/call of the PCMH Education Advisory Group. There are 30 graduate nursing students who have been awarded scholarships and have committed to working in primary care in Ohio following graduation. Nursing schools are leaders in the curriculum reform and student participation in the pilot practices.
- The LPN workforce data questions for the 2014 renewal have been distributed for review and comment. The questions include the Minimum Data Set and the HRSA Core Data questions and are the same ones used for last year's RN renewal with some modification so that the questions are applicable to LPNs.
- The Ohio Department of Medicaid issued a draft rule regarding Medicaid payment for telehealth. The Board provided comments primarily to request that the rule include APRNs as one of the types of practitioners who may be reimbursed for services. In the draft rule there was no specific language about the ability of APRNs to be directly reimbursed by Medicaid for telehealth related practices. The comments support the Board's view that APRNs play a vital role in providing quality health care services to Ohioans, and this role will increase in the future. Reimbursement for APRNs is essential for these needed services.
- Licensure, fiscal, and Board IT staff are preparing for the LPN renewal cycle. All renewal applications must be completed online this year. LPNs are being notified about renewal and the online requirement through

postal mail, *Momentum*, the web site, and eNews, Twitter, and Facebook blasts. Reminders to renew will be sent throughout the renewal cycle.

- Staff continue progressing to reach the “Future State” for licensure and renewal. The online initial licensure application has been completed, and is awaiting final development work by DAS/IT. Compliance liaisons are coordinating the work between licensure and compliance; electronic records are being set up for all applicants. The team leader, sponsor, and IT meet regularly to monitor progress with LeanOhio timelines.
- Staff met with the Clinical Policy Advisor of the Ohio Department of Mental Health and Addiction Services regarding a Behavioral Health workforce project to increase the use of APRNs within the Department. The project may include funding for county boards to support local RNs who are interested in educational progression to achieve a mental health specialty APRN role.

Legislative Report

Tom Dilling provided the legislative report and reviewed HB 44, public health emergencies; HB 98, occupational licensing; HB 301, authorizing administration of certain drugs by unlicensed personnel pursuant to delegation by an APRN; HB 314, controlled substance prescriptions for minors; HB 320, free clinics; HB 321, public records; HB 323 online public data catalog; and HB 394, immunizations.

T. Dilling reported that HB 139, authorizing APRNs to admit patients to hospitals, passed. Also, HB 170, naloxone, passed and included an amendment to the licensure law to permit APRNs seeking endorsement into Ohio, who lack recent experience in prescribing Schedule II controlled substances, to complete certain Schedule II prescribing coursework through online education.

EXECUTIVE SESSION

On March 20, 2014:

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 10:33 a.m.

APPROVALS

Nursing Education Programs – Approval Status

Xavier University Bachelor of Science in Nursing Program

Action: It was moved by Nancy Fellows, seconded by Susan Morano, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Xavier University Bachelor of Science in Nursing Program for a period of five years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

The Knoedler School of Practical Nurse Education

Action: It was moved by Patricia Sharpnack, seconded by J. Jane McFee, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to The Knoedler School of Practical Nurse Education for a period of five years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Acadia Career Institute Registered Nursing Program

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Acadia Career Institute Registered Nursing Program for a period of five years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

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

Action: It was moved by Susan Morano, seconded by Janet Arwood, 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, Dayton for a period of three years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Galen College of Nursing Associate of Science in Nursing Program

Action: It was moved by Brenda Boggs, seconded by Janet Arwood, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Galen College of Nursing Associate of Science in Nursing Program for a period of five years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

James A. Rhodes State College Practical Nursing Program

Action: It was moved by Janet Arwood, seconded by Patricia Sharpnack, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to James A. Rhodes State College Practical Nursing Program for a period of three years effective March 20, 2014. It was further moved that the Program submit progress reports to the Board on or before April 30, 2014, October 29, 2014 and April 29, 2015. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Mid-East Career and Technology Center-Adult Education PN Program

Action: It was moved by Nancy Fellows, seconded by J. Jane McFee, that the Board place Mid-East Career and Technology Center-Adult Education PN Program on Provisional approval in accordance with Section 4723.06 (A)(7), ORC, effective March 20, 2014 and until March 17, 2016. After fully considering the survey visit report and the Program response to the report, the Board determined that the Program failed to meet and maintain the requirements established in Rules 4723-5-14(F)(4)(a) through (i), (5) and (8); 4723-5-15(A)(10), and (11)(a) and (b); and 4723-5-21(D)(1), OAC. It was further moved that the Program submit progress reports to the Board on or before May 28, 2014,

September 24, 2014, January 21, 2015, and May 21, 2015. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Mid-East Career and Technology Centers, Zanesville Campus High School PN Program

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that the Board place Mid-East Career Center and Technology Centers, Zanesville Campus High School PN Program on Provisional approval in accordance with Section 4723.06(A)(7), ORC, effective March 20, 2014 and until March 17, 2016. After fully considering the survey visit report and the Program response to the report, the Program has failed to meet and maintain the requirements established in Rules 4723-5-14(F)(4)(a) through (i), (5) and (8), OAC; and 4723-5-15(A)(10) and (11)(a) and (b), OAC. It was further moved that the Program submit progress reports to the Board on or before April 30, 2014, September 24, 2014, January 21, 2015, May 21, 2015, and October 22, 2015. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Northcoast Medical Training Academy Practical Nursing Program

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board grant Full approval in accordance with Rule 4723-5-04, OAC, to Northcoast Medical Training Academy Practical Nursing Program for a period of three years effective March 20, 2014. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Pike County Career Technology Center Practical Nursing Program

Action: It was moved by Susan Morano, seconded by Brenda Boggs, that the Board grant Full approval in accordance with Rule 4723-5-04, OAC, to Pike County Career Technology Center Practical Nursing Program for a period of two years effective March 20, 2014. It was further moved that the Program submit progress reports to the Board on or before September 12, 2014 and September 10, 2015. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Nursing Education Program Requests

Brown Mackie College-North Canton Associate of Applied Science in Nursing

Action: It was moved by Brenda Boggs, seconded by Janet Arwood, that the Board approve, in accordance with Rule 4723-5-08, OAC, the change in implementation date of Brown Mackie College-North Canton Associate of Applied Science in Nursing to May 1, 2014. It was further moved that the Program submit progress reports to the Board on or before June 11, 2015, and January 14, 2016. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Lakeland County Community College Associate Degree Nursing Program

Action: It was moved by Janet Arwood, seconded by Patricia Sharpnack, that the Board approve the curriculum revision request submitted by Lakeland County Community College Associate Degree Nursing Program in accordance with Rule

4723-5-16, OAC. Motion adopted by majority vote of the Board members with Lisa Klenke abstaining.

Retroactive Approval for Licensees and Certificate Holders

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the Board retroactively ratify, as submitted, the licenses and certificates, including temporary work permits, initially issued by the Board January 1, 2014 through February 28, 2014 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 Friday, March 21, 2014, Judith Church requested that each voting Board member verify that they reviewed in depth all materials by saying "yes" or "no" and that any Board member who had not reviewed the materials refrain from participating in the adjudication of any matter. Brenda Boggs and Patricia Sharpnack abstained from voting on disciplinary matters as they were newly appointed and had not yet had time to review the materials.

Board Actions

NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board issue a Notice of Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Anker, Debra O., R.N. 295074 (CASE #14-0104); Platt, Margaret E., R.N. 344392 (CASE #13-7939); Wiler Jordan, Stephanie W., R.N. 329513 (CASE #13-7937); Lefchik, Kathleen F., R.N. 236256 (CASE #13-8116); Fortenberry, Amber M., R.N. 301571 (CASE #13-8455); Moore, Lona J., R.N. 300872 (CASE #13-7117); Johnson, Jessica, P.N. 103167 (CASE #13-6818); Flint, III, David C., P.N. 088878 (CASE #13-7852); Rosado, Sandra M., R.N. 314992, NA 08059 (CASE #14-0166); Woods, Coralie D., R.N. 286816 (CASE #13-7757); Martin, Penny J., P.N. 116183 (CASE #14-0046); Dearth, Amy L., P.N. 133142 (CASE #13-4067); Downing, Carrie S., R.N. 297627 (CASE #13-4676); Gaddis, Katie L., R.N. 356626 (CASE #13-5288); Sims, Chad E., R.N. 295247 (CASE #13-7287); Perkins, Christiane A., R.N. 340673 (CASE #13-7746); Vanover-Bardo, Kimberly M., R.N. 295979, P.N. 095307 (CASE #13-3717); Mundy, Michelle S., P.N. 104799 (CASE #13-8267); Nichols, Susan D., R.N. 380089 (CASE #14-0370); Smith, Sandra F., P.N. 102540 (CASE #12-3734); Trovato-Vass, Janel C., R.N. 269398, NP 13778 (CASE #14-0048); Salter,

Jennifer S., R.N. 271786 (CASE #13-7858); Vernon, Tonisha M., R.N. 373541 (CASE #13-7718); Withey, Carrie M., R.N. 365943 (CASE #13-7821); Summers, Metinee M., R.N. 374059 (CASE #12-7509); Kuhn, Rachel L., R.N. 354368 (CASE #13-5750); Hoffman, Marcella M., P.N. 097024 (CASE #11-2679); Hughes, Jennifer L., P.N. 114212 (CASE #13-0410); Roberts, Joslyn R., P.N. NCLEX (CASE #13-7543); Drapola, Kristin A., R.N. 242459 (CASE #14-0426); Blevins, Natalie E., R.N. 339671 (CASE #13-5414); Jones, Lanell N., TC1 03905 (CASE #12-5937); Fletcher, Beverly K., R.N. 188650 (CASE #13-5263); Cuellar, Juan A., R.N. 383292 (CASE #13-3784); Honeycutt, Allen D., R.N. 353300 (CASE #14-0569); Meyer, Victoria S., R.N. 221465 (CASE #12-5807); Dryer, Jennifer A., R.N. 362981 (CASE #13-7485); Mutter, Robert J., P.N. 134697 (CASE #13-2362); Elliott, Kristin M., R.N. 369666 (CASE #13-6975); Robinson, Tricia J., R.N. 294059 (CASE #10-5079); Nelson, Deborah M., P.N. 090254 (CASE #13-0201); Holenchick, Heather S., R.N. 352101 (CASE #13-1556); Snyder, Kathlene L., P.N. 124842 (CASE #13-8298); Haley, Stacy L., R.N. 392813 (CASE #14-0200); Ward, Susan L., P.N. 078080 (CASE #14-0291); Addington, Mark A., R.N. 395562 (CASE #13-8137); Jagodzinski, Andrea, R.N. 385451 (CASE #13-8115); Prince-Paul, Mary Jo, R.N. 231816, NS 02921, RX 02921 (CASE #13-8129); Lowery-Hardrick, Geraldine, R.N. 216947 (CASE #14-0488); Tompkins, Pepper L., R.N. 374622 (CASE #13-3783); Henkel, Brianne L., P.N. 115891 (CASE #14-1226); and Scherer, Russell D., P.N. 096473 (CASE #13-7951).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Complete copies of the Notices of Opportunity for Hearing shall be maintained in the exhibit book for the March 2014 Board Meeting.

IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board issue a Notice of Immediate Suspension and Opportunity for Hearing for violations of Chapter 4723., ORC for the following case(s):

Delate, Marylee, R.N. 347322 (CASE #14-0210); Fulton, Jodie L., P.N. 114193 (CASE #13-7197); Sayre, Aron A., R.N. 362101, P.N. 108489 (CASE #13-4311); Ferguson, Cynthia M., R.N. 279486 (CASE #13-0988); Jamiel, Lori L., R.N. 206036 (CASE #13-8029); Kerrett, Dayna M., R.N. 354004 (CASE #13-5842); Kriesen, Nicholas G., P.N. 141426 (CASE #14-1093); Losey, Nicole E., P.N. 117164 (CASE #14-0523); Paumier, Angela N., R.N. 321037 (CASE #13-6557); and Downing, Jamie M., R.N. 350249 (CASE #12-7239).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Complete copies of the Immediate Suspensions and Notices of Opportunity for Hearing shall be maintained in the exhibit book for the March 2014 Board Meeting.

AUTOMATIC SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

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

Taylor, Stanley R., P.N. 113801 (CASE #14-0164); Shirey, Amanda L., P.N. 153562 (CASE #13-8234); Cunningham, Delphine W., R.N. 166790 (CASE #13-8047); Groover, Sharri L., R.N. 273686 (CASE #14-0128); Redifer, Shannon R., P.N. 101388 (CASE #14-0133); Eaton, William C., R.N. 387827 (CASE #13-7771); Fitzwater, Tina M., R.N. 275577 (CASE #13-7760); Groblewski, Diana, P.N. 089116 (CASE #14-0376); Jacks, Theresa A., P.N. 103377 (CASE #13-8378); Summers, Lorilee E., R.N. 229070 (CASE #13-7385); Rogers, LaShonda D., P.N. 153566 (CASE #13-7841); Davis, Christophor G., R.N. 390932 (CASE #14-0350); Strayer, Kristie R., R.N. 280466, NS applicant (CASE #14-0135); Swick, Cheryl A., R.N. 287574 (CASE #13-8269); Stevenson, Kendra S., DTI 04163 (CASE #14-0102); Miller, Ashley M., R.N. 390096 (CASE #14-0124); Chamberlin, Brandon T., R.N. 362300 (CASE #13-3866); Campbell, Tracey L., P.N. 142237 (CASE #13-8073); King, Keiana J., P.N. 100075 (CASE #14-0671); King, Shawn D., P.N. 135119 (CASE #14-0672); Krohn, Sandra M., P.N. 089899 (CASE #13-7784); Richmond, Christopher J., R.N. 395036 (CASE #14-0554); Noonan, Bobbie J., R.N. 283881 (CASE #14-0669); Baldwin, Kandie M., P.N. 148624 (CASE #14-0440); Simons, Rebecca J., P.N. 126396 (CASE #14-0619); and Fricke, Jr, Joseph D., P.N. 137386 (CASE #14-0897).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Complete copies of the Automatic Suspensions and Notices of Opportunity for Hearing shall be maintained in the exhibit book for the March 2014 Board Meeting.

POST IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

Action: It was moved by Susan Morano, seconded by Janet Arwood, 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):

Meyer, Thomas S., R.N. 234905, NA 04300 (CASE #12-6460); Lee, Lisa L., R.N. 263663 (CASE #13-3132); Thacker, Sandra L., R.N. 368835 (CASE #12-7014); Hawk, Kelli J., P.N. 106237 (CASE #14-0308); Neal, Rachel M., R.N.

388775 (CASE #14-0299); Popplewell, Sharon M., R.N. 216013 (CASE #13-3184); and Riley, Bonnita, R.N. 343854 (CASE #14-0522).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack 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.

Complete copies of the Post Immediate Suspensions and Notices of Opportunity for Hearing shall be maintained in the exhibit book for the March 2014 Board Meeting.

SURRENDERS/WITHDRAWALS

Permanent Voluntary Surrender

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that the Board accept the Permanent Voluntary Surrender of License for the following case(s):

Goe, Sonya D., P.N. 104928 (CASE #14-0073); Ballard-Harris, Lakeia H., R.N. 349245, P.N. 117742 (CASE #13-2290); Parks, Gina A., P.N. 086681 (CASE #13-7530); Horn, Arthur R., R.N. 237096 (CASE #14-0704); Boyer, Shannon J, R.N. 233622 (CASE #13-2751); Heather, Paul R., R.N. 355380 (CASE #13-7074); Lee, Kari J., P.N. 111279 (CASE #13-0544); Roberts, Sarah J., P.N. 107319 (CASE #13-0154); Leonard, Krista L., R.N. 306853 (CASE #13-5325); Brunty Jr, Jeffrey E., R.N. 316569 (CASE #13-1514); Roth, Alesha M., R.N. 365601 (CASE #14-1026); and Beltz, Kelly J., R.N. 218172, P.N. 068646 (CASE #14-1071).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Complete copies of the Permanent Voluntary Surrenders Of License shall be maintained in the exhibit book for the March 2014 Board Meeting.

Voluntary Non-Permanent Withdrawal of Endorsement Application

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board accept the Voluntary Non-Permanent Withdrawal of Application for Licensure by Endorsement for the following case(s):

Pietraszewski, Martin J., R.N. Endorse (CASE #13-2087) and Eskola, Jonathan R., R.N. Endorse (CASE #13-5299).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Complete copies of the Voluntary Non-Permanent Withdrawal of Application for Licensure by Endorsement shall be maintained in the exhibit book for the March 2014 Board Meeting.

CONSENT AGREEMENTS

Action: It was moved by J. Jane McFee, seconded by Janet Arwood, 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):

Wiczynski, Sita, R.N. 208264 (CASE #12-6826); Gray, Brittany C., R.N. 352574 (CASE #11-4671); Dayton, Kolleen M., R.N. 263301, NP 05431, RX 05431 (CASE #13-0354); Peters, Shauna Y., R.N. 203060 (CASE #12-3486); Gross, Kristen M., R.N. 342504 (CASE #13-0130); Mulle, Sophia J., P.N. 129015 (CASE #13-8306); Dynes, Cheryl A., R.N. 294788 (CASE #13-7150); Zielinski, Kimberly A., R.N. 263235 (CASE #13-4113); Justice, Melinda J., R.N. 346500 (CASE #13-5746); Baker, Kristen R., R.N. Endorse (CASE #13-8402); Beda, Bethany L., P.N. 144908 (CASE #12-5735); Bolling, Beverly A., R.N. 231628 (CASE #14-0219); Houghton, Rikki, R.N. Endorse (CASE #13-7120); King, Tonya D., R.N. 308804 (CASE #11-3248); Lawhorn, Brandy N., P.N. 139972 (CASE #13-4643); Ramsey, Ryan E., R.N. 360542 (CASE #13-8349); Sackman, Justine M., R.N. 323832 (CASE #12-0854); Schelat, Debra L., P.N. 136908 (CASE #12-6449); Parmer, Michelle R., R.N. 392046, P.N. 147185 (CASE #13-5139); Horton III, Ronald E., P.N. 131525 (CASE #12-5501); Turner, Kimberley L., R.N. 261177 (CASE #13-3827); Bastardo, Angel L., P.N. NCLEX (CASE #13-7930); Arrington, Cierra E., R.N. NCLEX (CASE #13-7535); Bowman, Michelle L., P.N. NCLEX (CASE #13-7382); Gandy, Thomas A., R.N. 279730 (CASE #13-2115); Burns, Ramona L., P.N. 133343 (CASE #14-0221); Parks, Ayana DK., P.N. 133568 (CASE #13-8007); Holbrook, Sherry K., R.N. 313079 (CASE #14-0027); Collins, Florence M., R.N. 377537, P.N. 127422 (CASE #13-1178); Mader, Nikki M., P.N. 125113 (CASE #13-4739); Rich, Beth A., R.N. 379252, P.N. 108877 (CASE #13-5841); Grover, Pamela S., P.N. 077670 (CASE #13-2536); Bilderback, Katherine C., R.N. 334973, NP 13784, RX 13784 (CASE #14-0203); McElwee, Denise M., P.N. 122391 (CASE #13-4023); Scott, Gordon A., DTI applicant (CASE #13-7461); Heasley, Amy J., R.N. 259580 (CASE #14-0063); Brannon, Sabrina C., P.N. NCLEX (CASE #12-7367); Wilson, Tangie R., P.N. 144237 (CASE #14-0352); Fette, Douglas J., R.N. 225954 (CASE #12-3493); Dotson, Latrina M., P.N. 123838 (CASE #13-8467); Weiss, Amy M., R.N. 265289 (CASE #12-3995); Singer, Lynda M., R.N. 205678, NP 06315, RX 06315 (CASE #11-1403); Massey, Christina L., R.N. 343175 (CASE #13-7326); Courtney, Christina A., R.N. 304408 (CASE #13-1669); Gold, Kandi R., R.N. 207202 (CASE #13-7789); Kornuc, Christopher S., R.N. NCLEX (CASE #13-7942); Miller, Kathleen J., R.N. 313729, NP 10150, RX 10150 (CASE #12-4790); Rhodes, Rebecca M., R.N. 365791 (CASE #12-6088); Brock, Audrey L., R.N. 336550 (CASE #13-2143); Petty, Tyri C., R.N. Endorse (CASE #13-7703); Villegas, Marsha L., P.N. 116218 (CASE #12-0543); Geer, Talena R., P.N. 137518 (CASE #14-0639); Lindsey, Adrian, R.N. NCLEX (CASE #13-3352); Rauch, Douglas A., R.N. 267679 (CASE #14-0458);

Groves, Melissa A., P.N. 129474 (CASE #13-0891); Stidham, Linda S., R.N. 131614 (CASE #13-0173); Hall, Kathryn L., R.N. 186134 (CASE #13-4088); Neitzel, Nikki J., R.N. NCLEX (CASE #13-0602); Kurth, Kimberly S., DTI applicant (CASE #13-6677); Windham, Tyshawna B., R.N. 324343 (CASE #14-0353); Lett, Pamela L., P.N. 122750 (CASE #13-1154); Perry, Katrina L., P.N. 123644, R.N. NCLEX (CASE #12-6795); Donkor, Victoria, P.N. 147884 (CASE #13-3541); Gilmer, Jeremy R., P.N. NCLEX (CASE #13-0766); Windon, Julie A., R.N. 253717 (CASE #13-8468); Goodman, Felicia, P.N. 114123 (CASE #14-0959); Viney, Andrea N., P.N. NCLEX (CASE #14-0106); Carmichael, Naomi F., P.N. 113944 (CASE #13-7727); Ruthem, Lindsay A., R.N. 376991 (CASE #13-5593); Finnerty, Betsy R., R.N. 172746 (CASE #13-5552); Storad, John M., R.N. 248142 (CASE #13-4166); Sutton, Kelly S., R.N. 308785 (CASE #13-4596); Lopez II, Jimmy, P.N. NCLEX (CASE #13-6384); Talley, Myesha C., P.N. NCLEX (CASE #13-7953); Zajac, Michael E., R.N. 244722 (CASE #12-2927); Porter, Lori j., R.N. 214010 (CASE #13-4966); Savage, John C., R.N. NCLEX (CASE #13-7095); Jones, Kristy L., P.N. 110635 (CASE #13-6799); Stamper, Robert J., P.N. 139595 (CASE #12-4517); Hutson, Leslie A., R.N. 284115 (CASE #13-5308); Delaney, Travis M., P.N. 153308 (CASE #13-6767); Berg, Michelle R., P.N. 134810 (CASE #13-8362); Abshire, Melissa A., P.N. 155057 (CASE #14-0972); Newland, Mark B., R.N. 291447 (CASE #12-2243); Yokley, Susan C., R.N. 252417 (CASE #12-0106); Miller, Nicholas R., P.N. 151550 (CASE #13-2053); Richardson, Anne, R.N. 238311 (CASE #13-4939); Searcy-Printke, Dawn M., R.N. 237592 (CASE #12-3991); Nemec, Edythe H., P.N. 111422 (CASE #12-6420); Budd, Emily H., P.N. 147382 (CASE #13-6679); Manz, Linda S., P.N. 067867 (CASE #13-3907); Bolte, Scott A., R.N. 263336, P.N. 093902 (CASE #14-0584); Bulp, Nikki J., R.N. 346246 (CASE #13-1889); Greene, Ashley M., R.N. 339954 (CASE #13-0233); Gentile, Neale A., R.N. 252238 (CASE #13-5837); Weishampel, Kathleen, R.N. 111032 (CASE #13-0175); Roof, Christine L., R.N. 320173 (CASE #13-5037); Burns, Ashley K., P.N. 138218 (CASE #12-4670); Marsh, Rebecca J., R.N. 314908 (CASE #13-3421); Bunge, Kristen M., R.N. 311610 (CASE #13-5708); Benefield, Joi N., P.N. 145038 (CASE #12-1382); Nethers, Barbara J., R.N. 386430, P.N. 120324 (CASE #13-7313); Brown, Vicky L., P.N. 084871 (CASE #13-7264); Miller, Kevin N., P.N. Endorse (CASE #14-0726); Deger, Andrew M., DT applicant (CASE #14-1096); Fitzpatrick, Misty M., P.N. 155403 (CASE #14-0643); Robinson, Stephanie A., P.N. 095662 (CASE #13-4525); Neiswender, Carley D., P.N. NCLEX (CASE #13-8412); Miller, Sabrina L., R.N. 277537 (CASE #13-8409); Witherspoon, Rhenetta, R.N. 303936 (CASE #13-6562); Shinsky, Melissa M., P.N. 128031 (CASE #12-4282); Boehm, Kolby L., P.N. NCLEX (CASE #14-0053); Turner, Mallory E., P.N. NCLEX (CASE #13-5563); Wielinski, Judith C., MAC applicant (CASE #14-1067); Carter, Michael S., R.N. NCLEX (CASE #14-0445); Swancer, Michelle M., R.N. NCLEX (CASE #13-7550); Davis, Chenell E., R.N. NCLEX (CASE #13-8358); Munford, Monati D., P.N. 141770 (CASE #13-6452); Alexander II, Clifton, R.N. NCLEX, P.N. 146592 (CASE #13-6693); Jackson, Patricia A., P.N. 114525 (CASE #13-2103); Mullins, Ryan W., P.N. NCLEX (CASE #13-0664); Young, Nancy R., R.N. 211738 (CASE #13-2787); Bullen, Dennis M., R.N. 204525, NA 02041 (CASE #13-6532); and Camp, Eryn N., R.N. NCLEX (CASE #14-0267).

Brenda Boggs abstained from voting on all cases. Judith Church abstained from voting on all cases. J. Jane McFee abstained from voting on Singer, Lynda M., R.N. 205678, NP 06315, RX 06315 (CASE #11-1403) only. Susan Morano abstained from voting on the following cases only: Lindsey, Adrian, R.N. NCLEX (CASE #13-3352); Lopez II, Jimmy, P.N. NCLEX (CASE #13-6384); Fitzpatrick, Misty M., P.N. 155403 (CASE #14-0643); Shinsky, Melissa M., P.N. 128031 (CASE #12-4282); and Camp, Eryn N., R.N. NCLEX (CASE #14-0267). Patricia Sharpnack abstained from voting on all cases.

Nancy Fellows voted no on the following cases only: Dotson, Latrina M., P.N. 123838 (CASE #13-8467); Gold, Kandi R., R.N. 207202 (CASE #13-7789); and Geer, Talena R., P.N. 137518 (CASE #14-0639). J. Jane McFee voted no on the following cases only: Ramsey, Ryan E., R.N. 360542 (CASE #13-8349) and Bunge, Kristen M., R.N. 311610 (CASE #13-5708). Susan Morano voted no on the following cases only: Ramsey, Ryan E., R.N. 360542 (CASE #13-8349); Mader, Nikki M., P.N. 125113 (CASE #13-4739); Zajac, Michael E., R.N. 244722 (CASE #12-2927); and Nemec, Edythe H., P.N. 111422 (CASE #12-6420).

Motion adopted by majority vote of the Board members.

Complete copies of the Consent Agreements shall be maintained in the exhibit book for the March 2014 Board Meeting.

HEARING EXAMINER'S REPORT AND RECOMMENDATION

Zapola-Castellano, Mary E., R.N. 275302 (CASE #11-2353)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MARY ELEANOR ZAPOLA-CASTELLANO'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. ZAPOLA-CASTELLANO's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years, with the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. ZAPOLA-CASTELLANO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ZAPOLA-CASTELLANO**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ZAPOLA-CASTELLANO'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. ZAPOLA-CASTELLANO** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules; and ten (10) hours of Nurses, Alcohol and Drug Abuse.

Monitoring

5. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO's** history. **MS. ZAPOLA-CASTELLANO** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. ZAPOLA-CASTELLANO** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. ZAPOLA-CASTELLANO** shall, at her own 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. ZAPOLA-CASTELLANO** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO's** license, and a statement as to whether **MS. ZAPOLA-CASTELLANO** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. ZAPOLA-CASTELLANO** 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, conditions, and limitations on **MS. ZAPOLA-CASTELLANO's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. ZAPOLA-CASTELLANO** shall submit, at her expense and on the day selected, blood 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. ZAPOLA-CASTELLANO'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. ZAPOLA-CASTELLANO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ZAPOLA-CASTELLANO's** history.
 10. Within thirty (30) days prior to **MS. ZAPOLA-CASTELLANO** initiating drug screening, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO**.
 11. After initiating drug screening, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. ZAPOLA-CASTELLANO** shall, at her own expense, obtain a comprehensive

physical examination by a Board approved physician for the purposes of evaluating **MS. ZAPOLA-CASTELLANO'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. ZAPOLA-CASTELLANO's** comprehensive physical examination and with a comprehensive assessment regarding **MS. ZAPOLA-CASTELLANO's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. ZAPOLA-CASTELLANO** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO's** license to practice, and stating whether **MS. ZAPOLA-CASTELLANO** 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 physician examination and assessment as a basis for additional terms, conditions, and limitations on **MS. ZAPOLA-CASTELLANO's** license.

Reporting Requirements of MS. ZAPOLA-CASTELLANO

15. **MS. ZAPOLA-CASTELLANO** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. ZAPOLA-CASTELLANO** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** shall verify that the reports and documentation required by this Order are received in the Board office.

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

Following reinstatement, MS. ZAPOLA-CASTELLANO shall be subject to the following probationary terms, conditions, and limitations for a minimum period of two (2) years.

1. **MS. ZAPOLA-CASTELLANO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO's** history. **MS. ZAPOLA-CASTELLANO** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. ZAPOLA-CASTELLANO** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. ZAPOLA-CASTELLANO** shall submit, at her expense and on the day selected, blood 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. ZAPOLA-CASTELLANO** shall be negative, except for

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

6. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** shall **notify the Board, in writing.**
11. **MS. ZAPOLA-CASTELLANO** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. ZAPOLA-CASTELLANO** 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 accepting nursing employment.** **MS. ZAPOLA-CASTELLANO** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. ZAPOLA-CASTELLANO

12. **MS. ZAPOLA-CASTELLANO** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. ZAPOLA-CASTELLANO** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** 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.
17. **MS. ZAPOLA-CASTELLANO** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. ZAPOLA-CASTELLANO** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. ZAPOLA-CASTELLANO** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

MS. ZAPOLA-CASTELLANO 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. ZAPOLA-CASTELLANO** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. ZAPOLA-CASTELLANO 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. ZAPOLA-CASTELLANO's suspension shall be lifted and MS. ZAPOLA-CASTELLANO's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. ZAPOLA-CASTELLANO** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ZAPOLA-CASTELLANO** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ZAPOLA-CASTELLANO** 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. ZAPOLA-CASTELLANO** has complied with all aspects of this Order; and (2) the Board determines that **MS. ZAPOLA-CASTELLANO** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. ZAPOLA-CASTELLANO** and review of the reports as required herein. Any period during which **MS. ZAPOLA-CASTELLANO** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Jones, Paul R., P.N. 096534 (CASE #11-2582)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board grant Respondent an extension of time, and considered Respondent's Objections that were filed late with the Board. It was further moved that the

Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **PAUL ROBERT JONES'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, **MR. JONES's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Practice Restrictions** set forth below.

The rationale for the modification is the following: The Board has determined in its expertise that additional reinstatement and monitoring terms are required including a three (3) year probationary period following reinstatement in order to determine if **MR. JONES** is capable of practicing nursing safely and for effective monitoring of **MR. JONES's** practice if his license is reinstated. In addition, **MR. JONES** should be permanently restricted from employment with staffing agencies and as an independent provider as there is no immediate and consistent supervision in those practice areas.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. JONES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. JONES** 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. JONES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. JONES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. JONES'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. JONES** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Ethics.

Monitoring

5. **Prior to requesting reinstatement by the Board, MR. JONES** shall, at his own 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, **MR. JONES** shall provide the psychiatrist with a copy of this Order and 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 **MR. JONES's** license, and a statement as to whether **MR. JONES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. **MR. JONES** 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, conditions, and limitations on **MR. JONES's** license.

Reporting Requirements of MR. JONES

7. **MR. JONES** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
8. **MR. JONES** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
9. **MR. JONES** 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. **MR. JONES** 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. **MR. JONES** 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. **MR. JONES** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MR. JONES** shall inform the Board within three (3) 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. JONES**

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

Following reinstatement, MR. JONES shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MR. JONES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. JONES** 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. JONES** 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. JONES's** history. **MR. JONES** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. JONES** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. JONES** shall submit, at his expense and on the day selected, blood 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 **MR. JONES** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. JONES's** history.
6. **MR. JONES** 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. JONES** 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. JONES** 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. JONES** 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. JONES** 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. JONES** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. JONES** 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. JONES** shall **notify the Board, in writing.**
11. **MR. JONES** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MR. JONES** 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 accepting nursing employment.** **MR. JONES** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. JONES

12. **MR. JONES** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MR. JONES** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MR. JONES** 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. **MR. JONES** 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. **MR. JONES** 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.
17. **MR. JONES** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MR. JONES** 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.
19. Prior to working as a nurse, **MR. JONES** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Practice Restrictions

MR. JONES 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. JONES** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

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

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

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Cloyd, Shannon M., R.N. 340715 , P.N. 123836 (CASE #12-1139)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, 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 **SHANNON MARIE CLOYD's** licenses to practice nursing as a licensed practical nurse and as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Kantner, Renee J., P.N. 096110 (CASE #12-0792)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. KANTNER's** license to practice nursing as a licensed practical nurse be suspended and that the suspension be stayed subject to the probationary terms, conditions, and limitations for a minimum period of three (3) years, with the **Temporary Practice Restrictions** set forth below.

MS. KANTNER's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms, conditions, and limitations:

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

Identification and Investigation (BCII) to conduct a criminal records check of **MS. KANTNER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KANTNER's** criminal records check reports to the Board. **MS. KANTNER'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. KANTNER** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Patient Safety, and five (5) hours of Ethics.

Employment Conditions

5. **MS. KANTNER** 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.
6. **MS. KANTNER, within fifteen (15) days of the effective date of this Order**, if working in a position in which a nursing license is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. KANTNER** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. KANTNER** 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 nursing position**. **MS. KANTNER** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. KANTNER

7. **MS. KANTNER** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
8. **MS. KANTNER** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
9. **MS. KANTNER** 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. KANTNER** 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. KANTNER** 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. KANTNER** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MS. KANTNER** 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. KANTNER 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. KANTNER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. KANTNER 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. KANTNER's** suspension shall be lifted and **MS. KANTNER's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. KANTNER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. KANTNER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. KANTNER** 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. KANTNER** has complied with all aspects of this Order; and (2) the Board determines that **MS. KANTNER** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. KANTNER** and review of the reports as required herein. Any period during which **MS. KANTNER** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Kamerick, Adrienne A., R.N. 306476 (CASE #12-2635)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that the Board dismiss the factual allegation related to Patient #4, that **MS. KAMERICK** failed to administer medication according to physician orders. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. KAMERICK's** license to practice nursing as a registered nurse be suspended and that the suspension be stayed subject to the probationary terms, conditions, and limitations for a minimum period of two (2) years, with the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

MS. KAMERICK's license to practice nursing as a registered nurse shall be subject to the following probationary terms, conditions, and limitations:

1. **MS. KAMERICK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. KAMERICK** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. KAMERICK** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KAMERICK**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KAMERICK's** criminal records check reports to the Board. **MS. KAMERICK'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 accepting employment as a nurse, or if currently working as a nurse, then within six (6) months of the effective date of this Order, MS. KAMERICK** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: thirty (30) hours of Medication Administration, ten (10) hours of Scope of Practice for Registered Nurses, and five (5) hours of Pain Management.

Employment Conditions

5. **MS. KAMERICK** 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.
6. **Prior to seeking nursing employment, if not currently employed as an nurse, MS. KAMERICK** shall provide documentation to the Board of successful completion of the requirements set forth in Item 4., above, **and obtain the approval of the Board or its designee to seek nursing employment. Prior to accepting employment as a nurse**, each time with every employer, **MS. KAMERICK** shall obtain the approval of the Board or the Board's designee.
7. **MS. KAMERICK, within fifteen (15) days of the effective date of this Order**, if working in a position in which a nursing license is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. **Upon receiving approval from the Board or its designee to seek nursing employment, if not currently working in a position in which a nursing license is required, MS. KAMERICK** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment. MS. KAMERICK** 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 nursing position. MS. KAMERICK** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. KAMERICK

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

9. **MS. KAMERICK** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
10. **MS. KAMERICK** 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. KAMERICK** 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. KAMERICK** 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. KAMERICK** shall verify that the reports and documentation required by this Order are received in the Board office.
14. **MS. KAMERICK** 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

During the first twelve (12) months of the probationary period, MS. KAMERICK shall not administer, have access to, or possess (except as prescribed for **MS. KAMERICK's** use by another so authorized by law who has full knowledge of **MS. KAMERICK's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. KAMERICK** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. KAMERICK** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. KAMERICK 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. KAMERICK** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. KAMERICK 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. KAMERICK's suspension shall be lifted and MS. KAMERICK's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. KAMERICK** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. KAMERICK** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. KAMERICK** 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. KAMERICK** has complied with all aspects of this Order; and (2) the Board determines that **MS. KAMERICK** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. KAMERICK** and review of the reports as required herein. Any period during which **MS. KAMERICK** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Kimbrough, Marquetta L., P.N. 096535 (CASE #11-0126)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. KIMBROUGH's** license to practice nursing as a licensed practical nurse be suspended and that the suspension be stayed subject to the probationary terms, conditions, and limitations for a minimum period of six (6) months, with the **Temporary Practice Restrictions** set forth below.

MS. KIMBROUGH's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms, conditions, and limitations:

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

- laws and rules governing the practice of nursing in Ohio.
2. **MS. KIMBROUGH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
 3. **MS. KIMBROUGH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KIMBROUGH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KIMBROUGH's** criminal records check reports to the Board. **MS. KIMBROUGH'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. KIMBROUGH** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: one (1) hour of Ohio Nursing Law and Rules.

Monitoring

5. Upon the request of the Board or its designee, and within three (3) months of that request, **MS. KIMBROUGH** shall, at her own 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. KIMBROUGH** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. KIMBROUGH** 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. KIMBROUGH's** license, and a statement as to whether **MS. KIMBROUGH** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care
6. If a chemical dependency evaluation is requested, **MS. KIMBROUGH** 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, conditions, and limitations on **MS. KIMBROUGH** license.
7. **MS. KIMBROUGH** 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. KIMBROUGH's** history. **MS. KIMBROUGH** shall self-administer prescribed drugs only in the manner prescribed.
8. **MS. KIMBROUGH** shall abstain completely from the use of alcohol or any products containing alcohol.
 9. **Within forty-five (45) days of the effective date of this Order**, during the probationary period, **MS. KIMBROUGH** shall begin submitting, at her expense and on the day selected, blood 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. KIMBROUGH** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KIMBROUGH's** history.
 10. **MS. KIMBROUGH** 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. KIMBROUGH** 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

11. Prior to initiating screens, **MS. KIMBROUGH** 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. KIMBROUGH** 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.
12. **MS. KIMBROUGH** 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. KIMBROUGH** throughout the duration of this Order.
13. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. KIMBROUGH** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

14. **MS. KIMBROUGH** 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.
15. **MS. KIMBROUGH, within fifteen (15) days of the effective date of this Order**, if working in a position in which a nursing license is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. KIMBROUGH** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. KIMBROUGH** 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 nursing position**. **MS. KIMBROUGH** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. KIMBROUGH

16. **MS. KIMBROUGH** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
17. **MS. KIMBROUGH** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
18. **MS. KIMBROUGH** 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. KIMBROUGH** 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. KIMBROUGH** 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.
21. **MS. KIMBROUGH** shall verify that the reports and documentation required by this Order are received in the Board office.

22. **MS. KIMBROUGH** 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. KIMBROUGH 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. KIMBROUGH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. KIMBROUGH 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. KIMBROUGH's** suspension shall be lifted and **MS. KIMBROUGH's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. KIMBROUGH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. KIMBROUGH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. KIMBROUGH** 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. KIMBROUGH** has complied with all aspects of this Order; and (2) the Board determines that **MS. KIMBROUGH** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. KIMBROUGH** and review of the reports as required herein. Any period during which **MS. KIMBROUGH** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon

the Journal of the Board for the 21st day of March, 2014.

Ruiz, Sarah E., R.N. 349123, P.N. 117169 (CASE #12-2047)

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **SARAH RUIZ's** licenses to practice nursing as a licensed practical nurse and as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than three (3) years, retroactive to May 16, 2012, with the conditions for reinstatement set forth below, and following reinstatement, **MS. RUIZ's** licenses to practice nursing as a licensed practical nurse and as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. RUIZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. RUIZ** 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. RUIZ** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. RUIZ**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. RUIZ'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. RUIZ** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Ethics, and five (5) hours of Documentation.

Monitoring

5. **MS. RUIZ** 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. RUIZ's** history. **MS. RUIZ** shall self-administer the prescribed drugs only in the manner prescribed.

6. **MS. RUIZ** 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. RUIZ** shall submit, at her expense and on the day selected, blood 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. RUIZ'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. RUIZ** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. RUIZ's** history.
8. Within thirty (30) days prior to **MS. RUIZ** initiating drug screening, **MS. RUIZ** 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. RUIZ**.
9. After initiating drug screening, **MS. RUIZ** 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. RUIZ** 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. RUIZ** 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. RUIZ** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. RUIZ

11. **MS. RUIZ** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
12. **MS. RUIZ** shall submit any and all information that the Board may request

regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.

13. **MS. RUIZ** 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. RUIZ** 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. RUIZ** 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. RUIZ** shall verify that the reports and documentation required by this Order are received in the Board office.
17. **MS. RUIZ** shall inform the Board within three (3) 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. RUIZ** submits a written request for reinstatement; (2) the Board determines that **MS. RUIZ** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. RUIZ** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. RUIZ** and review of the documentation specified in this Order.

Following reinstatement, MS. RUIZ shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. RUIZ** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. RUIZ** 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. RUIZ** 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. RUIZ's** history. **MS. RUIZ** shall self-administer prescribed drugs only in the manner prescribed.

4. **MS. RUIZ** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. RUIZ** shall submit, at her expense and on the day selected, blood 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. RUIZ** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. RUIZ's** history.
6. **MS. RUIZ** 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. RUIZ** 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. RUIZ** 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. RUIZ** 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. RUIZ** 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. RUIZ** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. RUIZ** 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. RUIZ** shall **notify the Board, in writing.**
11. **MS. RUIZ** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new

employer **prior to accepting nursing employment.** **MS. RUIZ** 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 accepting nursing employment.** **MS. RUIZ** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. RUIZ

12. **MS. RUIZ** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. RUIZ** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. RUIZ** 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. RUIZ** 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. RUIZ** 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.
17. **MS. RUIZ** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. RUIZ** 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.
19. Prior to working as a nurse, **MS. RUIZ** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

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

Temporary Practice Restrictions

MS. RUIZ 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. RUIZ** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. RUIZ 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. RUIZ's suspension shall be lifted and MS. RUIZ's licenses to practice nursing as a licensed practical nurse and as a registered nurse will be automatically suspended if it appears to the Board that **MS. RUIZ** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. RUIZ** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. RUIZ** 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. RUIZ** has complied with all aspects of this Order; and (2) the Board determines that **MS. RUIZ** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. RUIZ** and review of the reports as required herein. Any period during which **MS. RUIZ** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Hicks, Robin D., P.N. 088478 (CASE #12-5119)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that upon the recommendation of Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, that **ROBIN DIANE HICKS** be released from the January 2012 Consent Agreement. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. HICKS's** license to practice nursing as a licensed practical nurse be suspended and that the suspension be stayed subject to the probationary terms, conditions, and limitations for a minimum period of three (3) years, with the **Permanent Practice Restrictions** set forth below.

MS. HICKS's license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms, conditions, and limitations:

1. **MS. HICKS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HICKS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. HICKS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HICKS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HICKS's** criminal records check reports to the Board. **MS. HICKS'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. HICKS** 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. HICKS** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, and five (5) hours of Ethics and Professionalism.

Monitoring

6. Upon the request of the Board or its designee, and within three (3) months

- of that request, **MS. HICKS** shall, at her own 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. HICKS** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. HICKS** 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. HICKS's** license, and a statement as to whether **MS. HICKS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care
7. If a chemical dependency evaluation is requested, **MS. HICKS** 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, conditions, and limitations on **MS. HICKS** license.
 8. **MS. HICKS** 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. HICKS's** history. **MS. HICKS** shall self-administer prescribed drugs only in the manner prescribed.
 9. **MS. HICKS** shall abstain completely from the use of alcohol or any products containing alcohol.
 10. **Within forty-five (45) days of the effective date of this Order**, and during the probationary period, **MS. HICKS** shall begin submitting, at her expense and on the day selected, blood 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. HICKS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HICKS's** history.
 11. **MS. HICKS** 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. HICKS** 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.

12. **Within forty-five (45) days of the effective date of this Order, MS. HICKS** shall, at her own 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. HICKS** shall provide the psychiatrist with a copy of this Order and 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. HICKS's** license, and a statement as to whether **MS. HICKS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
13. **MS. HICKS** 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, conditions, and limitations on **MS. HICKS's** license.

Treating Practitioners and Reporting

14. Prior to initiating screens, **MS. HICKS** 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. HICKS** 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.
15. **MS. HICKS** 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. HICKS** throughout the duration of this Order.
16. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HICKS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

1. **MS. HICKS** 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.

2. **MS. HICKS, within fifteen (15) days of the effective date of this Order,** if working in a position in which a nursing license is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HICKS** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. HICKS** 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 nursing position.** **MS. HICKS** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. HICKS

3. **MS. HICKS** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
4. **MS. HICKS** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
5. **MS. HICKS** 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.
6. **MS. HICKS** 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.
7. **MS. HICKS** 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.
8. **MS. HICKS** shall verify that the reports and documentation required by this Order are received in the Board office.
9. **MS. HICKS** 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. HICKS 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. HICKS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. HICKS 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.

MS. HICKS shall not be involved in financial activities or supervise financial activities.

FAILURE TO COMPLY

The stay of MS. HICKS's suspension shall be lifted and MS. HICKS's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. HICKS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HICKS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HICKS** 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. HICKS** has complied with all aspects of this Order; and (2) the Board determines that **MS. HICKS** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HICKS** and review of the reports as required herein. Any period during which **MS. HICKS** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Velsor, Jessica S., P.N. 131904 (CASE #12-4180)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and modify the Recommendation in the Hearing Examiner's Report

and Recommendation, and that **JESSICA SARA VELSOR'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. VELSOR's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Practice** and **Permanent Narcotic Restrictions** set forth below.

The rationale for the modification is the following: The Board has determined in its expertise that based on **MS. VELSOR's** history and violations she should be permanently restricted from possessing or administering narcotics rather than temporarily as recommended by the Hearing Examiner.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. VELSOR** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VELSOR** 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. VELSOR** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. VELSOR**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. VELSOR'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. VELSOR** shall submit documentation of her full compliance with the terms and conditions imposed by the Summit County Court of Common Pleas in Case Number CR 12 09 2576.
5. **Prior to requesting reinstatement by the Board, MS. VELSOR** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Ethics, five (5) hours of Professionalism, and fifteen (15) hours of Chemical Dependency and Substance Abuse.

Monitoring

6. **MS. VELSOR** 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. VELSOR's** history. **MS. VELSOR** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. VELSOR** shall abstain completely from the use of alcohol or any products containing alcohol.
 8. **Prior to requesting reinstatement by the Board, MS. VELSOR** shall, at her own 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. VELSOR** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. VELSOR** 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. VELSOR's** license, and a statement as to whether **MS. VELSOR** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 9. **MS. VELSOR** 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, conditions, and limitations on **MS. VELSOR's** license.
 10. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MS. VELSOR** shall submit, at her expense and on the day selected, blood 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. VELSOR'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. VELSOR** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VELSOR's** history.
 11. Within thirty (30) days prior to **MS. VELSOR** initiating drug screening, **MS. VELSOR** 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. VELSOR**.
12. After initiating drug screening, **MS. VELSOR** 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. VELSOR** 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 two (2) years immediately prior to requesting reinstatement, MS. VELSOR** 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. VELSOR** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. VELSOR

14. **MS. VELSOR** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. VELSOR** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MS. VELSOR** 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. VELSOR** 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. VELSOR** 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. VELSOR** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. VELSOR** shall inform the Board within three (3) 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. VELSOR** submits a written request for reinstatement; (2) the Board determines that **MS. VELSOR** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. VELSOR** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. VELSOR** and review of the documentation specified in this Order.

Following reinstatement, MS. VELSOR shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. VELSOR** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VELSOR** 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. VELSOR** 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. VELSOR's** history. **MS. VELSOR** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. VELSOR** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. VELSOR** shall submit, at her expense and on the day selected, blood 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. VELSOR** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VELSOR's** history.
6. **MS. VELSOR** 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. VELSOR** 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. VELSOR** 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. VELSOR** 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. VELSOR** 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. VELSOR** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. VELSOR** 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. VELSOR** shall **notify the Board, in writing.**
11. **MS. VELSOR** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. VELSOR** 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 accepting nursing employment.** **MS. VELSOR** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. VELSOR

12. **MS. VELSOR** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. VELSOR** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. VELSOR** 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. VELSOR** 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. VELSOR** 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.
17. **MS. VELSOR** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. VELSOR** 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.
19. Prior to working as a nurse, **MS. VELSOR** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

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

Permanent Practice Restrictions

MS. VELSOR 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. VELSOR** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. VELSOR 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. VELSOR's suspension shall be lifted and MS. VELSOR's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. VELSOR** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. VELSOR** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. VELSOR** 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. VELSOR** has complied with all aspects of this Order; and (2) the Board determines that **MS. VELSOR** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. VELSOR** and review of the reports as required herein. Any period during which **MS. VELSOR** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Hughley, Kevin E., P.N. 100498 (CASE #12-2664)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, 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 **KEVIN EUGENE HUGHLEY's** license to practice nursing as a licensed practical nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Gresham, Jonetta, P.N. 103449 (CASE #12-3854)

Action: It was moved by Nancy Fellows, seconded by Susan Morano, that the Board abstain from taking disciplinary action for the violation of Section 4723.28(A), Ohio Revised Code. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **JONETTA GRESHAM'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. GRESHAM's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years, with the **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. GRESHAM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GRESHAM** 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. GRESHAM** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GRESHAM**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. GRESHAM'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. GRESHAM** shall submit documentation of her full compliance with the terms and conditions imposed by the Hamilton County Court of Common Pleas in Case Number B 0308948.
5. **Prior to requesting reinstatement by the Board, MS. GRESHAM** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules.

Reporting Requirements of MS. GRESHAM

6. **MS. GRESHAM** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. GRESHAM** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
8. **MS. GRESHAM** 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. GRESHAM** 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. GRESHAM** 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. GRESHAM** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. GRESHAM** shall inform the Board within three (3) 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. GRESHAM** submits a written request for reinstatement; (2) the Board determines that **MS. GRESHAM** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GRESHAM** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GRESHAM** and review of the documentation specified in this Order.

Following reinstatement, MS. GRESHAM shall be subject to the following probationary terms, conditions, and limitations for a minimum period of two (2) years.

1. **MS. GRESHAM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GRESHAM** 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. GRESHAM shall notify the Board, in writing.**
4. **MS. GRESHAM** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. GRESHAM** 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 accepting nursing employment.
MS. GRESHAM 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. GRESHAM

5. **MS. GRESHAM** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
6. **MS. GRESHAM** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. GRESHAM** 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. GRESHAM** 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. GRESHAM** 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.
10. **MS. GRESHAM** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. GRESHAM** 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.
12. Prior to working as a nurse, **MS. GRESHAM** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Practice Restrictions

MS. GRESHAM 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. GRESHAM** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. GRESHAM 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. GRESHAM's** suspension shall be lifted and **MS. GRESHAM's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. GRESHAM** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. GRESHAM** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. GRESHAM** 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. GRESHAM** has complied with all aspects of this Order; and (2) the Board determines that **MS. GRESHAM** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. GRESHAM** and review of the reports as required herein. Any period during which **MS. GRESHAM** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Olmstead, Jeffrey J., R.N. 270077 (CASE #12-3441)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **JEFFREY JAMES OLMSTEAD'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 three (3) months with the conditions for reinstatement set forth below, and following reinstatement, **MR. OLMSTEAD's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and

limitations set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. OLMSTEAD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. OLMSTEAD** 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. OLMSTEAD** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. OLMSTEAD**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. OLMSTEAD'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. OLMSTEAD** shall pay the fine of two hundred fifty dollars (\$250.00), 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, MR. OLMSTEAD** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Critical Thinking.

Monitoring

6. **MR. OLMSTEAD** 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. OLMSTEAD's** history. **MR. OLMSTEAD** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MR. OLMSTEAD** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement, if requested by the Board or its designee, MR. OLMSTEAD** shall, at his own 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. OLMSTEAD** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MR. OLMSTEAD** 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. OLMSTEAD's** license, and a statement as to whether **MR. OLMSTEAD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MR. OLMSTEAD** 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, conditions, and limitations on **MR. OLMSTEAD's** license.
 10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MR. OLMSTEAD** shall submit, at his expense and on the day selected, blood 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. OLMSTEAD'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. OLMSTEAD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MR. OLMSTEAD's** history.
 11. Within thirty (30) days prior to **MR. OLMSTEAD** initiating drug screening, **MR. OLMSTEAD** 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. OLMSTEAD**.
 12. After initiating drug screening, **MR. OLMSTEAD** 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. OLMSTEAD** 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, MR. OLMSTEAD** 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. OLMSTEAD** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MR. OLMSTEAD

14. **MR. OLMSTEAD** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MR. OLMSTEAD** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MR. OLMSTEAD** shall inform the Board within three (3) 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. OLMSTEAD** submits a written request for reinstatement; (2) the Board determines that **MR. OLMSTEAD** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. OLMSTEAD** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. OLMSTEAD** and review of the

documentation specified in this Order.

Following reinstatement, MR. OLMSTEAD shall be subject to the following probationary terms, conditions, and limitations for a minimum period of one (1) year.

1. **MR. OLMSTEAD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. OLMSTEAD** 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. OLMSTEAD** 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. OLMSTEAD's** history. **MR. OLMSTEAD** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. OLMSTEAD** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **If requested by the Board or its designee, MR. OLMSTEAD** shall, at his own 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. OLMSTEAD** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MR. OLMSTEAD** 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. OLMSTEAD's** license, and a statement as to whether **MR. OLMSTEAD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
6. **MR. OLMSTEAD** 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, conditions, and limitations on **MR. OLMSTEAD's** license.
7. **For the first three (3) months of the probationary period, and continuing throughout the probationary period if requested by the**

- Board or its designee, MR. OLMSTEAD** shall submit, at his expense and on the day selected, blood 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 **MR. OLMSTEAD** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. OLMSTEAD's** history.
8. **For the first three (3) months of the probationary period, and continuing throughout the probationary period if requested by the Board or its designee, MR. OLMSTEAD** 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. OLMSTEAD** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

9. Within sixty (60) days of the execution of the probationary period, **MR. OLMSTEAD** 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. OLMSTEAD** 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.
10. **MR. OLMSTEAD** 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. OLMSTEAD** throughout the duration of this Order.
11. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. OLMSTEAD** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

12. Prior to accepting employment as a nurse, each time with every employer, **MR. OLMSTEAD** shall **notify the Board, in writing.**
13. **MR. OLMSTEAD** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to**

accepting nursing employment. MR. OLMSTEAD 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 accepting nursing employment. MR. OLMSTEAD** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. OLMSTEAD

14. **MR. OLMSTEAD** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. **MR. OLMSTEAD** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** 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. **MR. OLMSTEAD** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MR. OLMSTEAD** 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.
21. Prior to working as a nurse, **MR. OLMSTEAD** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

FAILURE TO COMPLY

The stay of MR. OLMSTEAD's suspension shall be lifted and MR. OLMSTEAD's license to practice nursing as a registered nurse will be

automatically suspended if it appears to the Board that **MR. OLMSTEAD** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. OLMSTEAD** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. OLMSTEAD** 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. OLMSTEAD** has complied with all aspects of this Order; and (2) the Board determines that **MR. OLMSTEAD** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. OLMSTEAD** and review of the reports as required herein. Any period during which **MR. OLMSTEAD** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Gumbert, Michelle C., R.N. 288385 (CASE #13-0050)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MICHELLE CARYL GUMBERT'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 six (6) months with the conditions for reinstatement set forth below, and following reinstatement, **MS. GUMBERT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. GUMBERT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GUMBERT** 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. GUMBERT** shall submit a request to the Bureau of Criminal Identification and Investigation

(BCII) to conduct a criminal records check of **MS. GUMBERT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. GUMBERT'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.

Educational Needs Assessment and Learning Plan

4. **Prior to requesting reinstatement by the Board, MS. GUMBERT** 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. GUMBERT** shall have the educator provide the Board with a written report of an assessment of **MS. GUMBERT**, which identifies **MS. GUMBERT's** knowledge/practice deficiencies and remedial educational needs. Prior to the assessment, **MS. GUMBERT** shall provide the nursing educator with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing and shall submit to any nursing skills or knowledge assessments required by the educator. **MS. GUMBERT** 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. GUMBERT's** employer(s), former employers, and Board staff. Following the assessment, **MS. GUMBERT** shall have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. GUMBERT** and shall obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. GUMBERT** 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. GUMBERT** shall complete such learning plan. **Prior to requesting reinstatement by the Board, MS. GUMBERT** 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. GUMBERT** 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. GUMBERT's** license to practice. Furthermore, the educator shall provide to the Board a written opinion stating whether **MS. GUMBERT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care. **MS. GUMBERT** shall be responsible for all costs associated with meeting this requirement.
5. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms, conditions, and limitations on **MS. GUMBERT's** license.

6. In the event that the educator's recommendations require **MS. GUMBERT** to have an active nursing license, the Board, prior to reinstatement of her license, may issue **MS. GUMBERT** 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. GUMBERT'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. GUMBERT's** license shall be terminated. **MS. GUMBERT** 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

7. **MS. GUMBERT** 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. GUMBERT's** history. **MS. GUMBERT** shall self-administer the prescribed drugs only in the manner prescribed.
8. **MS. GUMBERT** shall abstain completely from the use of alcohol or any products containing alcohol.
9. **Prior to requesting reinstatement by the Board, MS. GUMBERT** shall, at her own 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. GUMBERT** shall provide the chemical dependency professional with a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. GUMBERT** 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. GUMBERT's** license, and a statement as to whether **MS. GUMBERT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
10. **MS. GUMBERT** 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, conditions, and limitations on **MS. GUMBERT's** license.
11. **For a minimum, continuous period of six (6) months immediately**

- prior to requesting reinstatement, MS. GUMBERT** shall submit, at her expense and on the day selected, blood 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. GUMBERT'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. GUMBERT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GUMBERT's** history.
12. Within thirty (30) days prior to **MS. GUMBERT** initiating drug screening, **MS. GUMBERT** 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. GUMBERT**.
 13. After initiating drug screening, **MS. GUMBERT** 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. GUMBERT** 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.
 14. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. GUMBERT** 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. GUMBERT** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. GUMBERT

15. **MS. GUMBERT** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. GUMBERT** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. GUMBERT** 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. GUMBERT** 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. GUMBERT** 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. GUMBERT** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. GUMBERT** shall inform the Board within three (3) 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. GUMBERT** submits a written request for reinstatement; (2) the Board determines that **MS. GUMBERT** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GUMBERT** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GUMBERT** and review of the documentation specified in this Order.

Following reinstatement, MS. GUMBERT shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. GUMBERT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GUMBERT** 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. GUMBERT** 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. GUMBERT's** history. **MS. GUMBERT** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. GUMBERT** shall abstain completely from the use of alcohol or any

products containing alcohol.

5. During the probationary period, **MS. GUMBERT** shall submit, at her expense and on the day selected, blood 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. GUMBERT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GUMBERT's** history.
6. **MS. GUMBERT** 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. GUMBERT** 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. GUMBERT** 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. GUMBERT** 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. GUMBERT** 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. GUMBERT** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. GUMBERT** 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. GUMBERT** shall **notify the Board, in writing.**
11. **MS. GUMBERT** is under a continuing duty to provide a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS.**

GUMBERT 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 accepting nursing employment.** **MS. GUMBERT** 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 Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. GUMBERT

12. **MS. GUMBERT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. GUMBERT** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. GUMBERT** 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. GUMBERT** 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. GUMBERT** 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.
17. **MS. GUMBERT** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. GUMBERT** 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.
19. Prior to working as a nurse, **MS. GUMBERT** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

MS. GUMBERT shall not administer, have access to, or possess (except as prescribed for **MS. GUMBERT's** use by another so authorized by law who has

full knowledge of **MS. GUMBERT's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. GUMBERT** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. GUMBERT** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance by the Board or its designee, MS. GUMBERT 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. GUMBERT** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance by the Board or its designee, MS. GUMBERT 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. GUMBERT's suspension shall be lifted and MS. GUMBERT's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. GUMBERT** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. GUMBERT** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. GUMBERT** 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. GUMBERT** has complied with all aspects of this Order; and (2) the Board determines that **MS. GUMBERT** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. GUMBERT** and review of the reports as required herein. Any period during which **MS. GUMBERT** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs,

Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Sowers, John W., R.N. 239818 (CASE #13-0411)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board grant the State's request to react the Social Security Number from State's Exhibit 7. 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 WILLIAM SOWERS's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Steele, Leslie C., R.N. 369535 (CASE #13-0916)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that the Board accept all of the Findings of Fact and Conclusions of Law of the Hearing Examiner, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **LESLIE CATHERINE STEELE'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 three (3) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. STEELE's** license to practice nursing as a registered nurse be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Practice and Permanent Narcotic Restrictions** set forth below.

The rationale for the modification is the following: The Board has determined in its expertise that additional terms including a fitness for duty examination prior to reinstatement, and additional monitoring terms are required in order to determine if **MS. STEELE** is capable of practicing nursing safely and for effective monitoring of **MS. STEELE's** practice if her license is reinstated.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. STEELE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. STEELE'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. STEELE** 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. STEELE's** history. **MS. STEELE** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. STEELE** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. STEELE** shall, at her own 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. STEELE** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. STEELE** 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. STEELE's** license, and a statement as to whether **MS. STEELE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. STEELE** 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, conditions, and limitations on **MS. STEELE's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. STEELE** shall submit, at her expense and on the day selected, blood 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. STEELE'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. STEELE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STEELE's** history.
9. Within thirty (30) days prior to **MS. STEELE** initiating drug screening, **MS. STEELE** 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. STEELE**.
 10. After initiating drug screening, **MS. STEELE** 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. STEELE** 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) years immediately prior to requesting reinstatement, MS. STEELE** shall attend a minimum of two (2) meetings per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STEELE** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 12. **Prior to requesting reinstatement by the Board, MS. STEELE** shall, at her own expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. STEELE'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. STEELE's** comprehensive physical examination and with a comprehensive assessment regarding **MS. STEELE's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. STEELE** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. STEELE** 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. STEELE's** license to practice, and stating whether **MS. STEELE** 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 physician examination and assessment as a basis for additional terms, conditions, and limitations on **MS. STEELE's** license.

Reporting Requirements of MS. STEELE

14. **MS. STEELE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. STEELE** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MS. STEELE** 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. STEELE** 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. STEELE** 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. STEELE** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. STEELE** shall inform the Board within three (3) 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. STEELE** submits a written request for reinstatement; (2) the Board determines that **MS. STEELE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. STEELE** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. STEELE** and review of the documentation specified in this Order.

Following reinstatement, MS. STEELE shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. STEELE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STEELE** 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. STEELE** 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. STEELE's** history. **MS. STEELE** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. STEELE** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. STEELE** shall submit, at her expense and on the day selected, blood 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. STEELE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. STEELE's** history.
6. **MS. STEELE** shall attend a minimum of two (2) meetings per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. STEELE** 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. STEELE** 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. STEELE** 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. STEELE** 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. STEELE** throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. STEELE** 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. STEELE** shall **notify the Board, in writing**.
11. **MS. STEELE** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. STEELE** 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 accepting nursing employment**. **MS. STEELE** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. STEELE

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

this Order are received in the Board office.

18. **MS. STEELE** 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.
19. Prior to working as a nurse, **MS. STEELE** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

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

Temporary Practice Restrictions

MS. STEELE 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. STEELE** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. STEELE 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. STEELE's suspension shall be lifted and MS. STEELE's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. STEELE** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. STEELE** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. STEELE** 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. STEELE** has complied with all aspects of this Order; and (2) the Board determines that **MS. STEELE** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. STEELE** and review of the reports as required herein. Any period during which **MS. STEELE** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

BOARD HEARING COMMITTEE

Daull, Rosemary D., P.N. 144328 (CASE #12-4426)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Board Hearing Committee's Report and Recommendation and that **ROSEMARY DAULL's** license to practice nursing as a licensed practical nurse in the State of Ohio be **REVOKED**.

Motion adopted by majority vote of the Board members with Janet Arwood, Brenda Boggs, Judith Church, J. Jane McFee and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Tey, Jennifer R., P.N. NCLEX (CASE #12-6296)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board accept all of the Findings of Fact and Conclusions of the Board Hearing Committee, and the Recommendation in the Board Hearing Committee's Report and Recommendation, and that **JENNIFER R. TEY's** application for licensure by examination to practice nursing as a licensed practical nurse be **DENIED**.

Motion adopted by majority vote of the Board members with Janet Arwood, Brenda Boggs, Judith Church, J. Jane McFee and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Mackesy, Lucas N., R.N. 356504, P.N. 130735 (CASE #12-5873)

Action: It was moved by Susan Morano, seconded by Lisa Klenke, that the Board redact the driver's license number that appears in Respondent's Exhibit A. It was further moved that the Board accept all of the Findings of Fact and Conclusions of the Board Hearing Committee, and the Recommendation in the Board Hearing Committee's Report and Recommendation, and that **LUCAS NORMAN MACKESY's** licenses to practice nursing as a licensed practical nurse and 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, **MR. MACKESY's** licenses to practice nursing as a licensed practical nurse and as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years, with the **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. MACKESY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. MACKESY** 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. MACKESY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. MACKESY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. MACKESY'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. MACKESY** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Ethics, five (5) hours of Anger Management, and ten (10) hours of Nurses and Alcohol Abuse.

Monitoring

5. **MR. MACKESY** 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. MACKESY's** history. **MR. MACKESY** shall self-administer the prescribed drugs only in the manner prescribed.

6. **MR. MACKESY** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MR. MACKESY** shall, at his own 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. MACKESY** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MR. MACKESY** 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. MACKESY's** license, and a statement as to whether **MR. MACKESY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. MACKESY** 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, conditions, and limitations on **MR. MACKESY's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MR. MACKESY** shall submit, at his expense and on the day selected, blood 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. MACKESY'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. MACKESY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MR. MACKESY's** history.
10. Within thirty (30) days prior to **MR. MACKESY** initiating drug screening, **MR. MACKESY** 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. MACKESY**.

11. After initiating drug screening, **MR. MACKESY** 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. MACKESY** 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, MR. MACKESY** 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. MACKESY** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, upon the request of the Board or its designee, MR. MACKESY** shall, at his own 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, **MR. MACKESY** shall provide the psychiatrist with a copy of this Order and 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 **MR. MACKESY's** license, and a statement as to whether **MR. MACKESY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. **MR. MACKESY** 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, conditions, and limitations on **MR. MACKESY's** license.

Reporting Requirements of MR. MACKESY

15. **MR. MACKESY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MR. MACKESY** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.

17. **MR. MACKESY** 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. **MR. MACKESY** 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. **MR. MACKESY** 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. **MR. MACKESY** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MR. MACKESY** shall inform the Board within three (3) 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. MACKESY** submits a written request for reinstatement; (2) the Board determines that **MR. MACKESY** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. MACKESY** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. MACKESY** and review of the documentation specified in this Order.

Following reinstatement, MR. MACKESY shall be subject to the following probationary terms, conditions, and limitations for a minimum period of two (2) years.

1. **MR. MACKESY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. MACKESY** 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. MACKESY** 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. MACKESY's** history. **MR. MACKESY** shall self-administer prescribed drugs only in the manner prescribed.

4. **MR. MACKESY** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. MACKESY** shall submit, at his expense and on the day selected, blood 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 **MR. MACKESY** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. MACKESY's** history.
6. **MR. MACKESY** 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. MACKESY** shall provide satisfactory documentation of such attendance to the Board every six (6) months.
7. **Upon the request of the Board or its designee, MR. MACKESY** shall, at his own 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, **MR. MACKESY** shall provide the psychiatrist with a copy of this Order and 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 **MR. MACKESY's** license, and a statement as to whether **MR. MACKESY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. MACKESY** 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, conditions, and limitations on **MR. MACKESY's** license.

Treating Practitioners and Reporting

9. Within sixty (60) days of the execution of the probationary period, **MR. MACKESY** 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. MACKESY** 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.
10. **MR. MACKESY** 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. MACKESY** throughout the duration of this Order.
 11. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. MACKESY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

12. Prior to accepting employment as a nurse, each time with every employer, **MR. MACKESY** shall **notify the Board, in writing**.
13. **MR. MACKESY** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MR. MACKESY** 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 accepting nursing employment**. **MR. MACKESY** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. MACKESY

14. **MR. MACKESY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. **MR. MACKESY** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MR. MACKESY** 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. **MR. MACKESY** 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. **MR. MACKESY** 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. **MR. MACKESY** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MR. MACKESY** 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.
21. Prior to working as a nurse, **MR. MACKESY** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Practice Restrictions

MR. MACKESY 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. MACKESY** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MR. MACKESY 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. MACKESY's** suspension shall be lifted and **MR. MACKESY's** licenses to practice nursing as a licensed practical nurse and as a registered nurse will be automatically suspended if it appears to the Board that **MR. MACKESY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. MACKESY** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. MACKESY** 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. MACKESY** has complied with all aspects of this Order; and (2) the Board determines that **MR. MACKESY** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. MACKESY** and review of the reports as required herein. Any period during which **MR. MACKESY** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Janet Arwood, Brenda Boggs, Judith Church, J. Jane McFee and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Gerhart, Susanne G., R.N. 263969 (CASE #13-1987)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board accept all of the Findings of Fact and Conclusions of the Board Hearing Committee, and the Recommendation in the Board Hearing Committee's Report and Recommendation, and that **SUSANNE GAIL GERHART'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 three (3) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. GERHART's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. GERHART** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GERHART** 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. GERHART** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GERHART**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. GERHART'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. GERHART** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules and fifteen (15) hours of Chemical Dependency.

Monitoring

5. **MS. GERHART** 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. GERHART's** history. **MS. GERHART** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. GERHART** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. GERHART** shall, at her own 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. GERHART** shall provide the chemical dependency professional with a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. GERHART** 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. GERHART's** license, and a statement as to whether **MS. GERHART** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. GERHART** 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, conditions, and limitations on **MS. GERHART's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. GERHART** shall submit, at her expense and on the day selected, blood 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. GERHART'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. GERHART** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERHART's** history.
10. Within thirty (30) days prior to **MS. GERHART** initiating drug screening, **MS. GERHART** 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. GERHART**.
 11. After initiating drug screening, **MS. GERHART** 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. GERHART** 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. GERHART** 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. GERHART** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. GERHART** shall, at her own 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. GERHART** shall provide the psychiatrist with a copy of this Order and 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. GERHART's** license, and a statement as to whether **MS. GERHART** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 14. **MS. GERHART** 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, conditions, and limitations on **MS. GERHART's** license.

Reporting Requirements of MS. GERHART

15. **MS. GERHART** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. GERHART** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. GERHART** 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. GERHART** 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. GERHART** 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. GERHART** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. GERHART** shall inform the Board within three (3) 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. GERHART** submits a written request for reinstatement; (2) the Board determines that **MS. GERHART** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GERHART** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GERHART** and review of the documentation specified in this Order.

Following reinstatement, MS. GERHART shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. GERHART** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GERHART** 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. GERHART** 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. GERHART's** history. **MS. GERHART** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. GERHART** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. GERHART** shall submit, at her expense and on the day selected, blood 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. GERHART** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GERHART's** history.
6. **MS. GERHART** 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. GERHART** 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. GERHART** 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. GERHART** 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. GERHART** 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. GERHART** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. GERHART** 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. GERHART** shall **notify the Board, in writing.**
11. **MS. GERHART** is under a continuing duty to provide a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. GERHART** 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 accepting nursing employment.** **MS. GERHART** 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 Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. GERHART

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

17. **MS. GERHART** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. GERHART** 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.
19. Prior to working as a nurse, **MS. GERHART** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Practice Restrictions

MS. GERHART 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. GERHART** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. GERHART 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. GERHART's suspension shall be lifted and MS. GERHART's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. GERHART** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. GERHART** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. GERHART** 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. GERHART** has complied with all aspects of this Order; and (2) the Board determines that **MS. GERHART** is able to practice according to acceptable and prevailing standards of safe nursing care without

Board monitoring, based upon an interview with **MS. GERHART** and review of the reports as required herein. Any period during which **MS. GERHART** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Janet Arwood, Brenda Boggs, Judith Church, J. Jane McFee and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Demedeiros, Mandy M., R.N. 358166 (CASE #12-5969)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board accept all of the Findings of Fact and Conclusions of the Board Hearing Committee, and the Recommendation in the Board Hearing Committee's Report and Recommendation. The Board found that the violation committed by **MS. DEMEDEIROS** was a minor violation and the public is adequately protected. The Board dismissed the charges in the January 2013 Notice of Opportunity for Hearing.

Motion adopted by majority vote of the Board members with Janet Arwood, Brenda Boggs, Judith Church, J. Jane McFee and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

NO REQUEST FOR HEARING

Boicourt, Jeffrey A., R.N. 176766 (CASE #13-1516)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that upon consideration of the charges stated against **JEFFREY A. BOICOURT** in the August 8, 2013, and September 20, 2013 Notices and evidence supporting the charges, the Board find that **MR. BOICOURT** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that **MR. BOICOURT's** license to practice nursing as a registered nurse is hereby **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Bailey, Lisa L., P.N. 139955 (CASE #13-0028)

Action: It was moved by Susan Morano, seconded by J. Jane McFee, that upon consideration of the charges stated against **LISA LYNN BAILEY** in the

September 20, 2013 Notice of Immediate Suspension and 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 Immediate Suspension and 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, conditions, and limitations set forth below for a minimum period of three (3) years, with the **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 of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: one (1) hour of Ohio Nursing Law and Rules, five (5) hours of Ethics, five (5) hours of Disciplinary Actions, and five (5) hours of Professionalism.

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 own 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 Notice of Immediate Suspension and 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, conditions, and limitations 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 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 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 three (3) 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 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, MS. BAILEY shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) 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 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 Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. BAILEY** 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 accepting nursing employment.** **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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. BAILEY

12. **MS. BAILEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. BAILEY** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **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.
15. **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.
16. **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.

17. **MS. BAILEY** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **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.
19. Prior to working as a nurse, **MS. BAILEY** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

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, 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.

MS. BAILEY shall not call in or order prescriptions or prescription refills.

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

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 nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Allen, Darlene L., R.N. 328526 (CASE #13-4423)

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that upon consideration of the charges stated against **DARLENE LYNN ALLEN** in the September 20, 2013 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ALLEN** 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. ALLEN's** license to practice nursing as a registered 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. ALLEN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years and the **Temporary Narcotic and Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. ALLEN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ALLEN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. ALLEN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ALLEN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ALLEN'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. ALLEN** 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. ALLEN** 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. ALLEN's** history. **MS. ALLEN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. ALLEN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. ALLEN** shall, at her own 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. ALLEN** shall provide the chemical dependency professional with a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. ALLEN** 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. ALLEN's** license, and a statement as to whether **MS. ALLEN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. ALLEN** 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, conditions, and limitations on **MS. ALLEN's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. ALLEN** shall submit, at her expense and on the day selected, blood 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. ALLEN'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. ALLEN** shall be

- negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ALLEN's** history.
10. Within thirty (30) days prior to **MS. ALLEN** initiating drug screening, **MS. ALLEN** 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. ALLEN**.
 11. After initiating drug screening, **MS. ALLEN** 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. ALLEN** 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. ALLEN** 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. ALLEN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. ALLEN

13. **MS. ALLEN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. ALLEN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MS. ALLEN** 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. ALLEN** 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. ALLEN** 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. ALLEN** shall verify that the reports and documentation required by this Order are received in the Board office.

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

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

1. **MS. ALLEN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ALLEN** 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. ALLEN** 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. ALLEN's** history. **MS. ALLEN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. ALLEN** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. ALLEN** shall submit, at her expense and on the day selected, blood 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. ALLEN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge

of **MS. ALLEN's** history.

6. **MS. ALLEN** 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. ALLEN** 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. ALLEN** 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. ALLEN** 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. ALLEN** 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. ALLEN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. ALLEN** 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. ALLEN** shall **notify the Board, in writing.**
11. **MS. ALLEN** is under a continuing duty to provide a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. ALLEN** 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 accepting nursing employment.** **MS. ALLEN** 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 Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. ALLEN

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

documentation directly to the Board.

13. **MS. ALLEN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. ALLEN** 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. ALLEN** 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. ALLEN** 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.
17. **MS. ALLEN** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. ALLEN** 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.
19. Prior to working as a nurse, **MS. ALLEN** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. ALLEN 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. ALLEN** to provide nursing services for fees, compensation, or

other consideration or as a volunteer.

MS. ALLEN 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. ALLEN's suspension shall be lifted and MS. ALLEN's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. ALLEN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ALLEN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ALLEN** 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. ALLEN** has complied with all aspects of this Order; and (2) the Board determines that **MS. ALLEN** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. ALLEN** and review of the reports as required herein. Any period during which **MS. ALLEN** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Brown, Danitra L., P.N. 135501 (CASE #13-2371)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that upon consideration of the charges stated against **DANITRA L. BROWN** in the July 26, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BROWN** 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. BROWN's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

2. **MS. BROWN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. BROWN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BROWN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BROWN'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. BROWN** shall submit documentation of her successful completion of all terms imposed by the Kentucky Board of Nursing Order of Immediate Temporary Suspension, effective May 3, 2013, and that her Kentucky license is fully reinstated and unencumbered.

Reporting Requirements of MS. BROWN

5. **MS. BROWN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. BROWN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. BROWN** 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. BROWN** 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. BROWN** 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. BROWN** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. BROWN** shall inform the Board within three (3) 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. BROWN** submits a written request for reinstatement; (2) the Board determines that **MS. BROWN** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. BROWN** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. BROWN** and review of the documentation specified in this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Williams, Daniel R., P.N. 083907 (CASE #12-4272)

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that upon consideration of the charges stated against **DANIEL RAY WILLIAMS** in the September 20, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. WILLIAMS** 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 **MR. WILLIAMS's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Hatton, Jennifer R., R.N. 350083 (CASE #13-1037)

Action: It was moved by J. Jane McFee, seconded by Janet Arwood, that upon consideration of the charges stated against **JENNIFER RAYE HATTON** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HATTON** 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. HATTON'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. HATTON's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

2. **MS. HATTON** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. HATTON** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HATTON**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HATTON'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. HATTON** shall submit documentation of her successful completion of all terms of the Kentucky Board of Nursing Agreed Order for Voluntary Surrender entered into by and between **MS. HATTON** and the Kentucky Board on or about January 9, 2013, and that her Kentucky license is fully reinstated and unencumbered.

Reporting Requirements of MS. HATTON

5. **MS. HATTON** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. HATTON** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. HATTON** 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. HATTON** 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. HATTON** 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. HATTON** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. HATTON** shall inform the Board within three (3) 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. HATTON** submits a written request for reinstatement; (2) the Board determines that **MS. HATTON** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. HATTON** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. HATTON** and review of the documentation specified in this Order.

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

1. **MS. HATTON** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HATTON** 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. HATTON** shall **notify the Board, in writing**.
4. **MS. HATTON** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. HATTON** 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 accepting nursing employment**. **MS. HATTON** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. HATTON

5. **MS. HATTON** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
6. **MS. HATTON** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. HATTON** 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. HATTON** 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. HATTON** 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.
10. **MS. HATTON** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. HATTON** 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.
12. Prior to working as a nurse, if requested by the Board or its designee, **MS. HATTON** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

FAILURE TO COMPLY

The stay of MS. HATTON's suspension shall be lifted and MS. HATTON's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. HATTON** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HATTON** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HATTON** 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. HATTON** has complied with all aspects of this Order; and (2) the Board determines that **MS. HATTON** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HATTON** and review of the reports as required herein. Any period during which **MS. HATTON** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon

the Journal of the Board for the 21st day of March, 2014.

Carlisle, Deborah A., P.N. 106546 (CASE #13-2277)

Action: It was moved by Susan Morano, seconded by J. Jane McFee, that upon consideration of the charges stated against **DEBORAH ANN CARLISLE** in the July 26, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. CARLISLE** 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. CARLISLE's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. CARLISLE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. CARLISLE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. CARLISLE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. CARLISLE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. CARLISLE'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. CARLISLE** shall submit documentation of her successful completion of all terms imposed by the Agreed Order for Voluntary Surrender entered into by and between **MS. CARLISLE** and the Kentucky Board of Nursing, effective April 18, 2013, and that her Kentucky license is fully reinstated and unencumbered.

Reporting Requirements of MS. CARLISLE

5. **MS. CARLISLE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. CARLISLE** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. CARLISLE** 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. CARLISLE** 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. CARLISLE** 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. CARLISLE** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. CARLISLE** shall inform the Board within three (3) 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. CARLISLE** submits a written request for reinstatement; (2) the Board determines that **MS. CARLISLE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. CARLISLE** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. CARLISLE** and review of the documentation specified in this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Ryan, Deidre L., R.N. 239854 (CASE #13-1428)

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that upon consideration of the charges stated against **DEIDRE LEE RYAN** in the September 20, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. RYAN** 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. RYAN'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. RYAN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years and the **Temporary Narcotic and Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. RYAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. RYAN** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. RYAN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. RYAN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. RYAN'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. RYAN** shall submit documentation of her full compliance with the terms and conditions imposed by the Lorain County Court of Common Pleas in Case Number 13CR087261.

Monitoring

5. **MS. RYAN** 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. RYAN's** history. **MS. RYAN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. RYAN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. RYAN** shall, at her own 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. RYAN** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. RYAN** 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. RYAN's** license, and a statement as to whether **MS. RYAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. RYAN** 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, conditions, and limitations on **MS. RYAN's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. RYAN** shall submit, at her expense and on the day selected, blood 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. RYAN'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. RYAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. RYAN's** history.
 10. Within thirty (30) days prior to **MS. RYAN** initiating drug screening, **MS. RYAN** 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. RYAN**.
 11. After initiating drug screening, **MS. RYAN** 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. RYAN** 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. RYAN** 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. RYAN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. RYAN

13. **MS. RYAN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation

or information directly to the Board.

14. **MS. RYAN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MS. RYAN** 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. RYAN** 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. RYAN** 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. RYAN** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. RYAN** shall inform the Board within three (3) 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. RYAN** submits a written request for reinstatement; (2) the Board determines that **MS. RYAN** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. RYAN** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. RYAN** and review of the documentation specified in this Order.

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

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

- history. **MS. RYAN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. RYAN** shall abstain completely from the use of alcohol or any products containing alcohol.
 5. During the probationary period, **MS. RYAN** shall submit, at her expense and on the day selected, blood 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. RYAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. RYAN's** history.
 6. **MS. RYAN** 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. RYAN** 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. RYAN** 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. RYAN** 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. RYAN** 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. RYAN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. RYAN** 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. RYAN** shall **notify the Board, in writing.**

11. **MS. RYAN** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. RYAN** 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 accepting nursing employment**. **MS. RYAN** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. RYAN

12. **MS. RYAN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. RYAN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. RYAN** 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. RYAN** 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. RYAN** 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.
17. **MS. RYAN** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. RYAN** 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.
19. Prior to working as a nurse, **MS. RYAN** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

MS. RYAN shall not administer, have access to, or possess (except as

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

Permanent Practice Restrictions

MS. RYAN 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. RYAN** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. RYAN 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. RYAN's suspension shall be lifted and MS. RYAN's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. RYAN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. RYAN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. RYAN** 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. RYAN** has complied with all aspects of this Order; and (2) the Board determines that **MS. RYAN** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. RYAN** and review of the reports as required herein. Any period during which **MS. RYAN** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Starr, Debra L., P.N. 134294 (CASE #12-3511)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that upon consideration of the charges stated against **DEBRA LEAH STARR** in the September 21, 2012 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. STARR** 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. STARR's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. STARR** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. STARR** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. STARR** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. STARR**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. STARR'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. STARR** shall submit documentation of her successful completion of all terms imposed by the Findings of Fact, Ultimate Findings of Fact, Conclusions of Law, and Order issued by the Indiana State Board of Nursing, filed July 12, 2012, and that her Indiana license is fully reinstated and unencumbered.
5. **Prior to requesting reinstatement by the Board, MS. STARR** shall submit documentation of her successful completion of all terms imposed by the April 2003 Consent Agreement entered into by and between **MS. STARR** and the West Virginia State Board of Examiners for Licensed Practical Nurses, and that her West Virginia license is fully reinstated and unencumbered.

Reporting Requirements of MS. STARR

6. **MS. STARR** shall sign release of information forms allowing health

- professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. STARR** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
 8. **MS. STARR** 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. STARR** 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. STARR** 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. STARR** shall verify that the reports and documentation required by this Order are received in the Board office.
 12. **MS. STARR** shall inform the Board within three (3) 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. STARR** submits a written request for reinstatement; (2) the Board determines that **MS. STARR** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. STARR** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. STARR** and review of the documentation specified in this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Arnold, Debra A., R.N. 150698 (CASE #12-3810)

Action: It was moved by Lisa Klenke, seconded by Susan Morano, that upon consideration of the charges stated against **DEBRA A. ARNOLD** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ARNOLD** 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. ARNOLD's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but

not less than three (3) months with the conditions for reinstatement set forth below, and that following reinstatement, **MS. ARNOLD's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. ARNOLD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ARNOLD** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. ARNOLD** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ARNOLD**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ARNOLD'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. ARNOLD** 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. ARNOLD's** history. **MS. ARNOLD** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. ARNOLD** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. ARNOLD** shall, at her own 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. ARNOLD** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. ARNOLD** 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. ARNOLD's** license, and a statement as to whether **MS. ARNOLD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. **MS. ARNOLD** 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, conditions, and limitations on **MS. ARNOLD's** license.
8. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. ARNOLD** shall submit, at her expense and on the day selected, blood 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. ARNOLD'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. ARNOLD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ARNOLD's** history.
9. Within thirty (30) days prior to **MS. ARNOLD** initiating drug screening, **MS. ARNOLD** 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. ARNOLD**.
10. After initiating drug screening, **MS. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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. ARNOLD** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. ARNOLD

12. **MS. ARNOLD** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. ARNOLD** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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. ARNOLD** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. ARNOLD** shall inform the Board within three (3) 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. ARNOLD** submits a written request for reinstatement; (2) the Board determines that **MS. ARNOLD** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. ARNOLD** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. ARNOLD** and review of the documentation specified in this Order.

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

1. **MS. ARNOLD** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ARNOLD** 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. ARNOLD** 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. ARNOLD's** history. **MS. ARNOLD** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. ARNOLD** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. ARNOLD** shall submit, at her expense and on the day selected, blood 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. ARNOLD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ARNOLD's** history.
6. **MS. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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. ARNOLD** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. ARNOLD** 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. ARNOLD** shall **notify the Board, in writing**.
11. **MS. ARNOLD** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. ARNOLD** 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 accepting nursing employment**. **MS. ARNOLD** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. ARNOLD

12. **MS. ARNOLD** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. ARNOLD** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. ARNOLD** 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. ARNOLD** 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. ARNOLD** 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.
17. **MS. ARNOLD** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. ARNOLD** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. ARNOLD** shall complete a nurse refresher course or extensive orientation

approved in advance by the Board.

FAILURE TO COMPLY

The stay of MS. ARNOLD's suspension shall be lifted and MS. ARNOLD's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. ARNOLD** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. ARNOLD** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. ARNOLD** 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. ARNOLD** has complied with all aspects of this Order; and (2) the Board determines that **MS. ARNOLD** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. ARNOLD** and review of the reports as required herein. Any period during which **MS. ARNOLD** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Young, Joshua J., P.N. 123172 (CASE #12-1040)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that upon consideration of the charges stated against **JOSHUA J. YOUNG** in the April 11, 2013, and May 17, 2013 Notices and evidence supporting the charges, the Board find that **MR. YOUNG** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that **MR. YOUNG'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. YOUNG's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years and the **Permanent Narcotic and Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. YOUNG** shall obey all federal, state, and local laws, and all laws and

rules governing the practice of nursing in Ohio.

2. **MR. YOUNG** 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. YOUNG** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. YOUNG**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. YOUNG'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. YOUNG** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Professionalism, and ten (10) hours of Nurses and Drugs.

Monitoring

5. **MR. YOUNG** 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. YOUNG's** history. **MR. YOUNG** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. YOUNG** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MR. YOUNG** shall, at his own 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. YOUNG** shall provide the chemical dependency professional with a copy of this Order and the Notices. Further, **MR. YOUNG** 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. YOUNG's** license, and a statement as to whether **MR. YOUNG** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. YOUNG** 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, conditions, and limitations on **MR. YOUNG's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MR. YOUNG** shall submit, at his expense and on the day selected, blood 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. YOUNG'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. YOUNG** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. YOUNG's** history.
 10. Within thirty (30) days prior to **MR. YOUNG** initiating drug screening, **MR. YOUNG** 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. YOUNG**.
 11. After initiating drug screening, **MR. YOUNG** 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. YOUNG** 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, MR. YOUNG** 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. YOUNG** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MR. YOUNG

13. **MR. YOUNG** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation

or information directly to the Board.

14. **MR. YOUNG** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MR. YOUNG** 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. YOUNG** 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. YOUNG** 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. YOUNG** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. YOUNG** shall inform the Board within three (3) 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. YOUNG** submits a written request for reinstatement; (2) the Board determines that **MR. YOUNG** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. YOUNG** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. YOUNG** and review of the documentation specified in this Order.

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

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

- YOUNG's** history. **MR. YOUNG** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. YOUNG** shall abstain completely from the use of alcohol or any products containing alcohol.
 5. During the probationary period, **MR. YOUNG** shall submit, at his expense and on the day selected, blood 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. YOUNG** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. YOUNG's** history.
 6. **MR. YOUNG** 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. YOUNG** 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. YOUNG** 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. YOUNG** 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. YOUNG** 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. YOUNG** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. YOUNG** 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. YOUNG** shall **notify the Board, in writing.**

11. **MR. YOUNG** is under a continuing duty to provide a copy of this Order and the Notices to any new employer **prior to accepting nursing employment**. **MR. YOUNG** 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 accepting nursing employment**. **MR. YOUNG** 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 Notices, including the date they were received.

Reporting Requirements of MR. YOUNG

12. **MR. YOUNG** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MR. YOUNG** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MR. YOUNG** 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. **MR. YOUNG** 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. **MR. YOUNG** 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.
17. **MR. YOUNG** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MR. YOUNG** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MR. YOUNG** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

MR. YOUNG shall not administer, have access to, or possess (except as

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

Permanent Practice Restrictions

MR. YOUNG 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. YOUNG** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MR. YOUNG 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. YOUNG's suspension shall be lifted and MR. YOUNG's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MR. YOUNG** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. YOUNG** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. YOUNG** 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. YOUNG** has complied with all aspects of this Order; and (2) the Board determines that **MR. YOUNG** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. YOUNG** and review of the reports as required herein. Any period during which **MR. YOUNG** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Juscak, Christine R., R.N. 269783 (CASE #13-4745)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that upon consideration of the charges stated against **CHRISTINE RENEE JUSCAK** in the September 20, 2013 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. JUSCAK** 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. JUSCAK'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. JUSCAK's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years and the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. JUSCAK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JUSCAK** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. JUSCAK** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. JUSCAK**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. JUSCAK'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. JUSCAK** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Chemical Dependency and Nurses, five (5) hours Professionalism, and five (5) hours of Disciplinary Actions.

Monitoring

5. **MS. JUSCAK** 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. JUSCAK's** history. **MS. JUSCAK** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. JUSCAK** shall abstain completely from the use of alcohol or any products containing alcohol.
 7. **Prior to requesting reinstatement by the Board, MS. JUSCAK** shall, at her own 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. JUSCAK** shall provide the chemical dependency professional with a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. JUSCAK** 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. JUSCAK's** license, and a statement as to whether **MS. JUSCAK** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 8. **MS. JUSCAK** 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, conditions, and limitations on **MS. JUSCAK's** license.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. JUSCAK** shall submit, at her expense and on the day selected, blood 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. JUSCAK'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. JUSCAK** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JUSCAK's** history.
 10. Within thirty (30) days prior to **MS. JUSCAK** initiating drug screening, **MS. JUSCAK** 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. JUSCAK**.
11. After initiating drug screening, **MS. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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. JUSCAK** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. JUSCAK

13. **MS. JUSCAK** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. JUSCAK** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MS. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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. JUSCAK** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. JUSCAK** shall inform the Board within three (3) 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. JUSCAK** submits a written request for reinstatement; (2) the Board determines that **MS. JUSCAK** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. JUSCAK** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. JUSCAK** and review of the documentation specified in this Order.

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

1. **MS. JUSCAK** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JUSCAK** 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. JUSCAK** 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. JUSCAK's** history. **MS. JUSCAK** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. JUSCAK** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. JUSCAK** shall submit, at her expense and on the day selected, blood 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. JUSCAK** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JUSCAK's** history.
6. **MS. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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. JUSCAK** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. JUSCAK** 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. JUSCAK** shall **notify the Board, in writing.**
11. **MS. JUSCAK** is under a continuing duty to provide a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. JUSCAK** 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 accepting nursing employment.** **MS. JUSCAK** 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 Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. JUSCAK

12. **MS. JUSCAK** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. JUSCAK** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. JUSCAK** 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. JUSCAK** 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. JUSCAK** 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.
17. **MS. JUSCAK** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. JUSCAK** 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.
19. Prior to working as a nurse, **MS. JUSCAK** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. JUSCAK 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. JUSCAK** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. JUSCAK 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. JUSCAK's suspension shall be lifted and MS. JUSCAK's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. JUSCAK** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. JUSCAK** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. JUSCAK** 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. JUSCAK** has complied with all aspects of this Order; and (2) the Board determines that **MS. JUSCAK** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. JUSCAK** and review of the reports as required herein. Any period during which **MS. JUSCAK** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Hervet, Stacy L., P.N. 099201 (CASE #13-1049)

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that upon consideration of the charges stated against **STACY LUCINDA HERVET** in the July 26, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HERVET** 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. HERVET'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. HERVET's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years, with the **Temporary Narcotic and Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

2. **MS. HERVET** 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. HERVET** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HERVET**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HERVET'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. HERVET** 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. HERVET** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Critical Thinking, and ten (10) hours of Substance Abuse.

Monitoring

6. **MS. HERVET** 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. HERVET's** history. **MS. HERVET** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. HERVET** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement by the Board, MS. HERVET** shall, at her own 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. HERVET** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. HERVET** 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. HERVET's** license, and a statement as to whether **MS. HERVET** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. HERVET** 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, conditions, and limitations on **MS. HERVET's** license.
 10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HERVET** shall submit, at her expense and on the day selected, blood 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. HERVET'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. HERVET** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HERVET's** history.
 11. Within thirty (30) days prior to **MS. HERVET** initiating drug screening, **MS. HERVET** 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. HERVET**.
 12. After initiating drug screening, **MS. HERVET** 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. HERVET** 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. HERVET** 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. HERVET** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. HERVET

14. **MS. HERVET** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
15. **MS. HERVET** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
16. **MS. HERVET** 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. HERVET** 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. HERVET** 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. HERVET** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. HERVET** shall inform the Board within three (3) 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. HERVET** submits a written request for reinstatement; (2) the Board determines that **MS. HERVET** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. HERVET** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. HERVET** and review of the documentation specified in this Order.

Following reinstatement, MS. HERVET shall be subject to the following probationary terms, conditions, and limitations for a minimum period of two (2) years.

1. **MS. HERVET** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HERVET** 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. HERVET** 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. HERVET's** history. **MS. HERVET** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. HERVET** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. HERVET** shall submit, at her expense and on the day selected, blood 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. HERVET** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HERVET's** history.
6. **MS. HERVET** 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. HERVET** 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. HERVET** 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. HERVET** 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. HERVET** 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. HERVET** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HERVET** 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. HERVET** shall **notify the Board, in writing.**
11. **MS. HERVET** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. HERVET** 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 accepting nursing employment.** **MS. HERVET** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. HERVET

12. **MS. HERVET** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. HERVET** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. HERVET** 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. HERVET** 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. HERVET** 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.
17. **MS. HERVET** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. HERVET** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS.**

HERVET shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. HERVET 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. HERVET** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. HERVET 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. HERVET's suspension shall be lifted and MS. HERVET's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. HERVET** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. HERVET** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. HERVET** 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. HERVET** has complied with all aspects of this Order; and (2) the Board determines that **MS. HERVET** is able to practice according to acceptable and prevailing standards of safe nursing care without

Board monitoring, based upon an interview with **MS. HERVET** and review of the reports as required herein. Any period during which **MS. HERVET** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Griffis, Susan L., R.N. 293191 (CASE #13-4518)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that upon consideration of the charges stated against **SUSAN LOUISE GRIFFIS** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. GRIFFIS** 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. GRIFFIS's** license to practice nursing as a registered nurse be suspended for an indefinite period of time.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. GRIFFIS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. GRIFFIS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. GRIFFIS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GRIFFIS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. GRIFFIS'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. GRIFFIS** shall submit documentation of her successful completion of all terms imposed by the State of Michigan, Department of Licensing and Regulatory Affairs, Bureau of Health Care Services, Board of Nursing Disciplinary Subcommittee in the Consent Order and Stipulation dated June 5, 2013, and that her Michigan license is fully reinstated and unencumbered.

Reporting Requirements of MS. GRIFFIS

5. **MS. GRIFFIS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation

or information directly to the Board.

6. **MS. GRIFFIS** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. GRIFFIS** 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. GRIFFIS** 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. GRIFFIS** 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. GRIFFIS** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. GRIFFIS** shall inform the Board within three (3) 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. GRIFFIS** submits a written request for reinstatement; (2) the Board determines that **MS. GRIFFIS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GRIFFIS** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GRIFFIS** and review of the documentation specified in this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Stec, Brian P., R.N. 296360 (CASE #13-0912)

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that upon consideration of the charges stated against **BRIAN P. STEC** in the August 26, 2013 Order of Summary Suspension and Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. STEC** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Order of Summary Suspension and Notice of Opportunity for Hearing, and that **MR. STEC's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Petit, Sherry L., R.N. 277389 (CASE #13-1977)

Action: It was moved by J. Jane McFee, seconded by Janet Arwood, that upon consideration of the charges stated against **SHERRY LYNN PETIT** in the July 26, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PETIT** 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. PETIT's** license to practice nursing as a registered 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. PETIT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years and the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. PETIT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PETIT** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. PETIT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PETIT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. PETIT'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. PETIT** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, ten (10) hours of Professionalism and Ethics, and thirty (30) hours of Chemical Dependency.

Monitoring

5. **MS. PETIT** 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. PETIT's** history. **MS. PETIT** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. PETIT** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. PETIT** shall, at her own 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. PETIT** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. PETIT** 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. PETIT's** license, and a statement as to whether **MS. PETIT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. PETIT** 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, conditions, and limitations on **MS. PETIT's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PETIT** shall submit, at her expense and on the day selected, blood 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. PETIT'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. PETIT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PETIT's** history.
10. Within thirty (30) days prior to **MS. PETIT** initiating drug screening, **MS. PETIT** 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. PETIT**.
11. After initiating drug screening, **MS. PETIT** 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. PETIT** 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. PETIT** 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. PETIT** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. PETIT** shall, at her own 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. PETIT** shall provide the psychiatrist with a copy of this Order and 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. PETIT's** license, and a statement as to whether **MS. PETIT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 14. **MS. PETIT** 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, conditions, and limitations on **MS. PETIT's** license.
 15. **Prior to requesting reinstatement by the Board, MS. PETIT** shall, at her own expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. PETIT'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. PETIT's** comprehensive physical examination and

with a comprehensive assessment regarding **MS. PETIT's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. PETIT** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. PETIT** 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. PETIT's** license to practice, and stating whether **MS. PETIT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

16. The Board may utilize the Board approved physician's recommendations and conclusions from the comprehensive physician examination and assessment as a basis for additional terms, conditions, and limitations on **MS. PETIT's** license.

Reporting Requirements of MS. PETIT

17. **MS. PETIT** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
18. **MS. PETIT** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
19. **MS. PETIT** 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.
20. **MS. PETIT** 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.
21. **MS. PETIT** 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.
22. **MS. PETIT** shall verify that the reports and documentation required by this Order are received in the Board office.
23. **MS. PETIT** shall inform the Board within three (3) 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. PETIT** submits a written request for reinstatement; (2) the Board determines that **MS. PETIT** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. PETIT** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. PETIT** and review of the documentation specified in this Order.

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

1. **MS. PETIT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PETIT** 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. PETIT** 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. PETIT's** history. **MS. PETIT** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. PETIT** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. PETIT** shall submit, at her expense and on the day selected, blood 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. PETIT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PETIT's** history.
6. **MS. PETIT** 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. PETIT** 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. PETIT** 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. PETIT** 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. PETIT** 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. PETIT** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. PETIT** 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. PETIT** shall **notify the Board, in writing.**
11. **MS. PETIT** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. PETIT** 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 accepting nursing employment.** **MS. PETIT** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. PETIT

12. **MS. PETIT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. PETIT** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. PETIT** 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. PETIT** 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. PETIT** 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.
17. **MS. PETIT** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. PETIT** 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.
19. Prior to working as a nurse, **MS. PETIT** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

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

Permanent Practice Restrictions

MS. PETIT 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. PETIT** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. PETIT 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. PETIT's suspension shall be lifted and MS. PETIT's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. PETIT** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. PETIT** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. PETIT** 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. PETIT** has complied with all aspects of this Order; and (2) the Board determines that **MS. PETIT** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. PETIT** and review of the reports as required herein. Any period during which **MS. PETIT** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Costello, Jacqueline P., P.N. 128704 (CASE #13-1958)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that upon consideration of the charges stated against **JACQUELINE P. COSTELLO** in the September 20, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. COSTELLO** 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. COSTELLO's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than five (5) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. COSTELLO's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. COSTELLO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. COSTELLO** 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. COSTELLO** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. COSTELLO**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. COSTELLO'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. COSTELLO** shall submit documentation of her full compliance with the terms and conditions imposed by the Stark County Court of Common Pleas in Case Number 2013CR0698.

Monitoring

5. **MS. COSTELLO** 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. COSTELLO's** history. **MS. COSTELLO** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. COSTELLO** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. COSTELLO** shall, at her own 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. COSTELLO** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. COSTELLO** 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. COSTELLO's** license, and a statement as to whether **MS. COSTELLO** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. COSTELLO** 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, conditions, and limitations on **MS. COSTELLO's** license.

9. **For a minimum, continuous period of two (2) years immediately prior to requesting reinstatement, MS. COSTELLO** shall submit, at her expense and on the day selected, blood 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. COSTELLO'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. COSTELLO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. COSTELLO's** history.
10. Within thirty (30) days prior to **MS. COSTELLO** initiating drug screening, **MS. COSTELLO** 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. COSTELLO**.
11. After initiating drug screening, **MS. COSTELLO** 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. COSTELLO** 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) year immediately prior to requesting reinstatement, MS. COSTELLO** 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. COSTELLO** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, MS. COSTELLO** shall, at her own 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. COSTELLO** shall provide the psychiatrist with a copy of this Order and Notice of Immediate 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. COSTELLO's** license, and a statement as to whether **MS. COSTELLO** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

14. **MS. COSTELLO** 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, conditions, and limitations on **MS. COSTELLO's** license.

Reporting Requirements of MS. COSTELLO

15. **MS. COSTELLO** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. COSTELLO** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. COSTELLO** 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. COSTELLO** 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. COSTELLO** 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. COSTELLO** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. COSTELLO** shall inform the Board within three (3) 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. COSTELLO** submits a written request for reinstatement; (2) the Board determines that **MS. COSTELLO** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. COSTELLO** is able to practice according to acceptable and prevailing standards of safe nursing care

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

Following reinstatement, MS. COSTELLO shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. COSTELLO** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. COSTELLO** 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. COSTELLO** 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. COSTELLO's** history. **MS. COSTELLO** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. COSTELLO** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. COSTELLO** shall submit, at her expense and on the day selected, blood 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. COSTELLO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. COSTELLO's** history.
6. **MS. COSTELLO** 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. COSTELLO** 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. COSTELLO** 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. COSTELLO** 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. COSTELLO** 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. COSTELLO** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. COSTELLO** 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. COSTELLO** shall **notify the Board, in writing.**
11. **MS. COSTELLO** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. COSTELLO** 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 accepting nursing employment.** **MS. COSTELLO** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. COSTELLO

12. **MS. COSTELLO** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. COSTELLO** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. COSTELLO** 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. COSTELLO** 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. COSTELLO** 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.
17. **MS. COSTELLO** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. COSTELLO** 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.
19. Prior to working as a nurse, **MS. COSTELLO** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

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

Permanent Practice Restrictions

MS. COSTELLO 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. COSTELLO** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. COSTELLO 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. COSTELLO's suspension shall be lifted and MS. COSTELLO's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. COSTELLO** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. COSTELLO** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. COSTELLO** 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. COSTELLO** has complied with all aspects of this Order; and (2) the Board determines that **MS. COSTELLO** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. COSTELLO** and review of the reports as required herein. Any period during which **MS. COSTELLO** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Donaldson, Carrie E., R.N. 301011 (CASE #13-1455)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that upon consideration of the charges stated against **CARRIE ELIZABETH DONALDSON** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. DONALDSON** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. DONALDSON's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Noe, Megan R., P.N. 133220 (CASE #13-5212)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that upon consideration of the charges stated against **MEGAN R. NOE** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. NOE** 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. NOE'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. NOE's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Narcotic and Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. NOE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. NOE** 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. NOE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. NOE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. NOE'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. NOE** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: one (1) hour of Ohio Nursing Law and Rules and ten (10) hours of Chemical Dependency.

Monitoring

5. **MS. NOE** 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. NOE's** history. **MS. NOE** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. NOE** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. NOE** shall, at her own 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. NOE** shall provide the chemical dependency professional with a copy

- of this Order and Notice of Opportunity for Hearing. Further, **MS. NOE** 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. NOE's** license, and a statement as to whether **MS. NOE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. NOE** 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, conditions, and limitations on **MS. NOE's** license.
 9. **For a minimum, continuous period of three (3) years immediately prior to requesting reinstatement, MS. NOE** shall submit, at her expense and on the day selected, blood 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. NOE'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. NOE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. NOE's** history.
 10. Within thirty (30) days prior to **MS. NOE** initiating drug screening, **MS. NOE** 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. NOE**.
 11. After initiating drug screening, **MS. NOE** 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. NOE** 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. NOE** 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. NOE** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, MS. NOE** shall, at her own 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. NOE** shall provide the psychiatrist with a copy of this Order and 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. NOE's** license, and a statement as to whether **MS. NOE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. **MS. NOE** 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, conditions, and limitations on **MS. NOE's** license.
15. **Prior to requesting reinstatement by the Board, MS. NOE** shall, at her own expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. NOE'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. NOE's** comprehensive physical examination and with a comprehensive assessment regarding **MS. NOE's** fitness for duty and safety to practice nursing as a licensed practical nurse. Prior to the examination, **MS. NOE** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. NOE** 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. NOE's** license to practice, and stating whether **MS. NOE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
16. The Board may utilize the Board approved physician's recommendations

and conclusions from the comprehensive physician examination and assessment as a basis for additional terms, conditions, and limitations on **MS. NOE's** license.

Reporting Requirements of MS. NOE

17. **MS. NOE** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
18. **MS. NOE** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
19. **MS. NOE** 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.
20. **MS. NOE** 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.
21. **MS. NOE** 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.
22. **MS. NOE** shall verify that the reports and documentation required by this Order are received in the Board office.
23. **MS. NOE** shall inform the Board within three (3) 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. NOE** submits a written request for reinstatement; (2) the Board determines that **MS. NOE** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. NOE** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. NOE** and review of the documentation specified in this Order.

Following reinstatement, MS. NOE shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

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

2. **MS. NOE** 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. NOE** 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. NOE's** history. **MS. NOE** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. NOE** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. NOE** shall submit, at her expense and on the day selected, blood 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. NOE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. NOE's** history.
6. **MS. NOE** 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. NOE** 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. NOE** 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. NOE** 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. NOE** 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. NOE**

throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. NOE** 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. NOE** shall **notify the Board, in writing.**
11. **MS. NOE** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. NOE** 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 accepting nursing employment.** **MS. NOE** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. NOE

12. **MS. NOE** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. NOE** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. NOE** 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. NOE** 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. NOE** 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.
17. **MS. NOE** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. NOE** 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.

19. Prior to working as a nurse, if requested by the Board or its designee, **MS. NOE** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. NOE 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. NOE** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

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

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

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Paster, Kimberly M., P.N. 142401 (CASE #12-6766)

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that upon consideration of the charges stated against **KIMBERLY MARIE PASTER** in the September 20, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PASTER** 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. PASTER'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. PASTER's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. PASTER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PASTER** 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. PASTER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PASTER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. PASTER'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. PASTER** shall, in addition to the requirements of licensure renewal, successfully complete

and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: five (5) hours of Ethics.

Monitoring

5. **MS. PASTER** 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. PASTER's** history. **MS. PASTER** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. PASTER** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. PASTER** shall, at her own 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. PASTER** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. PASTER** 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. PASTER's** license, and a statement as to whether **MS. PASTER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. PASTER** 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, conditions, and limitations on **MS. PASTER's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. PASTER** shall submit, at her expense and on the day selected, blood 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. PASTER'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. PASTER**

shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PASTER's** history.

10. Within thirty (30) days prior to **MS. PASTER** initiating drug screening, **MS. PASTER** 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. PASTER**.
11. After initiating drug screening, **MS. PASTER** 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. PASTER** 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. PASTER** 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. PASTER** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. PASTER

13. **MS. PASTER** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. PASTER** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MS. PASTER** 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. PASTER** 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. PASTER** 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. PASTER** shall verify that the reports and documentation required by this Order are received in the Board office.

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

Following reinstatement, MS. PASTER shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. PASTER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PASTER** 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. PASTER** 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. PASTER's** history. **MS. PASTER** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. PASTER** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. PASTER** shall submit, at her expense and on the day selected, blood 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. PASTER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge

of **MS. PASTER's** history.

6. **MS. PASTER** 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. PASTER** 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. PASTER** 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. PASTER** 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. PASTER** 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. PASTER** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. PASTER** 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. PASTER** shall **notify the Board, in writing.**
11. **MS. PASTER** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. PASTER** 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 accepting nursing employment.** **MS. PASTER** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. PASTER

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

documentation directly to the Board.

13. **MS. PASTER** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. PASTER** 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. PASTER** 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. PASTER** 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.
17. **MS. PASTER** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. PASTER** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. PASTER** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

MS. PASTER 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. PASTER** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. PASTER 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. PASTER's suspension shall be lifted and MS. PASTER's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. PASTER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. PASTER** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. PASTER** 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. PASTER** has complied with all aspects of this Order; and (2) the Board determines that **MS. PASTER** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. PASTER** and review of the reports as required herein. Any period during which **MS. PASTER** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Atkins, Michael C., R.N. 365915 (CASE #13-4726)

Action: It was moved by J. Jane McFee, seconded by Janet Arwood, that upon consideration of the charges stated against **MICHAEL CHARLES ATKINS** in the September 20, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. ATKINS** 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 **MR. ATKINS'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, **MR. ATKINS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary

terms, conditions, and limitations set forth below for a minimum period of three (3) years and the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. ATKINS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. ATKINS** 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. ATKINS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. ATKINS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. ATKINS'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. ATKINS** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, ten (10) hours of Drug Addiction, ten (10) hours of Professionalism, and ten (10) hours of Critical Thinking.

Monitoring

5. **MR. ATKINS** 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. ATKINS's** history. **MR. ATKINS** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. ATKINS** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MR. ATKINS** shall, at his own 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. ATKINS** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MR. ATKINS** 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. ATKINS's** license, and a statement as to whether **MR. ATKINS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. ATKINS** 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, conditions, and limitations on **MR. ATKINS's** license.
 9. **For a minimum, continuous period of nine (9) months immediately prior to requesting reinstatement, MR. ATKINS** shall submit, at his expense and on the day selected, blood 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. ATKINS'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. ATKINS** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. ATKINS's** history.
 10. Within thirty (30) days prior to **MR. ATKINS** initiating drug screening, **MR. ATKINS** 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. ATKINS**.
 11. After initiating drug screening, **MR. ATKINS** 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. ATKINS** 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 nine (9) months immediately prior to requesting reinstatement, MR. ATKINS** 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. ATKINS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MR. ATKINS

13. **MR. ATKINS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MR. ATKINS** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MR. ATKINS** 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. ATKINS** 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. ATKINS** 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. ATKINS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. ATKINS** shall inform the Board within three (3) 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. ATKINS** submits a written request for reinstatement; (2) the Board determines that **MR. ATKINS** has complied with all conditions of reinstatement; and (3) the Board determines that **MR. ATKINS** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MR. ATKINS** and review of the documentation specified in this Order.

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

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

2. **MR. ATKINS** 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. ATKINS** 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. ATKINS's** history. **MR. ATKINS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. ATKINS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. ATKINS** shall submit, at his expense and on the day selected, blood 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. ATKINS** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. ATKINS's** history.
6. **MR. ATKINS** 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. ATKINS** 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. ATKINS** 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. ATKINS** 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. ATKINS** 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.**

ATKINS throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. ATKINS** 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 and with every employer, **MR. ATKINS** shall **notify the Board, in writing.**
11. **MR. ATKINS** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MR. ATKINS** 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 accepting nursing employment.** **MR. ATKINS** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. ATKINS

12. **MR. ATKINS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MR. ATKINS** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MR. ATKINS** 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. **MR. ATKINS** 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. **MR. ATKINS** 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.
17. **MR. ATKINS** shall verify that the reports and documentation required by this Order are received in the Board office.

18. **MR. ATKINS** 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.

19. Prior to working as a nurse, if requested by the Board or its designee, **MR. ATKINS** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MR. ATKINS 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. ATKINS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MR. ATKINS 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. ATKINS's suspension shall be lifted and MR. ATKINS's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MR. ATKINS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MR. ATKINS** via certified mail of the specific nature of the charges and automatic suspension of his license. Upon receipt of this notice, **MR. ATKINS** 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. ATKINS** has complied with all aspects of this Order; and (2) the Board determines that **MR. ATKINS** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MR. ATKINS** and review of the reports as required herein. Any period during which **MR. ATKINS** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Gillihan, Sara E., R.N. 341928 (CASE #12-2123)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that upon consideration of the charges stated against **SARA E. GILLIHAN** in the July 26, 2013 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. GILLIHAN** 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. GILLIHAN'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. GILLIHAN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years and the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, four (4) hours of Nurses and Drugs, and four (4) hours of Professionalism.

Monitoring

5. **MS. GILLIHAN** 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. GILLIHAN's** history. **MS. GILLIHAN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. GILLIHAN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. GILLIHAN** shall, at her own 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. GILLIHAN** shall provide the chemical dependency professional with a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. GILLIHAN** 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. GILLIHAN's** license, and a statement as to whether **MS. GILLIHAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. GILLIHAN** 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, conditions, and limitations on **MS. GILLIHAN's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. GILLIHAN** shall submit, at her expense and on the day selected, blood 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. GILLIHAN'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. GILLIHAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GILLIHAN's** history.
10. Within thirty (30) days prior to **MS. GILLIHAN** initiating drug screening, **MS. GILLIHAN** 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. GILLIHAN**.
 11. After initiating drug screening, **MS. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. GILLIHAN** shall, at her own 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. GILLIHAN** shall provide the psychiatrist with a copy of this Order and Notice of Immediate 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. GILLIHAN's** license, and a statement as to whether **MS. GILLIHAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 14. **MS. GILLIHAN** 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, conditions, and limitations on **MS.**

GILLIHAN's license.

Reporting Requirements of MS. GILLIHAN

15. **MS. GILLIHAN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. GILLIHAN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. GILLIHAN** shall inform the Board within three (3) 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. GILLIHAN** submits a written request for reinstatement; (2) the Board determines that **MS. GILLIHAN** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. GILLIHAN** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. GILLIHAN** and review of the documentation specified in this Order.

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

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

2. **MS. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN's** history. **MS. GILLIHAN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. GILLIHAN** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. GILLIHAN** shall submit, at her expense and on the day selected, blood 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. GILLIHAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. GILLIHAN's** history.
6. **MS. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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.**

GILLIHAN throughout the duration of this Order.

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. GILLIHAN** 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. GILLIHAN** shall **notify the Board, in writing**.
11. **MS. GILLIHAN** is under a continuing duty to provide a copy of this Order and Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment**. **MS. GILLIHAN** 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 accepting nursing employment**. **MS. GILLIHAN** 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 Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. GILLIHAN

12. **MS. GILLIHAN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. GILLIHAN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. GILLIHAN** 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. GILLIHAN** 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. GILLIHAN** 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.
17. **MS. GILLIHAN** shall verify that the reports and documentation required by this Order are received in the Board office.

18. **MS. GILLIHAN** 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.

19. Prior to working as a nurse, **MS. GILLIHAN** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. GILLIHAN 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. GILLIHAN** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. GILLIHAN 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. GILLIHAN's** suspension shall be lifted and **MS. GILLIHAN's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. GILLIHAN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. GILLIHAN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. GILLIHAN** 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. GILLIHAN** has complied with all aspects of this Order; and (2) the Board determines that **MS. GILLIHAN** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. GILLIHAN** and review of the reports as required herein. Any period during which **MS. GILLIHAN** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Walters, Rachel A., R.N. 297961 (CASE #13-4664)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that upon consideration of the charges stated against **RACHEL ANN WALTERS** in the May 17, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. WALTERS** 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. WALTERS'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. WALTERS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years and the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. WALTERS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. WALTERS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **Prior to requesting reinstatement by the Board, MS. WALTERS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. WALTERS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. WALTERS'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. WALTERS** 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. WALTERS** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: ten (10) hours of Drug Addiction, five (5) hours of Recognizing Drug Seeking Behavior, and five (5) hours of Critical Thinking.

Monitoring

6. **MS. WALTERS** 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. WALTERS's** history. **MS. WALTERS** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. WALTERS** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Prior to requesting reinstatement by the Board, MS. WALTERS** shall, at her own 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. WALTERS** shall provide the chemical dependency professional with a copy of this Order and Notice of Opportunity for Hearing. Further, **MS. WALTERS** 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. WALTERS's** license, and a statement as to whether **MS. WALTERS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. WALTERS** 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, conditions, and limitations on **MS. WALTERS's** license.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. WALTERS** shall submit, at her expense and on the day selected, blood 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. WALTERS'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. WALTERS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WALTERS's** history.
11. Within thirty (30) days prior to **MS. WALTERS** initiating drug screening, **MS. WALTERS** 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. WALTERS**.
12. After initiating drug screening, **MS. WALTERS** 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. WALTERS** 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. WALTERS** 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. WALTERS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. WALTERS

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

16. **MS. WALTERS** 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. WALTERS** 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. WALTERS** 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. WALTERS** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. WALTERS** shall inform the Board within three (3) 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. WALTERS** submits a written request for reinstatement; (2) the Board determines that **MS. WALTERS** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. WALTERS** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. WALTERS** and review of the documentation specified in this Order.

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

1. **MS. WALTERS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. WALTERS** 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. WALTERS** 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. WALTERS's** history. **MS. WALTERS** shall self-administer prescribed drugs only in the manner prescribed.

4. **MS. WALTERS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. WALTERS** shall submit, at her expense and on the day selected, blood 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. WALTERS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WALTERS's** history.
6. **MS. WALTERS** 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. WALTERS** 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. WALTERS** 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. WALTERS** 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. WALTERS** 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. WALTERS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. WALTERS** 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. WALTERS** shall **notify the Board, in writing.**
11. **MS. WALTERS** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to**

accepting nursing employment. MS. WALTERS 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 accepting nursing employment. MS. WALTERS** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. WALTERS

12. **MS. WALTERS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. WALTERS** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. WALTERS** 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. WALTERS** 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. WALTERS** 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.
17. **MS. WALTERS** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. WALTERS** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. WALTERS** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

MS. WALTERS shall not administer, have access to, or possess (except as prescribed for **MS. WALTERS's** use by another so authorized by law who has

full knowledge of **MS. WALTERS's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. WALTERS** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. WALTERS** shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. WALTERS 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. WALTERS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. WALTERS 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. WALTERS's** suspension shall be lifted and **MS. WALTERS's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. WALTERS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. WALTERS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. WALTERS** 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. WALTERS** has complied with all aspects of this Order; and (2) the Board determines that **MS. WALTERS** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. WALTERS** and review of the reports as required herein. Any period during which **MS. WALTERS** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Chesnut, Kimberly J., R.N. 303131 (CASE #13-5041)

Action: It was moved by Nancy Fellows, seconded by Susan Morano, that upon consideration of the charges stated against **KIMBERLY JOY CHESNUT** in the September 20, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. CHESNUT** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. CHESNUT's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Buttelwerth, Tina M., P.N. 086967 (CASE #13-0007)

Action: It was moved by Lisa Klenke, seconded by J. Jane McFee, that upon consideration of the charges stated against **TINA MARIE BUTTELWERTH** in the September 20, 2013 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BUTTELWERTH** 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 t that **MS. BUTTELWERTH'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. BUTTELWERTH's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BUTTELWERTH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BUTTELWERTH** 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. BUTTELWERTH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BUTTELWERTH**, including a check of Federal Bureau of Investigation

(FBI) records, and shall cause BCII to submit **MS. BUTTELWERTH'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. BUTTELWERTH** 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. BUTTELWERTH's** history. **MS. BUTTELWERTH** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. BUTTELWERTH** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. BUTTELWERTH** shall, at her own 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. BUTTELWERTH** shall provide the chemical dependency professional with a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. BUTTELWERTH** 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. BUTTELWERTH's** license, and a statement as to whether **MS. BUTTELWERTH** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. BUTTELWERTH** 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, conditions, and limitations on **MS. BUTTELWERTH's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. BUTTELWERTH** shall submit, at her expense and on the day selected, blood 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. BUTTELWERTH'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. BUTTELWERTH** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BUTTELWERTH's** history.
9. Within thirty (30) days prior to **MS. BUTTELWERTH** initiating drug screening, **MS. BUTTELWERTH** 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. BUTTELWERTH**.
 10. After initiating drug screening, **MS. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. BUTTELWERTH

12. **MS. BUTTELWERTH** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. BUTTELWERTH** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. BUTTELWERTH** shall inform the Board within three (3) 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. BUTTELWERTH** submits a written request for reinstatement; (2) the Board determines that **MS. BUTTELWERTH** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. BUTTELWERTH** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. BUTTELWERTH** and review of the documentation specified in this Order.

Following reinstatement, MS. BUTTELWERTH shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. BUTTELWERTH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH's** history. **MS. BUTTELWERTH** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BUTTELWERTH** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BUTTELWERTH** shall submit, at her expense and on the day selected, blood 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. BUTTELWERTH** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BUTTELWERTH's** history.

6. **MS. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BUTTELWERTH** 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. BUTTELWERTH** shall **notify the Board, in writing.**
11. **MS. BUTTELWERTH** is under a continuing duty to provide a copy of this Order and Notice of Automatic Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. BUTTELWERTH** 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 accepting nursing employment.** **MS. BUTTELWERTH** 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 Notice of Automatic Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. BUTTELWERTH

12. **MS. BUTTELWERTH** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. BUTTELWERTH** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. BUTTELWERTH** 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. BUTTELWERTH** 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. BUTTELWERTH** 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.
17. **MS. BUTTELWERTH** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. BUTTELWERTH** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. BUTTELWERTH** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Narcotic Restriction

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

BUTTELWERTH shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. BUTTELWERTH 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. BUTTELWERTH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. BUTTELWERTH 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. BUTTELWERTH's** suspension shall be lifted and **MS. BUTTELWERTH's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. BUTTELWERTH** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. BUTTELWERTH** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. BUTTELWERTH** 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. BUTTELWERTH** has complied with all aspects of this Order; and (2) the Board determines that **MS. BUTTELWERTH** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BUTTELWERTH** and review of the reports as required herein. Any period during which **MS. BUTTELWERTH** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

James, Angel D., P.N. 131780 (CASE #13-2903)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that upon consideration of the charges stated against **ANGEL DAWN JAMES** in the September 20, 2013 Notice of Temporary Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. JAMES** 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. JAMES'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. JAMES's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. JAMES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JAMES** 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. JAMES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. JAMES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. JAMES'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. JAMES** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Critical Thinking, and ten (10) hours of Drug Addiction.

Monitoring

5. **MS. JAMES** 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. JAMES's** history. **MS. JAMES** shall self-administer the prescribed drugs only in the manner prescribed.

6. **MS. JAMES** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. JAMES** shall, at her own 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. JAMES** shall provide the chemical dependency professional with a copy of this Order and Notice of Temporary Suspension and Opportunity for Hearing. Further, **MS. JAMES** 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. JAMES's** license, and a statement as to whether **MS. JAMES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. JAMES** 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, conditions, and limitations on **MS. JAMES's** license.
9. **For a minimum, continuous period of nine (9) months immediately prior to requesting reinstatement, MS. JAMES** shall submit, at her expense and on the day selected, blood 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. JAMES'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. JAMES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAMES's** history.
10. Within thirty (30) days prior to **MS. JAMES** initiating drug screening, **MS. JAMES** 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. JAMES**.

11. After initiating drug screening, **MS. JAMES** 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. JAMES** 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 nine (9) months immediately prior to requesting reinstatement, MS. JAMES** 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. JAMES** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. JAMES

13. **MS. JAMES** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MS. JAMES** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
15. **MS. JAMES** 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. JAMES** 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. JAMES** 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. JAMES** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. JAMES** shall inform the Board within three (3) 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. JAMES** submits a written request for reinstatement; (2) the Board determines that **MS. JAMES** has complied with all conditions of reinstatement; and (3) the Board

determines that **MS. JAMES** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. JAMES** and review of the documentation specified in this Order.

Following reinstatement, MS. JAMES shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. JAMES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. JAMES** 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. JAMES** 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. JAMES's** history. **MS. JAMES** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. JAMES** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. JAMES** shall submit, at her expense and on the day selected, blood 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. JAMES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. JAMES's** history.
6. **MS. JAMES** 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. JAMES** 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. JAMES** 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. JAMES** 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. JAMES** 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. JAMES** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. JAMES** 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. JAMES** shall **notify the Board, in writing.**
11. **MS. JAMES** is under a continuing duty to provide a copy of this Order and Notice of Temporary Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. JAMES** 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 accepting nursing employment.** **MS. JAMES** 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 Notice of Temporary Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. JAMES

12. **MS. JAMES** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. JAMES** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
14. **MS. JAMES** 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. JAMES** 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. JAMES** 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.
17. **MS. JAMES** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. JAMES** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. JAMES** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. JAMES 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. JAMES** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

MS. JAMES 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. JAMES's suspension shall be lifted and MS. JAMES's license to practice nursing as a licensed practical nurse will be automatically

suspended if it appears to the Board that **MS. JAMES** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. JAMES** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. JAMES** 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. JAMES** has complied with all aspects of this Order; and (2) the Board determines that **MS. JAMES** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. JAMES** and review of the reports as required herein. Any period during which **MS. JAMES** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Castor, Cynthia L., R.N. 263627 (CASE #13-5081)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that upon consideration of the charges stated against **CYNTHIA LYNN CASTOR** in the September 20, 2013 Notice of Temporary Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. CASTOR** 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. CASTOR's** license to practice nursing as a registered nurse is be 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. CASTOR's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of two (2) years and the **Temporary Narcotic** and **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. CASTOR**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. CASTOR'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. CASTOR** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, four (4) hours of Disciplinary Actions, and ten (10) hours of Substance Abuse.

Monitoring

5. **MS. CASTOR** 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. CASTOR's** history. **MS. CASTOR** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. CASTOR** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. CASTOR** shall, at her own 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. CASTOR** shall provide the chemical dependency professional with a copy of this Order and Notice of Temporary Suspension and Opportunity for Hearing. Further, **MS. CASTOR** 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. CASTOR's** license, and a statement as to whether **MS. CASTOR** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. CASTOR** 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, conditions, and limitations on **MS. CASTOR's** license.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. CASTOR** shall submit, at her expense and on the day selected, blood 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. CASTOR'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. CASTOR** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. CASTOR's** history.
10. Within thirty (30) days prior to **MS. CASTOR** initiating drug screening, **MS. CASTOR** 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. CASTOR**.
11. After initiating drug screening, **MS. CASTOR** 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. CASTOR** 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. CASTOR** 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. CASTOR** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
13. **Prior to requesting reinstatement by the Board, MS. CASTOR** shall, at her own 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. CASTOR** shall provide the psychiatrist with a copy of this Order and Notice of Temporary 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.**

CASTOR's license, and a statement as to whether **MS. CASTOR** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

14. **MS. CASTOR** 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, conditions, and limitations on **MS. CASTOR's** license.

Reporting Requirements of MS. CASTOR

15. **MS. CASTOR** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. CASTOR** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
17. **MS. CASTOR** 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. CASTOR** 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. CASTOR** 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. CASTOR** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. CASTOR** shall inform the Board within three (3) 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. CASTOR** submits a written request for reinstatement; (2) the Board determines that **MS. CASTOR** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. CASTOR** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. CASTOR** and review of the documentation specified in this Order.

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

1. **MS. CASTOR** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. CASTOR** 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. CASTOR** 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. CASTOR's** history. **MS. CASTOR** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. CASTOR** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. CASTOR** shall submit, at her expense and on the day selected, blood 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. CASTOR** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. CASTOR's** history.
6. **MS. CASTOR** 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. CASTOR** 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. CASTOR** 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. CASTOR** 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. CASTOR** 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. CASTOR** throughout the duration of this Order.
 9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. CASTOR** 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. CASTOR** shall **notify the Board, in writing.**
11. **MS. CASTOR** is under a continuing duty to provide a copy of this Order and Notice of Temporary Suspension and Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. CASTOR** 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 accepting nursing employment.** **MS. CASTOR** 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 Notice of Temporary Suspension and Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. CASTOR

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

17. **MS. CASTOR** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. CASTOR** 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.
19. Prior to working as a nurse, if requested by the Board or its designee, **MS. CASTOR** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

MS. CASTOR 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. CASTOR** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

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

suspension, the Board shall notify **MS. CASTOR** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. CASTOR** 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. CASTOR** has complied with all aspects of this Order; and (2) the Board determines that **MS. CASTOR** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. CASTOR** and review of the reports as required herein. Any period during which **MS. CASTOR** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Kaminski, Alexandria A., P.N. 129802 (CASE #11-5027)

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that upon consideration of the charges stated against **ALEXANDRIA ANN KAMINSKI** in the March 22, 2013 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. KAMINSKI** 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. KAMINSKI'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. KAMINSKI's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms, conditions, and limitations set forth below for a minimum period of three (3) years, with the **Permanent Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. KAMINSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. KAMINSKI** 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. KAMINSKI** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KAMINSKI**, including a

- check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KAMINSKI'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. KAMINSKI** 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. KAMINSKI** shall, in addition to the requirements of licensure renewal, successfully complete and submit satisfactory documentation of successful completion of the following continuing nursing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules, five (5) hours of Ethics, five (5) hours of Professionalism, and five (5) hours of Professional Accountability and Legal Liability for Nurses.

Reporting Requirements of MS. KAMINSKI

6. **MS. KAMINSKI** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
7. **MS. KAMINSKI** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
8. **MS. KAMINSKI** 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. KAMINSKI** 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. KAMINSKI** 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. KAMINSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
12. **MS. KAMINSKI** shall inform the Board within three (3) 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. KAMINSKI** submits a written request for reinstatement; (2) the Board determines that **MS. KAMINSKI** has complied with all conditions of reinstatement; and (3) the Board determines that **MS. KAMINSKI** is able to practice according to acceptable and prevailing standards of safe nursing care based upon an interview with **MS. KAMINSKI** and review of the documentation specified in this Order.

Following reinstatement, MS. KAMINSKI shall be subject to the following probationary terms, conditions, and limitations for a minimum period of three (3) years.

1. **MS. KAMINSKI** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. KAMINSKI** 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. KAMINSKI** shall **notify the Board, in writing.**
4. **MS. KAMINSKI** is under a continuing duty to provide a copy of this Order and Notice of Opportunity for Hearing to any new employer **prior to accepting nursing employment.** **MS. KAMINSKI** 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 accepting nursing employment.** **MS. KAMINSKI** 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 Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. KAMINSKI

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

7. **MS. KAMINSKI** 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. KAMINSKI** 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. KAMINSKI** 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.
10. **MS. KAMINSKI** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. KAMINSKI** 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.
12. Prior to working as a nurse, if requested by the Board or its designee, **MS. KAMINSKI** shall complete a nurse refresher course or extensive orientation approved in advance by the Board.

Permanent Practice Restrictions

MS. KAMINSKI 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. KAMINSKI** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

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

automatic suspension, the Board shall notify **MS. KAMINSKI** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. KAMINSKI** 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. KAMINSKI** has complied with all aspects of this Order; and (2) the Board determines that **MS. KAMINSKI** is able to practice according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. KAMINSKI** and review of the reports as required herein. Any period during which **MS. KAMINSKI** does not work in a position for which a nursing license is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

WITHDRAWAL OF NOTICE OF OPPORTUNITY FOR HEARING

Gambill, Dane R., R.N. 304808 (CASE #13-0826)

Action: It was moved by Judith Church, seconded by J. Jane McFee, that the Board withdraw the May 17, 2013 Notice of Opportunity for Hearing that was issued to Gambill, Dane R., R.N. 304808 (CASE #13-0826), as Mr. Gambill is deceased.

Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

Clark, Jeanette M., R.N. 346226 (CASE #13-0797)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board withdraw the July 26, 2013 Notice of Opportunity for Hearing that was issued to Clark, Jeanette M., R.N. 346226 (CASE #13-0797), as Ms. Clark is deceased.

Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

Shetley, Crystal L., R.N. 307032 (CASE #13-3985)

Action: It was moved by Lisa Klenke, seconded by Susan Morano, that the Board withdraw the September 30, 2013 Notice of Opportunity for Hearing that was issued to Shetley, Crystal L., R.N. 307032 (CASE #13-3985), as Ms. Shetley is deceased.

Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

RATIFICATION OF LIFT OF IMMEDIATE SUSPENSION

Honeycutt, Allen D., R.N. 353300 (CASE #13-2228)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board withdraw the May 17, 2013 Notice of Immediate Suspension and Opportunity for Hearing that issued to Honeycutt, Allen D., R.N. 353300 (CASE #13-2228), and ratify the February 6, 2014 Notice of Lift of Immediate Suspension for the reasons stated in the Notice of Lift of Immediate Suspension.

Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

Collins, Jennifer D., P.N. 093711 (CASE #13-1610)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board ratify the March 4, 2014 Notice of Lift of Immediate Suspension issued to Collins, Jennifer D., P.N. 093711 (CASE #13-1610), for the reasons stated in the Notice of Lift of Immediate Suspension.

Motion adopted by majority vote of the Board members with Brenda Boggs and Patricia Sharpnack abstaining.

NOTICE OF TEMPORARY SUSPENSION AND OPPORTUNITY FOR HEARING

Action: It was moved by J. Jane McFee, seconded by Janet Arwood, that the Board Temporarily Suspend the license(s) and issue a Notice of Opportunity for Hearing for violations of Chapter 4723., ORC for the following:

Patterson, Malinda R., R.N. 294317 (CASE #14-0061) and Elmer, Kathleen D., R.N. 375962, P.N. 130987 (CASE #14-0062).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

NOTICE OF IMMEDIATE AND AUTOMATIC SUSPENSION AND OPPORTUNITY FOR HEARING

Action: It was moved by Susan Morano, seconded by J. Jane McFee, that the Board immediately and automatically suspend the license(s) and issue a Notice of Opportunity for Hearing for violations of Chapter 4723 for the following:

McAvinew, Jodi M., R.N. 350188, P.N. 107157 (CASE #13-8270) and Lavender, Larry A., R.N. 376326, NA 12937 (CASE #14-0816).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

DEFAULT ORDERS

Kesling, Serena S., P.N. 104143 (CASE #13-3065)

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board find that **MS. KESLING** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control and that in accordance with Section 4723.28(B)(16) and Section 4723.28(G) ORC, the Ohio Board of Nursing find that **MS. KESLING** has admitted the truth of the allegations set forth in the November 1, 2013 Examination Order issued to **MS. KESLING** and that **MS. KESLING's** ability to provide safe nursing care is impaired. It was further moved that **MS. KESLING's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

CONDITIONS FOR REINSTATEMENT

1. **MS. KESLING** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. KESLING** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.
3. **MS. KESLING** shall, at her own expense, submit to a chemical dependency examination, specifically addressing her capacity to function in a clinical nursing capacity, by Dr. Michael A. Gureasko, Christ Hospital Medical Office Building, 2123 Auburn Ave., Suite 306, Cincinnati, Ohio, 45219, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter "Examiner"). Prior to the evaluation, **MS. KESLING** shall provide the Examiner with a copy of this Order and the November 1, 2013 Examination Order, and shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. KESLING's** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. KESLING** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **MS. KESLING** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of

treatment recommended and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. KESLING** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

5. **MS. KESLING** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. KESLING** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. KESLING** 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. KESLING** 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 Monitoring Unit of the Board.
9. **MS. KESLING** 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. KESLING** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. KESLING** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

In accordance with Chapter 119, ORC, **MS. KESLING** is hereby informed that **MS. KESLING** is entitled to a hearing on this matter. If **MS. KESLING** wishes to request such hearing, the request must be made in writing and must be received in the Board office within thirty (30) days of the time of mailing of this notice.

MS. KESLING is hereby further informed that, if **MS. KESLING** timely requests a hearing, **MS. KESLING** is entitled to appear at such hearing in person, by **MS. KESLING's** attorney, or by such other representative as is permitted to practice before the Board, or **MS. KESLING** may present **MS. KESLING's** position, arguments, or contentions in writing. At the hearing **MS. KESLING** may also present evidence and examine witnesses appearing for and against **MS. KESLING**.

Should **MS. KESLING** choose to request a hearing, please mail or deliver the request, in addition to any other correspondence regarding this matter, to **Lisa Ferguson-Ramos, Compliance Unit Manager, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410, or to the email address, hearing@nursing.ohio.gov.**

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Myosky, Lois J., P.N. 126934 (CASE #13-0813)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board find that **MS. MYOSKY** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, and that in accordance with Section 4723.28(B)(16) and Section 4723.28(G) ORC, the Ohio Board of Nursing find that **MS. MYOSKY** has admitted the truth of the allegations set forth in the November 22, 2013 Examination Order issued to **MS. MYOSKY** and that **MS. MYOSKY's** ability to provide safe nursing care is impaired. It was further moved that **MS. MYOSKY's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

CONDITIONS FOR REINSTATEMENT

1. **MS. MYOSKY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MYOSKY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.
3. **MS. MYOSKY** shall, at her own expense, submit to a mental health examination, specifically addressing her capacity to function in a clinical nursing capacity, by Dr. Richard Friedell, Comprehensive Psychiatric Services, Inc., 24400 Highpoint Road, Suite 6, Beachwood, Ohio 44122, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter "Examiner"). Prior to the evaluation, **MS. MYOSKY** shall provide the Examiner with a copy of this Order and the November 22, 2013 Examination Order, and shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. MYOSKY's** practice. The Examiner shall provide an opinion to the Board regarding whether

MS. MYOSKY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **MS. MYOSKY** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of treatment recommended and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. MYOSKY** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

5. **MS. MYOSKY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. MYOSKY** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. MYOSKY** 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. MYOSKY** 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 Monitoring Unit of the Board.
9. **MS. MYOSKY** 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. MYOSKY** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. MYOSKY** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

In accordance with Chapter 119, ORC, **MS. MYOSKY** is hereby informed that **MS. MYOSKY** is entitled to a hearing on this matter. If **MS. MYOSKY** wishes to request such hearing, the request must be made in writing and must be received in the Board office within thirty (30) days of the time of mailing of this notice.

MS. MYOSKY is hereby further informed that, if **MS. MYOSKY** timely requests a hearing, **MS. MYOSKY** is entitled to appear at such hearing in person, by **MS. MYOSKY's** attorney, or by such other representative as is permitted to practice before the Board, or **MS. MYOSKY** may present **MS. MYOSKY's** position, arguments, or contentions in writing. At the hearing **MS. MYOSKY** may also present evidence and examine witnesses appearing for and against **MS. MYOSKY**.

Should **MS. MYOSKY** choose to request a hearing, please mail or deliver the request, in addition to any other correspondence regarding this matter, to **Lisa Ferguson-Ramos, Compliance Unit Manager, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410, or to the email address, hearing@nursing.ohio.gov.**

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Putnam, Cindy L., P.N. 091618 (CASE #12-7129)

Action: It was moved by Janet Arwood, seconded by Lisa Klenke, that the Board find that **MS. PUTNAM** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, and that in accordance with Section 4723.28(B)(16) and Section 4723.28(G) ORC, the Ohio Board of Nursing find that **MS. PUTNAM** has admitted the truth of the allegations set forth in the November 14, 2013 Examination Order issued to **MS. PUTNAM** and that **MS. PUTNAM's** ability to provide safe nursing care is impaired. It was further moved that **MS. PUTNAM's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

CONDITIONS FOR REINSTATEMENT

1. **MS. PUTNAM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PUTNAM** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.
3. **MS. PUTNAM** shall, at her own expense, submit to a chemical dependency examination, specifically addressing her capacity to function in a clinical nursing capacity, by Dr. Craig T. Pratt, 1144 Dublin Rd., Columbus, Ohio 43215, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter "Examiner"). Prior to the evaluation, **MS. PUTNAM** shall provide the Examiner with a copy of this Order and the November 14, 2013 Examination Order, and shall execute

- releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. PUTNAM's** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. PUTNAM** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **MS. PUTNAM** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of treatment recommended and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. PUTNAM** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

5. **MS. PUTNAM** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. PUTNAM** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. PUTNAM** 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. PUTNAM** 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 Monitoring Unit of the Board.
9. **MS. PUTNAM** 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. PUTNAM** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. PUTNAM** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

In accordance with Chapter 119, ORC, **MS. PUTNAM** is hereby informed that **MS. PUTNAM** is entitled to a hearing on this matter. If **MS. PUTNAM** wishes to request such hearing, the request must be made in writing and must be received in the Board office within thirty (30) days of the time of mailing of this notice.

MS. PUTNAM is hereby further informed that, if **MS. PUTNAM** timely requests a hearing, **MS. PUTNAM** is entitled to appear at such hearing in person, by **MS. PUTNAM's** attorney, or by such other representative as is permitted to practice before the Board, or **MS. PUTNAM** may present **MS. PUTNAM's** position, arguments, or contentions in writing. At the hearing **MS. PUTNAM** may also present evidence and examine witnesses appearing for and against **MS. PUTNAM**.

Should **MS. PUTNAM** choose to request a hearing, please mail or deliver the request, in addition to any other correspondence regarding this matter, to **Lisa Ferguson-Ramos, Compliance Unit Manager, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410, or to the email address, hearing@nursing.ohio.gov.**

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Jordan, Lajuana J., R.N. 307111 (CASE #13-3370)

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the Board find that **MS. JORDAN** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, that that in accordance with Section 4723.28(B)(16) and Section 4723.28(G) ORC, the Ohio Board of Nursing find that **MS. JORDAN** has admitted the truth of the allegations set forth in the September 25, 2013 Examination Order issued to **MS. JORDAN** and that **MS. JORDAN's** ability to provide safe nursing care is impaired. It was further moved that **MS. JORDAN's** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

CONDITIONS FOR REINSTATEMENT

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

3. **MS. JORDAN** shall, at her own expense, submit to a chemical dependency evaluation specifically addressing her ability to safely function in a clinical nursing capacity, by Dr. Richard Whitney, Shepherd Hill Addiction Services, located at 200 Messimer Drive, Newark, Ohio 43055, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter "Examiner"). Prior to the evaluation, **MS. JORDAN** shall provide the Examiner with a copy of this Order and the September 25, 2013 Examination Order, and shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. JORDAN's** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. JORDAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **MS. JORDAN** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of mental health and/or chemical dependency treatment, or other treatment recommended, and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. JORDAN** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

5. **MS. JORDAN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MS. JORDAN** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. JORDAN** 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. JORDAN** 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 Monitoring Unit of the Board.

9. **MS. JORDAN** 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. JORDAN** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. JORDAN** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

In accordance with Chapter 119, ORC, **MS. JORDAN** is hereby informed that **MS. JORDAN** is entitled to a hearing on this matter. If **MS. JORDAN** wishes to request such hearing, the request must be made in writing and must be received in the Board office within thirty (30) days of the time of mailing of this notice.

MS. JORDAN is hereby further informed that, if **MS. JORDAN** timely requests a hearing, **MS. JORDAN** is entitled to appear at such hearing in person, by **MS. JORDAN's** attorney, or by such other representative as is permitted to practice before the Board, or **MS. JORDAN** may present **MS. JORDAN's** position, arguments, or contentions in writing. At the hearing **MS. JORDAN** may also present evidence and examine witnesses appearing for and against **MS. JORDAN**.

Should **MS. JORDAN** choose to request a hearing, please mail or deliver the request, in addition to any other correspondence regarding this matter, to **Lisa Ferguson-Ramos, Compliance Unit Manager, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410, or to the email address, hearing@nursing.ohio.gov.**

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

Menke, Cheryl L., P.N. 125807 (CASE #12-7429)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board find that **MS. MENKE** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, and that in accordance with Section 4723.28(B)(16) and Section 4723.28(G) ORC, the Ohio Board of Nursing find that **MS. MENKE** has admitted the truth of the allegations set forth in the November 5, 2013 Examination Order issued to **MS. MENKE** and that **MS. MENKE's** ability to provide safe nursing care is impaired. It was further moved that **MS. MENKE's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

CONDITIONS FOR REINSTATEMENT

1. **MS. MENKE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MENKE** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.
3. **MS. MENKE** shall, at her own expense, submit to a mental and physical evaluation specifically addressing her ability to safely function in a clinical nursing capacity, by Dr. Scott Bresler, at The University of Cincinnati Physicians Company ("UC"), 260 Stetson Street, Suite 3200, Cincinnati, Ohio 45219, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter "Examiner"). Prior to the evaluation, **MS. MENKE** shall provide the Examiner with a copy of this Order and the November 5, 2013 Examination Order, and shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. MENKE's** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. MENKE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **MS. MENKE** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of mental health and/or chemical dependency treatment, or other treatment recommended, and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. MENKE** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

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

7. **MS. MENKE** 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. MENKE** 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 Monitoring Unit of the Board.
9. **MS. MENKE** 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. MENKE** shall verify that the reports and documentation required by this Order are received in the Board office.
11. **MS. MENKE** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

In accordance with Chapter 119, ORC, **MS. MENKE** is hereby informed that **MS. MENKE** is entitled to a hearing on this matter. If **MS. MENKE** wishes to request such hearing, the request must be made in writing and must be received in the Board office within thirty (30) days of the time of mailing of this notice.

MS. MENKE is hereby further informed that, if **MS. MENKE** timely requests a hearing, **MS. MENKE** is entitled to appear at such hearing in person, by **MS. MENKE's** attorney, or by such other representative as is permitted to practice before the Board, or **MS. MENKE** may present **MS. MENKE's** position, arguments, or contentions in writing. At the hearing **MS. MENKE** may also present evidence and examine witnesses appearing for and against **MS. MENKE**.

Should **MS. MENKE** choose to request a hearing, please mail or deliver the request, in addition to any other correspondence regarding this matter, to **Lisa Ferguson-Ramos, Compliance Unit Manager, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410, or to the email address, hearing@nursing.ohio.gov.**

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of March, 2014.

VOLUNTARY RETIREMENTS

Action: It was moved by Janet Arwood, seconded by Lisa Klenke, that the Board accept the Permanent Voluntary Retirement from the practice of nursing for the following:

Phillips, Delores F., P.N. 060555 (CASE #12-0141); Nigro, Annette, R.N. 251552, NA 02387 (CASE #14-0293); Griffin, Sharon L., R.N. 106438 (CASE #14-000074); Cross-Bazzoli, Laurie, P.N. 060298 (CASE #14-0556); Roberts, Elaine E., R.N. 294806, P.N. 042265 (CASE #14-0588); and Wolfe, Ann E., R.N. 207832 (CASE #13-7896).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

SUMMARY SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the Board Summarily Suspend the license of Kimes, Tricia E., P.N. 114103 (CASE #14-0791), and issue a Notice of Opportunity for Hearing for violations of Chapter 4723., ORC, retroactive to the date it was issued on March 10, 2014, due to the fact there is clear and convincing evidence that continued practice by Ms. Kimes presents a danger of immediate and serious harm to the public.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

MISCELLANEOUS COMPLIANCE MOTION

Action: It was moved by Susan Morano, seconded by J. Jane McFee, that the Board abstain from taking further action regarding the May 17, 2013 Default Order issued to Butler, Jamie L., P.N. 126017 (CASE #11-3350), as Ms. Butler is deceased.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

MONITORING

RELEASE FROM SUSPENSION/PROBATION

Action: It was moved by Janet Arwood, seconded by Lisa Klenke, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released from their respective Consent Agreements or Adjudication Orders:

Slovak, Monica J., R.N. 370049 (CASE #10-4995); Mehls, Elizabeth D., R.N. 285296, NP 06784, RX 06784 (CASE #11-2842); McCoy, Melissa A., R.N. 376605 (CASE #11-2585); Cejer, Bethany L., R.N. 220227 (CASE #10-3574); Ballard, Victoria L., P.N. 108655 (CASE #12-1869); Cook, Connie J., R.N.

333054, P.N. 122786 (CASE #12-6746); Riley, Kelly L., R.N. 282913 (CASE #12-2045); McDuffie, Amanda S., P.N. 106542 (CASE #12-4833); Hrubik, Leslie., P.N. 140098 (CASE #10-4474); Leslie, Saylor D., P.N. 145339 (CASE #11-1375); Smith, Angel D., R.N. 344922, P.N. 117174 (CASE #11-4386); Myers, Julie A., P.N. 147880 (CASE #11-3442); Turner, Sharon R., R.N. 305170 (CASE #12-1152); and Mitchell, Pamela S., R.N. 320239 (CASE #10-4796).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM SUSPENSION/PROBATION – EARLY RELEASE

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released early from the respective Consent Agreement or Adjudication Orders:

Koch, Mark E., R.N. 172619, NA 00580 (CASE #10-2518).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM SUSPENSION/PROBATION ONLY – PERMANENT PRACTICE RESTRICTION(S) REMAIN

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released from their consent agreements with the exception of the permanent practice restriction(s) that will remain in effect:

Judge, Leigh A., R.N. 316718 (CASE #08-2632) and Weston, Catherine S., R.N. 306288 (CASE #10-0057).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM SUSPENSION/PROBATION ONLY – EARLY RELEASE – PERMANENT PRACTICE RESTRICTION(S) REMAIN

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released early from their consent agreements with the exception of the permanent practice restriction(s) that will remain in effect:

Kendell, Jennie S., P.N. 115765 (CASE #09-0767); Mott, Mark A., R.N. 341283 (CASE #10-3272); and Davis, Rhonda, P.N. 147875 (CASE #11-2180).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM SUSPENSION/PROBATION ONLY – TEMPORARY PRACTICE RESTRICTION(S)

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released from the January 21, 2011 Consent Agreement with the exception of the temporary practice restriction(s) that will remain in effect:

Moore, Jeri R., R.N. 277826 (CASE #10-1221).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM SUSPENSION/PROBATION ONLY – PERMANENT PRACTICE AND NARCOTIC RESTRICTION(S) REMAIN

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released from the May 21, 2010 Consent Agreement, with the exception of the permanent practice and narcotic restriction(s) that will remain in effect:

Lillo, Raymond V., R.N. 341543 (CASE #10-0954).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

RELEASE FROM TEMPORARY NARCOTIC RESTRICTION

Action: It was moved by Nancy Fellows, seconded by Lisa Klenke, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be released from the temporary narcotic restriction(s) within their consent agreement(s):

Williams, Ginette M., R.N. 274052 (CASE #12-4695) and Rodriguez, Andrea D., R.N. 265716 (CASE #12-3148).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

REINSTATEMENT REQUEST PER CONDITIONS OF ADJUDICATION ORDER

Action: It was moved by Lisa Klenke, seconded by Janet Arwood, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be reinstated subject to the probationary terms of the March 16, 2012 Adjudication Order:

Nicastro, Helga J., R.N. 318166 (CASE #10-5757).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

REINSTATEMENT REQUEST PER CONDITIONS OF CONSENT AGREEMENT

Action: It was moved by J. Jane McFee, seconded by Susan Morano, that the following, with the recommendation by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, be reinstated subject to the probationary terms of the November 22, 2013 Consent Agreement:

Jones, Audra E., R.N. 297742 (CASE #13-1837).

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

MOTION TO APPROVE

Action: It was moved by Susan Morano, seconded by Janet Arwood, that the Board accept the following approvals made by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters:

Ridner, Janine, R.N. 328393 (CASE #11-2182)- Approval to accept a nursing position and to administer, have access to, and possess narcotics, other controlled substances, and mood altering drugs at Taylor's Point.

Greene, Angela M., R.N. 394685, P.N. 110879 (CASE #13-2259)- Approval to accept a Unit Manager position with Lake Pointe Health Center in Lorain, Ohio.

Stovall, Monica Y., P.N. 123168 (CASE #11-3871)- Approval to accept an LPN position with Azmed Home Health Care.

Michell, Leslie, R.N. 353449, P.N. 120937 (CASE #10-2230)- Approval to accept a Director of Nursing position with Regency Manor of Columbus only.

Garcia, Tianna I., P.N. 154369 (CASE #13-2681)- Approval to seek nursing employment.

Swallow, Jennifer E., P.N. 155066 (CASE #13-5335)- Approval to seek nursing employment and accept a Licensed Practice Nurse Position with Aspire Home Health.

Judy, Annabelle L., R.N. 211072 (CASE #07-3463)- Approval to accept an RN Telephone Triage Nurse Position with The Cleveland Clinic.

Bayman, Heather, R.N. 304282 (CASE #09-5202)- Approval for reinstatement of nursing license.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

MISCELLANEOUS MONITORING MOTIONS

Morrison, Kathleen A., R.N. 265618 (CASE #11-0074)

Action: It was moved by Janet Arwood, seconded by Nancy Fellows, that the Board notify Morrison, Kathleen A., R.N. 265618 (CASE #11-0074), that in accordance with the prior determination made by Rhonda Barkheimer, former Supervising Member for Disciplinary Matters, the Ohio Board of Nursing does not agree to terminate or otherwise modify the terms, conditions, and limitations of Ms. Morrison's September 2012 Consent Agreement.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

Clayton, Beverly C., R.N. 207605, NP 11218 (CASE #09-4548)

Action: It was moved by Nancy Fellows, seconded by Susan Morano, that the Board approve Kathleen Ballman, RN to complete the education assessment for Clayton, Beverly C., R.N. 207605, NP 11218 (CASE #09-4548), per the terms and conditions of the September 21, 2012 Adjudication Order.

Motion adopted by majority vote of the Board members with Brenda Boggs, Judith Church and Patricia Sharpnack abstaining.

REPORTS TO THE BOARD

Open Forum – Friday, March 21, 2014 at 10:00 a.m.

There were no speakers for Open Forum.

Advisory Group Report

Nursing Education

Lisa Klenke and Lisa Emrich provided a report on the February 13, 2014 meeting of the Advisory Group on Nursing Education. The Group discussed the administrative rule amendments that were effective February 1, 2014; reviewed the data questions used for the nursing education program annual reports; and received an update regarding two

NCSBN research projects, Transition to Practice and the Simulation Study.

Continuing Education

Janet Arwood and Lesleigh Robinson provided a report on the March 14, 2014 meeting of the Advisory Group on Continuing Education. The Group discussed the statutory requirements for documentation of IV therapy for LPNs seeking licensure by endorsement and discussed ways to streamline the requirements.

Other Reports

Strategic Plan Review

B. Houchen reviewed the Strategic Plan highlighting the progress made in meeting the objectives and outcome measures. The objectives and outcome measures will be discussed at the Retreat to develop the Strategic Plan for the next year.

NEGP First Quarter Report

L. Emrich provided the quarterly report for NEGP and responded to questions. It was noted that education programs are increasing their enrollment capacities. S. Morano stated she was pleased that two programs are partnering with Patient Centered Medical Homes since the Board has been involved with the Patient Centered Medical Home Educational Advisory Group and related activities.

NCLEX Pass Rates

L. Emrich reviewed the NCLEX pass rate report for pre-licensure nursing education programs.

Interpretative Guideline Review

L. Emrich reviewed comments the Board received regarding the Interpretive Guidelines.

Registered Nurse Utilization of the Sapiens TCS or Other Comparable Device to Confirm Peripherally Inserted Central Catheter Tip Placement in Adults

Action: It was moved by Lisa Klenke, seconded by Patricia Sharpnack, that the Board re-approve the Interpretive Guideline, Registered Nurse Utilization of the Sapiens TCS or Other Comparable Device to Confirm Peripherally Inserted Central Catheter Tip Placement in Adults, as submitted. Motion adopted by unanimous vote of the Board members.

Registered Nurse's Role in Emergent Intubation Performed by an Authorized Provider

Action: It was moved by Patricia Sharpnack, seconded by Lisa Klenke, that the Board re-approve the Interpretive Guideline, Registered Nurse's Role in Emergent Intubation Performed by an Authorized Provider, as revised. Motion adopted by unanimous vote of the Board members.

The Registered Nurse's Role in the Care of Patients Receiving Intravenous Moderate Sedation for Medical and/or Surgical Procedures

Action: It was moved by Susan Morano, seconded by Brenda Boggs, that the Board re-approve the Interpretive Guideline, Registered Nurse's Role in the Care of Patients Receiving Intravenous Moderate Sedation for Medical and/or Surgical Procedures, as submitted. Motion adopted by unanimous vote of the Board members.

Role of the Registered Nurse in Providing Bariatric Care by Filling and Unfilling a Patient's Surgically Established Gastric Banding System

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows that the Board re-approve the Interpretive Guideline, Role of the Registered Nurse in Providing Bariatric Care by Filling and Unfilling a Patient's Surgically Established Gastric Banding System, as submitted. Motion adopted by unanimous vote of the Board members.

Report of the Board Committee on Practice

Janet Arwood, Chair of the Board Committee on Practice, and L. Emrich reported on the Committee meeting. There was public participation with active dialogue and comments regarding the review of the LPN IV therapy provisions of Sections 4723.18 and 4723.19, ORC. The Board is soliciting comments in order to revise the statutory language. The Committee asked Board staff to draft language considering the stakeholder comments, and then reconvene the Board Committee on Practice for review of the draft language.

GENERAL INFORMATION (FYI)

The Board reviewed the general information items.

BOARD GOVERNANCE

Report on 2014 NCSBN Mid-Year Meeting

J. Church, J. McFee, L. Emrich, and B. Houchen reported on the NCSBN Midyear Meeting.

Completion of Ethics Affiliation Forms

Joseph Kirk reported that all Ethics Affiliation Forms have been received.

Financial Disclosure Statements

J. Kirk reminded Board members about completing Financial Disclosure Statements for calendar year 2013 using the electronic process through the Ohio Ethics Commission's website.

Board Retreat

J. Kirk discussed the Board Retreat, accommodations, and directions and answered questions.

Nomination of Board Supervising Member for Disciplinary Matters

The Board expressed their gratitude for the service of Board member Rhonda Barkheimer who recently resigned from the Board.

Action: Janet Arwood nominated Susan Morano for Board Supervising Member for Disciplinary Matters, seconded by Lisa Klenke. Motion adopted by unanimous vote of the Board members.

Appointment of Board Committee For Committee on Prescriptive Governance appointments (CPG)

The Board appointed Judith Church, Lisa Klenke, and Patricia Sharpnack to the Board Committee for CPG appointments. The Committee will meet during the May 2014 Board meeting at noon on Thursday, May 16, 2014.

Appointment of Board of Nursing Representative to Committee on Prescriptive Governance

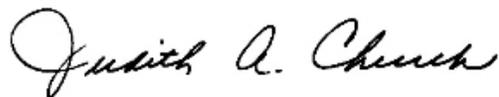
Action: It was moved by J. Jane McFee, seconded by Patricia Sharpnack, that the Board appoint Nancy Fellows to the Committee on Prescriptive Governance, in accordance with Section 4723.49, ORC, to fulfill an unexpired term that ends November 2015. Motion adopted by unanimous vote of the Board members.

EVALUATION OF MEETING AND ADJOURNMENT

J. Jane McFee thanked the staff for their hard work and organization as this assists the Board in completing its work.

The meeting was adjourned on Thursday, March 20, 2014 at 2:04 p.m. On Friday, March 21, 2014, the meeting adjourned at 10:57 a.m.

Judith Church, DHA, MSN, RN
President



Attest:

Betsy Houchen, RN, MS, JD
Executive Director

