



OHIO BOARD OF NURSING

MINUTES OF MEETING

REGULAR MEETING OF THE BOARD NOVEMBER 16-17, 2016

The regular meeting of the Ohio Board of Nursing (Board) was held on November 16-17, 2016 at the Board office located at 17 South High Street, Suite 400, Columbus, Ohio 43215. The President, Vice-President, and Executive Director reviewed the agenda prior to the meeting.

On Wednesday, November 16, 2016 at 8:30 a.m., President Maryam Lyon called the Board meeting to order, welcomed students and the guests, and requested that Board Members introduce themselves. Vice-President Janet Arwood, read the Board mission. On Thursday, November 17, 2016 at 10:30 a.m., President Maryam Lyon called the Board meeting to order.

BOARD MEMBERS

Maryam Lyon, RN, President

Janet Arwood, LPN, Vice-President

Judith Church, RN, Supervising Member (Absent after 11:55 a.m. on Thursday)

Brenda Boggs, LPN

Nancy Fellows, RN

Lisa Klenke, RN

Lauralee Krabill, RN (Absent after 12:00 p.m. on Thursday)

J. Jane McFee, LPN

Sandra Ranck, RN

John Schmidt, RN

Patricia Sharpnack, RN

Sheryl Warner, Consumer Member (Absent Wednesday and Thursday)

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

ADMINISTRATIVE MATTERS

Board Meeting Overview

On Wednesday, November 16, 2016, the Board Committee on Advisory Group Appointments met at 12:00 p.m.; beginning at 1:20 p.m., the following addressed the Board: Attorney James McGovern representing Jeremy Smith, RN, LPN; and AAG Henry Appel; Attorney Todd Collis representing Christopher Carnes, RN; and AAG Henry Appel; Attorney Todd Collis representing Anne Gladish, RN, LPN; and AAG Alex Armitage; Attorney James McGovern, representing Randy Marion, RN; and AAG Alex Armitage; and Attorney Elizabeth Collis representing Antonelli College Practical Nursing Program; and AAG James Wakley. On

Thursday, Open Forum was held at 10:40 a.m.; and Executive Session was at 11:15 a.m.

Approval of Minutes of the September 2016 Meeting

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that the Board approve the minutes from the September 2016 Board meeting as submitted. Motion adopted by a majority vote with Judith Church abstaining.

Executive Director Report

Betsy Houchen highlighted the following from the Executive Director Report:

- The Board welcomed Chantelle Coles-Neal, administrative support staff for the education and practice unit, and Drema Phelps, Monitoring Agent in the compliance unit.
- Lisa Klenke and Lisa Emrich attended an Ohio Hospital Association Work Group on hospital protocols. A point of discussion dealt with protocols for the ordering and administration of contrast media. L. Emrich and Tom Dilling attended earlier meetings this year about the use of protocols.
- On October 18, 2016, Tom Dilling attended the Prescriber Education Workgroup (PEW) meeting, a workgroup of the Governor's Cabinet Opiate Action Team (GCOAT). The Workgroup discussed an inventory as a planning tool for future actions and the importance of broad cross-sector coordination.
- NCSBN recently developed the Board of Nursing Investigator Training (BONIT). Compliance Agent Dennis Corrigan was a presenter at the training. David Geiger and Gabrielle Gunn attended the training. The Board will continue to send investigators to the training.
- At the last Board meeting, staff reported about the issues encountered when the new State of Ohio eLicense 3.0 system went live on June 27, 2016 for the Nursing Board. Licensees, Board staff, DAS/OIT and the vendor quickly identified issues that required both IT system fixes and timely individual assistance for those attempting to use the new system.

LPNs encountered great difficulties when attempting to register, but over time as hotfixes were deployed, licensees were able to complete registration and renew without contacting the Board. At the end of renewal, 87% of the LPNs either renewed or placed their license on inactive status. Board licensure and compliance staff worked until midnight on October 31st to ensure LPNs who applied prior to or on that day had their licenses renewed.

The initial issues were compounded with the failure of the new system to properly connect or interface with two major online systems integral to licensure. The first major problem was a non-functional interface with PearsonVue, the NCLEX testing company. As a result, a major portion of the summer licensure work was not automated for new graduates who submitted applications requesting to be made eligible to take the NCLEX.

We are pleased to report that the PearsonVue interface became operational during the last week of October.

The other major Ohio eLicense issue that affected licensure at the outset was the inability of the system to transmit data to Nursys, the national nursing database. The lack of Nursys transmissions resulted in the national database not being current for Ohio, and States and others accustomed to obtaining information from Nursys had to contact the Board. Partial transmissions to Nursys began August 19th; full transmissions began shortly thereafter. There are remaining Nursys transmission issues that need to be resolved, including the ability to transmit APRN data and the submission of education information that was not transferred during the initial data conversion process.

Board staff are discussing remaining issues that must be resolved prior to next year's RN and APRN renewals. The volume of license renewals is expected to quadruple in 2017, and this volume can only be managed with a fully functioning IT licensure system. We remain optimistic that the system will ultimately allow us to ensure continuous quality improvement throughout our operations.

Fiscal Report and Audit Report

Kathy King, Fiscal Officer, presented the Fiscal Report for the first quarter of fiscal year 2017, and reviewed information about the biennial audit conducted by the Auditor's Office.

Legislative Report

Tom Dilling presented the Legislative Report and summarized the status of legislation highlighted in the written Legislative Memorandum.

He reported that companion bills, HB 617 and SB 366, had been introduced. The bills require the Director of Administrative Services to review referred agency actions and determine whether they are consistent with state and federal antitrust law; to create the State Vision and Hearing Professionals Board, the State Behavioral Health Professionals Board, and the State Physical Health Services Board; to abolish the State Board of Optometry, the Ohio Optical Dispensers Board, the Hearing Aid Dealers and Fitters Licensing Board, and the Board of Speech-Language Pathology and Audiology and transfer those boards' duties to the State Vision and Hearing Professionals Board; to abolish the Chemical Dependency Professionals Board, the Counselor, Social Worker, and Marriage and Family Therapist Board, and the State Board of Psychology and transfer those boards' duties to the State Behavioral Health Professionals Board; to abolish the Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers Board and the State Board of Orthotics, Prosthetics, and Pedorthics and transfer those boards' duties to the State Physical Health Services Board; to abolish the Ohio Board of Dietetics and transfer its duties to the State Medical Board; to abolish the Ohio Respiratory Care Board and transfer its duties to the State

Board of Pharmacy and the State Medical Board; to make other changes regarding licensing and regulating certain health professionals; and to make an appropriation. The bill would eliminate the requirement that the Executive Director of the Nursing Board be a nurse.

T. Dilling also reported that Board staff met with proponents of Sub. HB 216 during the legislative break and another substitute bill was drafted to make technical and operational changes. In addition, the Board requested several changes consistent with past legislative discussions concerning the Nurse Practice Act. The Board reviewed an LSC summary comparing the version voted out of the House with the new substitute bill.

EXECUTIVE SESSION

On Thursday, November 17, 2016:

Action: It was moved by Janet Arwood that the Board go into executive session to discuss pending or imminent court action with legal counsel, and to discuss the employment, dismissal, discipline, promotion, demotion or compensation of a public employee. A roll call vote was taken and the Board agreed unanimously to go into Executive Session, with the following members present and voting: M. Lyon, J. Arwood, J. Schmidt, J. McFee, B. Boggs, S. Ranck, L. Klenke, N. Fellows, J. Church, P. Sharpnack and L. Krabill. The Board entered Executive Session at 11:15 a.m. The Board reported out of Executive Session at 11:55 a.m. and the public meeting reconvened at 12:00 p.m.

NEW BUSINESS

Advisory Group on Nursing Education Meeting; Administrative Rule Review

The following addressed the Board during Open Forum regarding proposed simulation Rules 4723-5-13 and 4723-5-14, OAC:

1. Bernadette Melnyk, Dean, The Ohio State University College of Nursing and President, Ohio Council of Deans and Directors for Baccalaureate Education – oppose
2. Kimberly Cleveland, Lecturer, Kent State University – oppose
3. Connie Bowler, Faculty, ATECH and Lakeland – support
4. Sandra Walker, Dean for Health Sciences, Central Ohio Technical College and OCADNEA – support
5. Cathleen Opperman, Professional Development Nurse Specialist, Nationwide Children's – oppose
6. Lori Klonowski, Director of Nursing, Willoughby-Eastlake School PN – support
7. Wendy Batch-Wilson, Director Nursing Skills Lab, Cuyahoga Community College – support

Patricia Sharpnack and L. Emrich reported on the October meeting of the Advisory Group on Nursing Education and Board members reviewed the minutes of the meeting. It was noted the Board recently received comments regarding the proposed rules that would allow education programs to use moderate or high fidelity simulation to teach pediatrics, immediate newborn and obstetrics, rather than providing clinical experience. Numerous stakeholders spoke at the Advisory Group meeting about the proposed simulation rules. In addition, nursing and educational association representatives and various stakeholders attended the interested party meeting convened by the Board in May for the purpose of reviewing and providing comments on the proposed rules.

P. Sharpnack stated that based on the data collected through the Education Program Annual Reports over the years, the Board has noted a wide variation in the number of clinical hours offered by education programs, especially the clinical hours for pediatrics and obstetrics. Rather than proposing rules that would prescribe a set number of clinical hours, the Board is proposing rules that focus on student behavioral outcomes. The proposed rules would enable an education program to use moderate or high fidelity simulation to teach pediatrics, immediate newborn and obstetrics in order to meet the behavioral outcomes. The proposed rules do not require programs to use simulation, but would allow it as an option.

The Advisory Group began discussing simulation and the rules early in 2015, which resulted in the proposed rule language. The Advisory Group reviewed the findings/evidence from the National Council of State Boards of Nursing (NCSBN) Simulation Study about the effectiveness of simulation in nursing education. The Advisory Group noted that simulation is now more widely used in nursing education because of the quality; moderate or high fidelity simulation can provide lifelike patient situations. Educators find simulation useful to teach pediatrics and obstetrics, because these clinical experiences are difficult to secure. When clinical experience is available, the clinical site may restrict students in the type of patient care they can perform, students may have limited interaction with patients and family members, and there is generally not a variety of patient conditions. The Advisory Group is concerned about the quality of clinical education when there is minimal nursing care provided by students and/or there is little interaction with patients/families.

The Board discussed a speaker's recommendation that the Board adopt rules that would allow simulation to replace no more than 50% of a program's clinical hours. The Board noted that under the current rules education programs could decide to replace 50% of their clinical hours with simulation, because the rules do not prescribe a set number of clinical hours. A program has the ability to choose how many clinical hours and how many simulation hours it will provide. Nevertheless, if the rules did include the 50% recommendation, it would mean a program with 4 hours of clinical might have 2 hours of clinical and 2 hours of simulation. Maintaining 2 hours of clinical experience does not alleviate the concern that the clinical experience is not the quality needed for a meaningful

educational experience. As noted, the Advisory Group questioned the quality of clinical experiences when students are providing minimum nursing care and/or there is little interaction with patients/families, and they believe that simulated experience could better achieve the desired student behavioral outcomes.

L. Klenke asked about alternative settings for clinical experiences other than traditional acute care facilities. Board members stated they believe many settings are used. P. Sharpnack reported that Cleveland hospitals prioritize making clinical experiences available for baccalaureate students, and in most hospitals, the pediatric and obstetric patient populations are low and these patients are discharged quickly. In northeast Ohio, schools are examining how to make simulation labs available to programs in their area.

L. Klenke asked if outcome metrics are available. P. Sharpnack responded that metrics in education are lacking at this time and the only real measurement is NCLEX testing.

The Board discussed that a speaker stated that children's hospitals have seen a decline in the pediatric preparation of nurses over the last 15 years; however, the Board noted the current rules that require clinical hours have been in place for the time period during which the speaker stated there has been a decline in pediatric educational preparation. Board members noted programs for transition to practice continue to be needed.

After consideration of the comments during Open Forum and the discussion and recommendations of the Advisory Group on Nursing Education, the Board agreed by general consensus to file the rules as proposed.

Carol Drennen, Project Director SIP Grant, Ohio Action Coalition spoke in favor of competency based education and requested the Board eliminate the required length of time that students must participate in a nursing education program. Because the Advisory Group has not discussed this recommendation, the Board referred it to the Advisory Group on Nursing Education for review and consideration for future rule revisions.

APPROVALS

Nursing Education Programs – Approval Status

Chamberlain College of Nursing, Associate Degree in Nursing Program

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the Board continue Full approval, which expires in January 2019, of Chamberlain College of Nursing, Associate Degree in Nursing Program, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Central Ohio Technical College Associate Degree, Registered Nurse Technology Program

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to the Central Ohio Technical College Associate Degree, Registered Nurse Technology Program for a period of five years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Fortis College School of Nursing Associate Degree in Nursing Program, Cuyahoga Falls, Ohio

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to the Fortis College School of Nursing Associate Degree in Nursing Program, Cuyahoga Falls, Ohio for a period of five years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Fortis College School of Nursing Practical Nursing Program, Cuyahoga Falls, Ohio

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to the Fortis College School of Nursing Practical Nursing Program, Cuyahoga Falls, Ohio for a period of five years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Associate Degree in Nursing-Fortis College, Westerville

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that the Board continue Full approval, which expires in September 2017, for the Associate Degree in Nursing-Fortis College, Westerville, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Practical Nursing-Fortis College, Westerville

Action: It was moved by Nancy Fellows, seconded by Judith Church, that, after consideration of the Board survey visit report and the Program's response to the report, the Board place Practical Nursing-Fortis College, Westerville on Provisional approval, effective November 16, 2016 to November 15, 2017, in accordance with Section 4723.06(A)(7), ORC, based upon the Program's failure to meet and maintain the minimum standards for education programs established in Rules 4723-5-09(B)(11); 4723-5-11(A)(3)(d); and 4723-5-21(D)(3), OAC. It was further moved that the Program submit progress reports to the Board on or before December 15, 2016, March 16, 2017, and July 13, 2017. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

The Hannah E. Mullins School of Practical Nursing

Action: It was moved by Judith Church, seconded by Nancy Fellows, that the Board continue Full approval, which expires in March 2018, for The Hannah E. Mullins School of Practical Nursing, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Lorain County Community College Associate Degree Nursing Program

Action: It was moved by Lauralee Krabill, seconded by Judith Church, that the Board continue Provisional approval, in accordance with Rule 4723-5-04, OAC, of Lorain County Community College Associate Degree Nursing Program until November 15, 2017. It was further moved that the Program submit a progress report to the Board on or before December 15, 2016. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack, Maryam Lyon, and Sandra Ranck abstaining.

Ohio Medical Career College One Plus One Nursing Education Program

Action: It was moved by Janet Arwood, seconded by John Schmidt, that the Board continue Full approval, which expires in May 2018, for the Ohio Medical Career College One Plus One Nursing Education Program, in accordance with Rule 4723-5-04, OAC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Ohio University Associate Degree Nursing Program

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to the Ohio University Associate Degree Nursing Program for a period of five years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Toledo School of Practical Nursing

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that, after consideration of the Board survey visit report and the Program's response to the report, the Board propose to deny Full approval to, and withdraw Provisional approval of the Toledo School of Practical Nursing, in accordance with Rule 4723-5-04, OAC, and Section 4723.06(A)(7), ORC, based upon the Program's failure to meet and maintain the minimum standards for education programs established in Chapter 4723-5, OAC, and that the Board issue a Notice of Opportunity for Hearing in accordance with Chapter 119., ORC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Upper Valley Career Center School of Practical Nursing

Action: It was moved by Brenda Boggs, seconded by John Schmidt, that, after consideration of the Board survey visit report and the Program's response to the report, the Board propose to deny Full approval to, and withdraw Provisional approval of the Upper Valley Career Center School of Practical Nursing, in

accordance with Rule 4723-5-04, OAC, and Section 4723.06(A)(7), ORC, based upon the Program's failure to meet and maintain the minimum standards for education programs established in Chapter 4723-5, OAC, and that the Board issue a Notice of Opportunity for Hearing in accordance with Chapter 119., ORC. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Nursing Education Programs – Program Request

Athena Career Academy LPN to RN Program

Action: It was moved by Sandra Ranck, seconded by Lisa Klenke, that the Board approve, in accordance with Rule 4723-5-08, OAC, the change in implementation date of Athena Career Academy LPN to RN Program to January 9, 2017. It was further moved that the Program submit progress reports to the Board on or before April 10, 2017, August 9, 2017, and December 8, 2017. Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

Training Programs Approvals

Davita Ohio Technician Training Program (Akron)

Action: It was moved by Lisa Klenke, seconded by Nancy Fellows, that the Board approve, in accordance with Rule 4723-23-07, OAC, the Davita Ohio Technician Training Program (Akron) for a period of two years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Maryam Lyon abstaining.

Davita Ohio Technician Training Program (Middleburg Heights)

Action: It was moved by Nancy Fellows, seconded by Judith Church, that the Board approve, in accordance with Rule 4723-23-07, OAC, the Davita Ohio Technician Training Program (Middleburg Heights) for a period of two years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Maryam Lyon abstaining.

Davita Ohio Technician Training Program (Northwood)

Action: It was moved by Judith Church, seconded by Patricia Sharpnack, that the Board approve, in accordance with Rule 4723-23-07, OAC, the Davita Ohio Technician Training Program (Northwood) for a period of two years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with Maryam Lyon abstaining.

Diamond Pharmacy Certified Medication Aide Training Program

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that the Board approve, in accordance with Rule 4723-27-07, OAC, Diamond Pharmacy Certified Medication Aide Training Program for a period of two years effective November 16, 2016. Motion adopted by unanimous vote of the Board members present.

Care Coordination Systems' Community Health Worker I Program

Action: It was moved by Lauralee Krabill, seconded by Maryam Lyon, that the Board reapprove, in accordance with Rule 4723-26-14, OAC, the Care Coordination Systems' Community Health Worker I Program for a period of two years effective November 16, 2016. Motion adopted by unanimous vote of the Board members present.

Cuyahoga Community College's Community Health Worker Program

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board reapprove, in accordance with Rule 4723-26-14, OAC, the Cuyahoga Community College's Community Health Worker Program for a period of two years effective November 16, 2016. Motion adopted by a majority vote of the Board members present with John Schmidt abstaining.

Companions Certified Medication Aide Training Program

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that the Board reapprove, in accordance with Rule 4723-27-07, OAC, Companions Certified Medication Aide Training Program for a period of two years effective November 16, 2016. Motion adopted by unanimous vote of the Board members present.

National Certifying Organizations for APRNS

Action: It was moved by John Schmidt, seconded by Brenda Boggs, that the Board approve, for 2017, the following national certifying organizations for certified nurse practitioners, certified nurse-midwives, certified registered nurse anesthetists, and clinical nurse specialists seeking a certificate of authority to practice in Ohio, in accordance with Sections 4723.06(A) and 4723.46, ORC:

American Academy of Nurse Practitioners Certification Program
American Association of Critical-Care Nurses Certification Corporation
American Midwifery Certification Board
American Nurses Credentialing Center
Hospice and Palliative Credentialing Center
National Board of Certification and Recertification for Nurse Anesthetists
National Certification Corporation
Oncology Nursing Certification Corporation
Pediatric Nursing Certification Board

Motion adopted by unanimous vote of the Board members present.

National Testing Organizations for Dialysis Technicians

Action: It was moved by J. Jane McFee, seconded by John Schmidt, that the Board approve, for 2017, the following national testing organizations as dialysis technician testing organizations in accordance with Section 4723.751, ORC, and Rule 4723-23-10 (A), OAC:

Board of Nephrology Examiners Nursing and Technology (BONENT)
National Nephrology Certification Organization (NNCO)

Motion adopted by a majority vote of the Board members present with Maryam Lyon abstaining.

Retroactive Approvals for Licensees and Certificate Holders

Action: It was moved by Brenda Boggs, seconded by J. Jane McFee, that the Board retroactively ratify, as submitted, the licenses and certificates, including temporary permits, initially issued by the Board September 1, 2016 through October 31, 2016 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 present.

ADJUDICATION AND COMPLIANCE

On Thursday, November 17, 2016, President Maryam Lyon requested that each Board member verify they reviewed all materials in depth 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. All Board members responded by saying "yes".

Board Actions

NOTICES OF OPPORTUNITY FOR HEARING

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

Hall, Tamara, P.N. 128684 (CASE #15-2857); Ayers, Susan, P.N. 057202 (CASE #16-4304); Lykins, Diana, R.N. 266709 (CASE #15-5783); Myers, Jane, R.N. 186195 (CASE #14-4815); Herrmann, Emily, R.N. 349563 (CASE #14-3277); Schlegel, Michael, R.N. 404660 (CASE #16-1814); Hearn, Jill, P.N. 156502 (CASE #14-6607); Horton, Jessica, R.N. 350433 (CASE #16-0259); Taflinger, Nicholas, P.N. 139073 (CASE #16-1368); Pullin, Faith, P.N. 155131 (CASE #16-4436); Cirillo-Harper, Carmen, R.N. 365588 (CASE #16-5844); Bohland, Christopher, R.N. 369466 (CASE #16-5139); Henley, Lorca, R.N. 346172, P.N. 121635 (CASE #15-8079); LaMantia, Mary, P.N. 085306 (CASE #16-2648); Chrisman, Matthew, R.N. 312921 (CASE #16-1928); Hess, Tiffany, R.N. 332349 (CASE #16-3968); Takwih, Nawra, P.N. 145251 (CASE #16-5023); Nolting, Jessica, R.N. 399065 (CASE #16-2160); West, Kelli, R.N. 266502 (CASE #16-4270); Ali, Margaret, P.N. 160940 (CASE #16-2718); Fanti, Cynthia, P.N. 069921 (CASE #16-5625); Caupp, Jessica, R.N.

318861 (CASE #16-1703); Cross, David, R.N. 409728 (CASE #16-2127); Thorne, Judith, R.N. 301929 (CASE #15-8034); Lebreton, Karla, R.N. 368362 (CASE #15-4734); Frazier, Crystal, P.N. 097744 (CASE #16-3273); Flynn, Maureen, R.N. 322587 (CASE #16-4904); Merckle, Paula, R.N. 264591 (CASE #15-5132); Bodnar, Mark, R.N. 396018 (CASE #16-4608); Budde, John, R.N. 366480 (CASE #16-0773); Anderson, Ella, R.N. 302050 (CASE #16-1433); Peters, Matthew, R.N. 362938 (CASE #14-6913); Locklayer, Jill, R.N. 303263 (CASE #16-1778); Musick, Dustin, P.N. 111584 (CASE #14-6188); Barone, Daniel, P.N. 154102 (CASE #15-7756); Patterson, Traci, P.N. 140838 (CASE #16-1291); Fisher, Peggy, R.N. 341275 (CASE #16-4862); Geiger, Patricia, P.N. 123116 (CASE #16-5923); Garcia, Linda, P.N. 133754 (CASE #14-5698); George, Taaffe, P.N. 137474 (CASE #16-5249); Walker, Jenny, R.N. 136689 (CASE #15-8365); Banks, Shaunitha, R.N. 310116 (CASE #16-1813); McCumber, Catherine, R.N. 253323 (CASE #15-2568); Naylor, Kathleen, R.N. 368630 (CASE #15-5545); Mason, Vanessa, R.N. 422287 (CASE #16-3490); Rhoades, Scott, R.N. 304798 (CASE #15-1726); Carter, Danielle, P.N. 154512 (CASE #16-4656); Taylor, Pamela, P.N. 110165 (CASE #15-1919); Miller, Cathy, P.N. 089736 (CASE #16-0501); Seamster, Latoya, P.N. 149242 (CASE #15-0279); Houdek, Gayle, R.N. 331483 (CASE #16-3476); Martinez, Christie, R.N. 350186 (CASE #15-0942); McBride, Jodi, R.N. 364906 (CASE #16-2776); Dosztal, Debra, R.N. 304725 (CASE #15-1760); McCarren, Lorie, P.N. 133736 (CASE #16-4822); Manista, Christine, R.N. 215982 (CASE #15-7486); McGrath, Shanna, R.N. 395122 (CASE #15-7289); Strohl, Brandy, P.N. 119332 (CASE #15-8226); Little, Jennifer, P.N. 138462 (CASE #16-1876); Delamotte, Derek, R.N. 391249, P.N. 100619 (CASE #16-6692); Bender, Ashley, R.N. 394996 (CASE #16-2839); Bentley, Trudy, P.N. 107027 (CASE #15-0676).

Motion adopted by unanimous vote of the Board members present.

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that the Board issue a Notice of Opportunity for Hearing for violations of Chapter 4723, for the following case:

Upper Valley Career Center School of Practical Nursing (CASE #16-6232)

Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

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

Toledo School of Practical Nursing (CASE #16-6233)

Motion adopted by a majority vote of the Board members present with Patricia Sharpnack and Maryam Lyon abstaining.

IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

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

Martz, Catherine, R.N. 410779 (CASE #16-4914); Smalley, Amber, R.N. 323436, CTP 15071, COA 15071 (CASE #16-5775); Ashmore, Tomas, R.N. 304101 (CASE #16-2953); Lewis, Brooke, R.N. 281700 (CASE #16-4901); Fontana, Jennifer, R.N. 285344, CTP 07793, COA 07793 (CASE #15-8255); Bloomfield, Jacqueline, P.N. 111080 (CASE #16-6184); Violand, Matthew, R.N. 396987 (CASE #16-6614); Cook, Katie, P.N. 153848 (CASE #16-4969); Bevans, Tara, R.N. 289476 (CASE #16-5867); Kerns, Jacqueline, R.N. 408819, P.N. 071716 (CASE #16-1315); Hahn, Rachel, P.N. 088764 (CASE #16-6499); Lowe, Kelly, P.N. 120217 (CASE #16-6535); Devoll, Myra, R.N. 296556 (CASE #15-8711); Keener, Leah, P.N. 157513 (CASE #16-5409); Kuhlen, Christy, P.N. 097083 (CASE #16-2947); Scott, III, John, P.N. 149131 (CASE #16-1241); Rose, Shannon, R.N. 294219 (CASE #16-6620).

Motion adopted by unanimous vote of the Board members present.

AUTOMATIC SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

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

Willison, Rochelle, P.N. 144930 (CASE #16-5587); Snelling, Tara, P.N. 146665 (CASE #16-5927); Dosh, Elaine, P.N. 083764 (CASE #16-4921); Eggers, Jeshaiyah, P.N. 141353 (CASE #16-5188); Martin, Mona, R.N. 202243 (CASE #16-5910); Clawson, David, P.N. 092500 (CASE #16-5197); Maynard, Sarah, P.N. 113902 (CASE #16-5186); Beerman, Joshua, R.N. 411621 (CASE #16-4280); Leeson, Cara, R.N. 390608 (CASE #16-4227); Luketic, Dianna, P.N. 081708 (CASE #16-3766); Kellogg, Jessica, P.N. 144255 (CASE #16-5924); Seals, Patricia, R.N. 190584 (CASE #16-5037); Sloan, Brock, D.T. 004362 (CASE #16-5149); Williams, Lori, R.N. 328322 (CASE #16-5519); Baldwin, Tharner, P.N. 130754 (CASE #16-4471); Croucher, Holly, P.N. 138397 (CASE #16-4734); Kiser, Kimberly, R.N. 260449 (CASE #16-3754); Tuggle, Beth, R.N. 351985 (CASE #16-4565); Legler, Bailey, R.N. 410466 (CASE #16-6145); Deitch, Holly, R.N. 309431, P.N. 104693 (CASE #16-4006); Adams, Steven, R.N. 292797 (CASE #16-6606); Petroff, Denise, R.N. 266743 (CASE #16-4910); Kolanko, Lindsay, R.N. 333176 (CASE #16-6223); Holman Hughes, Melessia, R.N. 324521 (CASE #16-5055); Westfall, Angela, R.N. 348161 (CASE #16-5960).

Motion adopted by unanimous vote of the Board members present.

POST IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING

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

Smith, Tiffany, P.N. 146532 (CASE #16-5122); Rippley, Tyreca, R.N. NCLEX, P.N. 143005 (CASE #16-2864); Lancaster, Stephanie, P.N. 100076 (CASE #16-5470).

Motion adopted by unanimous vote of the Board members present.

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

SURRENDERS/WITHDRAWALS

Permanent Voluntary Surrender

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

Powell, Jami, P.N. 153340 (CASE #15-8680); Gargas, Cynthia, P.N. 049840 (CASE #16-5617); Pierce, Jason, P.N. 119837 (CASE #14-4239); Perry, Lynne, R.N. 182982 (CASE #16-3761); Bartenslager, Tina, R.N. 293740 (CASE #16-3941).

Motion adopted by unanimous vote of the Board members present.

CONSENT AGREEMENTS

Action: It was moved by J. Jane McFee, seconded by John Schmidt, 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):

Goss, Shane, R.N. 397888 (CASE #15-3351); Burns, Kristen, R.N. 386982 (CASE #15-5396); Quiggle, Mindy, R.N. 396481, P.N. 127272 (CASE #13-6955); Prem, Sarah, R.N. 347798 (CASE #16-2576); Miller, Nicole, R.N. 386335 (CASE #15-3543); Musani, Margaret, P.N. 158916 (CASE #16-2381); Stinson, Theresa, R.N. 285950, P.N. 099438 (CASE #16-4532); Candelaresi, Virginia, R.N. 178379, P.N. 056683 (CASE #16-3388); Bartczak, Michael, R.N. 275512 (CASE #16-4376); Maxwell, Amanda, R.N. 375887 (CASE #16-3241); Payne, Janet, R.N. 296318, COA 14544 (CASE #15-5835); Allman, Shane, P.N. 115801 (CASE #16-0828); Brooks, Holly, P.N. 129906 (CASE #16-0256); Chipps, Sierra, P.N. 153590 (CASE #14-3769); Roberts, Brian, R.N. 405423 (CASE #15-2508); Hunt, Rhonda, R.N. 308615 (CASE #15-7379); Fuller, Ronald, R.N. 424105, P.N. 143414 (CASE #15-3134);

Freeman, Bryant, P.N. 111095 (CASE #16-5271); Hunter, Emily, R.N. 392205 (CASE #15-8615); Holian, Megan, R.N. 380173 (CASE #16-3391); Pizzuli, Danielle, R.N. 383470 (CASE #15-1484); Kuhl, Ashley, R.N. 409170 (CASE #15-6562); Ball, Brenda, R.N. 150274 (CASE #16-1690); Solomon, Joseph, R.N. 337438 (CASE #15-1449); Rush, Daniel, R.N. 370188 (CASE #16-0435); Lawhorn, Kelly, R.N. 367238 (CASE #15-8290); Townsend, Jamie, P.N. 111083 (CASE #16-3208); Kane, Angela, R.N. 229294 (CASE #16-0212); Smith, Melissa, R.N. 334844, P.N.104627 (CASE #16-1181); Stark-Stansel, Carol, R.N. 126574, COA 00238 (CASE #16-5885); Reinhart, Jessica, R.N. 372996 (CASE #16-3492); Boyd, Vivian, P.N. 108693 (CASE #14-0854); Treece, Brittany, R.N. 409814 (CASE #16-2987); Tanner, Gregory, R.N. 270002 (CASE #16-3512); Reynolds, Beth, P.N. 119962 (CASE #14-5378); Hightower, Deshannon, R.N. 344932, P.N. 102779 (CASE #16-4300); Nolcox, Daija, R.N. 421618 (CASE #16-4417); Mott, Joshua, R.N. 346233 (CASE #15-1801); Parrigin, Rebecca, P.N. 158945 (CASE #15-5887); Howard, Mary, R.N. 331073 (CASE #16-2071); Saunders, Heather, R.N. 385627 (CASE #16-2589); Williams, Sheneda, R.N. NCLEX (CASE #15-8463); Schuette, Meredith, R.N. 372347 (CASE #15-8258); Zaciek, Deanna, R.N. 313975, CTP 16001, COA 16001 (CASE #16-5280); Wilburn, II, Jeffry, P.N. 125445 (CASE #16-5930); Reid, Jennifer, R.N. endorse (CASE #16-5561); Johnson, Mary, R.N. 372304 (CASE #16-5293); Morales-Sayre, Britney, D.T. applicant (CASE #16-5641); Durnbaugh, Lisa, R.N. 340563 (CASE #16-1929); Farraj, Mohammad, P.N. 159290 (CASE #16-0426); Fayson-Robbins, Latonya, P.N. 137590 (CASE #16-5408); Miller, Mary, R.N. 164892 (CASE #15-2996); Murphy, Amanda, P.N. 137665 (CASE #14-3913); Rumano, Naomi, R.N. 387777 (CASE #15-7333); Smittek, Robert, R.N. 351424 (CASE #16-4226); Hart, Breanna, P.N. 149177 (CASE #15-1211); Owens, Callen, R.N. 355665 (CASE #16-5551); Somogyi, Annamaria, R.N. 279360 (CASE #16-5407); Travis, Sarah, R.N. 358232 (CASE #16-3100); Jones, India, P.N. 158849 (CASE #15-8417); Peiffer, Laurel, R.N. 179002 (CASE #16-4194); Brodt, Treva, R.N. 187304 (CASE #16-6015); Evers Burnworth, Brittney, R.N. 369162 (CASE #15-7820); Rhodes, Tina, R.N. 336147 (CASE #16-0893); Kaszar, Pamela, R.N. 184750 (CASE #14-6426); Krider, Lindsey, R.N. 386684, P.N. 132437 (CASE #16-0025); Mains, Tonya, R.N. 312628 (CASE #16-1004); Hanson, Ann, R.N. 221711 (CASE #16-2375); Tennie, Nancy, R.N. 242088 (CASE #16-2376); Wilbon, Tiahna, P.N. 159687 (CASE #16-1174); Latham, Lori, P.N. NCLEX (CASE #16-5248); Finck, Martha, P.N. 114845 (CASE #16-0188); West, Nicky, P.N. 135911 (CASE #15-7938); Eichenberger, Lindsay, R.N. 398633 (CASE #16-5979); Murrell, Melissa, P.N. 130061 (CASE #13-7776); Hummel, Veronica, P.N. 127190 (CASE #16-1725); Taylor, Stephanie, P.N. 150727 (CASE #16-2067); Matusiak, Alicja, R.N. 359101, CTP 16032, COA 16032 (CASE #15-7924); McKinney, Amber, P.N. 154876 (CASE #16-1702); Huffman, Heather, R.N. 343157 (CASE #16-4118); Haynes, Jasmine, P.N. 146607 (CASE #16-6152); Peabody, Lisa, P.N. 120432 (CASE #16-5909); Paul, Kathryn, R.N. 327359 (CASE #16-3543); Welling, Jill, R.N. 371258 (CASE #16-2563); Treadway, Danielle, R.N. 390727, P.N. 106430 (CASE #16-2730); Abramovich, Caitlin,

R.N. 311914, COA 10265 (CASE #16-1493); Jones, Tawana, P.N. 127521 (CASE #16-4045); Clark, Miesha, P.N. 155705 (CASE #16-3112); Bailey, Rachelle, R.N. 398598 (CASE #16-2590); Mauchamer, Jacqueline, R.N. 349010 (CASE #15-3285); Armbruster, Philip, R.N. 197405 (CASE #15-4206); Lackey, Kaliah, P.N. 156897 (CASE #16-4792); Enochs, Connie, P.N. 085450 (CASE #15-7335); Herr, Crystal, P.N. 122858 (CASE #15-4578); Cabassa, Tammie, R.N. 276834, CTP applicant, COA 17310 (CASE #16-6155); Grindstaff, Cindy, R.N. 358536 (CASE #15-4550); Montgomery, Shaquila, D.T. applicant (CASE #16-5661); Keister, Nichole, D.T. applicant (CASE #16-5553); Jones, Jennifer, P.N. 155981 (CASE #16-4761); Theis, Carol, R.N. 188972 (CASE #15-0714); Elliott, Kristin, R.N. 369666 (CASE #16-5806); Johnston, Rebecca, R.N. 401838, CTP 17335, COA 17335 (CASE #16-6378); Frush, Amie, R.N. 290255, CTP 14670, COA 14670 (CASE #16-6374); Nichols, Rebecca, R.N. 281270 (CASE #16-3993).

Sandra Ranck abstained on Huffman, Heather, R.N. 343157 (CASE #16-4118); J. Jane McFee voted no on Schuette, Meredith, R.N. 372347 (CASE #15-8258); and Jones, Jennifer, P.N. 155981 (CASE #16-4761).

Motion adopted by a majority vote of the Board members present.

HEARING EXAMINER'S REPORT AND RECOMMENDATION

Bennett, Jaime Kristine, P.N. 134298 (CASE #14-6620, #14-6441)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the Board redact the patient name found in State's Exhibit 11. 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 **JAIME KRISTINE BENNETT'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, retroactive to February 20, 2015, with the conditions for reinstatement set forth below, and following reinstatement, **MS. BENNETT's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice** and **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BENNETT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BENNETT'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. BENNETT** shall submit documentation of her full compliance with the terms and conditions imposed by the Butler County Court of Common Pleas in Case Number CR2015-04-0558.
5. **Prior to requesting reinstatement by the Board, MS. BENNETT** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Ethics; five (5) hours of Professionalism; fifteen (15) hours of Chemical Dependency and Substance Abuse; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

6. **MS. BENNETT** 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. BENNETT's** history. **MS. BENNETT** shall self-administer the prescribed drugs only in the manner prescribed.
7. **Within three (3) months prior to requesting reinstatement by the Board, MS. BENNETT** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BENNETT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. BENNETT** 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. BENNETT's** license, and a statement as to whether **MS. BENNETT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. BENNETT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the

- chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BENNETT's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. BENNETT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BENNETT'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. BENNETT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BENNETT's** history.
 10. Within thirty (30) days prior to **MS. BENNETT** initiating drug screening, **MS. BENNETT** 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. BENNETT**.
 11. After initiating drug screening, **MS. BENNETT** 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. BENNETT** 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. BENNETT** 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. BENNETT** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
 13. **Prior to requesting reinstatement by the Board, MS. BENNETT** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. BENNETT'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. BENNETT's** comprehensive physical examination and with a comprehensive assessment regarding **MS. BENNETT's** fitness for duty and safety to practice nursing as a licensed practical nurse. Prior to the examination, **MS. BENNETT** shall provide the Board approved physician with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. BENNETT** 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. BENNETT's** license to practice, and stating whether **MS. BENNETT** 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 and restrictions on **MS. BENNETT's** license.

Reporting Requirements of MS. BENNETT

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

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

DURATION

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

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

1. **MS. BENNETT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BENNETT** 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. BENNETT** 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. BENNETT's** history. **MS. BENNETT** shall self-administer prescribed drugs only in the manner prescribed.
4. During the probationary period, **MS. BENNETT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BENNETT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BENNETT's** history.
5. **MS. BENNETT** 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. BENNETT** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. BENNETT** 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. BENNETT** 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.
7. **MS. BENNETT** 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. BENNETT** throughout the duration of this Order.
8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BENNETT** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

Reporting Requirements of MS. BENNETT

12. **MS. BENNETT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. BENNETT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. BENNETT** 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. BENNETT** 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. BENNETT** 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. BENNETT** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. BENNETT** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Smith, Jeremy T., R.N. 382473, P.N. 145226 (CASE #13-5637)

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MR. SMITH's** licenses to practice nursing as a registered nurse and licensed practical nurse in the State of Ohio be suspended and that the suspension be stayed subject to the probationary terms and restrictions set forth below for a minimum period of one (1) year,

including the **Temporary Practice Restrictions**, unless otherwise approved in advance, and the **Temporary Narcotics Restrictions**, set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that a stayed suspension, with probationary terms and restrictions for a period of at least one (1) year, will adequately protect the public.

MR. SMITH's licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year:

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

Monitoring

4. **Within three (3) months of the effective date of this Order, MR. SMITH** shall, at his expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. SMITH** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. SMITH** 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. SMITH's** licenses, and a statement as to whether **MR. SMITH** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
5. **MR. SMITH** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released.

Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. SMITH's** licenses.

6. **MR. SMITH** 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. SMITH's** history. **MR. SMITH** shall self-administer prescribed drugs only in the manner prescribed.
7. **If recommended in the chemical dependency evaluation, MR. SMITH** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Within forty-five (45) days of the effective date of this Order**, and continuing throughout the probationary period, **MR. SMITH** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. SMITH** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. SMITH's** history.
9. **If recommended in the chemical dependency evaluation, MR. SMITH** 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. SMITH** shall provide satisfactory documentation of such attendance to the Board every six (6) months.

Treating Practitioners and Reporting

10. Prior to initiating screens, **MR. SMITH** 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. SMITH** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
11. **MR. SMITH** 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. SMITH**

throughout the duration of this Order.

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

Employment Conditions

13. **MR. SMITH** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
14. **MR. SMITH, within thirty (30) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide his employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. SMITH** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MR. SMITH** 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 forty-five (45) days of the effective date of this Order or beginning within forty-five (45) days of working in a position as a nurse**. **MR. SMITH** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. SMITH

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

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

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

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. SMITH shall not practice nursing as a registered nurse and/or 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. SMITH** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. SMITH 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. SMITH's suspension shall be lifted and MR. SMITH's licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that **MR. SMITH** has violated or breached any terms or conditions of this Order. Following the

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Carnes, Christopher Hugh, R.N. 246881 (CASE #15-2664)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the Board accept all of the Findings of Fact, and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MR. CARNES's** license to practice nursing as a registered nurse in the State of Ohio be suspended and that the suspension be stayed subject to the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Practice Restrictions**, unless otherwise approved in advance, and the **Temporary Practice Restrictions**, unless otherwise approved in advance, set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that a stayed suspension with probationary terms and restrictions, including setting-specific permanent practice restrictions, unless otherwise approved, will adequately protect the public.

MR. CARNES's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years:

1. **MR. CARNES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. CARNES** shall appear in person for interviews before the full Board

or its designated representative as requested by the Board.

3. **MR. CARNES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. CARNES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. CARNES's** criminal records check reports to the Board. **MR. CARNES'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, MR. CARNES** 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, MR. CARNES** shall, in addition to the requirements for renewal of his license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: fifteen (15) hours of Anger Management; ten (10) hours of Patient Rights; five (5) hours of Ethics; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

6. **Within six (6) months of the effective date of this Order, MR. CARNES** shall, at his 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. CARNES** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MR. CARNES's** license, and a statement as to whether **MR. CARNES** is capable of practicing nursing as a registered nurse according to acceptable and prevailing standards of safe nursing care.
7. **MR. CARNES** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. CARNES's** license.

Employment Conditions

8. **MR. CARNES** 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**. **MR. CARNES** shall notify the Board, in writing, of the name and address of any new employer prior to accepting employment as a nurse, and shall obtain the permission of the Board, in writing, to accept employment as a nurse.
9. **MR. CARNES, within thirty (30) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide his employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. CARNES** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse**. **MR. CARNES** 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 forty-five (45) days of the effective date of this Order or beginning within forty-five (45) days of working in a position as a nurse**. **MR. CARNES** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MR. CARNES

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

15. **MR. CARNES** shall verify that the reports and documentation required by this Order are received in the Board office.

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

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. CARNES shall not practice nursing as a registered nurse in mental health facilities, correctional facilities, prisons, reformatories, jails, or other places of incarceration.

Temporary Practice Restrictions

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Reynolds, Samantha Jo, P.N. 140529 (CASE #14-3306)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board dismiss the following allegation in the July 31, 2015 Notice of Opportunity for Hearing (“Notice”), Item 1, which reads, “You would then, at a later date and/or time, present the Skilled Nursing Note to Patient #1, or to Patient #1’s family member, for signature.” It was further moved that the Board accept the Findings of Fact and Conclusions of Law in the Hearing Examiner’s Recommendation, with the exception of Conclusion Number 9, page 12. It was also further moved that the Board modify the Conclusions of Law and find that the State has proven by a preponderance of the evidence that **SAMANTHA JO REYNOLDS** violated Section 4723.28(B)(16), ORC, and Rule 4723-4-06(I), (L), and (Q), OAC.

It was further moved that the Board modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that **MS. REYNOLDS’s** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for a period of not less than ninety (90) days, and that the suspension be stayed subject to the probationary terms and restrictions set forth below for a minimum period of one (1) year.

The rationale for the modification is the following: The Board finds in its expertise that a period of monitoring is necessary to adequately protect the public. The Board finds that **SAMANTHA JO REYNOLDS** did not have a personal relationship with Patient #1, nor Patient #1’s family, prior to her providing nursing care. The Board further finds that, after her termination from nursing employment, **MS. REYNOLDS** sent an inappropriate Facebook message to Patient #1’s wife, which was in regard to the nurse-patient relationship. Despite this event occurring after the termination of the active nurse-patient relationship, it is a violation of Section 4723.28(B)(16), ORC,

and Rule 4723-4-06(I), (L), and (Q), OAC. The Board in its expertise has determined that Rules 4723-4-06(I), (L), and (Q), OAC, protect recipients of nursing care, regardless of whether the individual is a “current” or “former” recipient. Since the aforementioned Rules do not specifically identify the protected individual as “current patient,” protection is not limited to only individuals that are actively receiving nursing care.

MS. REYNOLDS’s license to practice nursing as a licensed practical nurse shall be subject to the following probationary terms and restrictions for a minimum period of one (1) year:

1. **MS. REYNOLDS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. REYNOLDS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. REYNOLDS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. REYNOLDS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. REYNOLDS’s** criminal records check reports to the Board. **MS. REYNOLDS’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. REYNOLDS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Documentation; six (6) hours of Professional Boundaries; and four (4) hours of Ethics.

Employment Conditions

5. **MS. REYNOLDS** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
6. **MS. REYNOLDS, within thirty (30) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. REYNOLDS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting**

employment as a nurse. MS. REYNOLDS 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 forty-five (45) days of the effective date of this Order or beginning within forty-five (45) days of working in a position as a nurse. MS. REYNOLDS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. REYNOLDS

7. **MS. REYNOLDS** shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
8. **MS. REYNOLDS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
9. **MS. REYNOLDS** 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. REYNOLDS** 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. REYNOLDS** 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. REYNOLDS** shall verify that the reports and documentation required by this Order are received in the Board office.
13. **MS. REYNOLDS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. REYNOLDS** has complied with all aspects of this Order; and (2) the Board determines that **MS. REYNOLDS** is able to practice nursing according to acceptable and prevailing standards of safe

nursing care without Board monitoring, based upon an interview with **MS. REYNOLDS** and review of the reports as required herein. Any period during which **MS. REYNOLDS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Dudas, Sandra Marie, R.N. 370684 (CASE #15-1856, #15-1846, #12-3196)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, 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 **SANDRA MARIE DUDAS'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. DUDAS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Practice Restrictions**, unless otherwise approved in advance, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. DUDAS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DUDAS** 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. DUDAS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DUDAS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. DUDAS'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. DUDAS** 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. DUDAS's** history. **MS. DUDAS** shall self-administer the prescribed drugs only in the

manner prescribed.

5. **MS. DUDAS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. DUDAS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. DUDAS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. DUDAS** 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. DUDAS's** license, and a statement as to whether **MS. DUDAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. DUDAS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUDAS's** license.
8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. DUDAS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. DUDAS'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. DUDAS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUDAS's** history.
9. Within thirty (30) days prior to **MS. DUDAS** initiating drug screening, **MS. DUDAS** 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. DUDAS**.
10. After initiating drug screening, **MS. DUDAS** 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. DUDAS** 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. **Prior to requesting reinstatement by the Board, MS. DUDAS** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. DUDAS** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DUDAS's** license, and a statement as to whether **MS. DUDAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 12. **MS. DUDAS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUDAS's** license.
 13. **Prior to requesting reinstatement by the Board, MS. DUDAS** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. DUDAS'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. DUDAS's** comprehensive physical examination and with a comprehensive assessment regarding **MS. DUDAS's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. DUDAS** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. DUDAS** 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. DUDAS's** license to practice, and stating whether **MS. DUDAS** 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 and restrictions on **MS. DUDAS's** license.

Reporting Requirements of MS. DUDAS

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

DURATION

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

Following reinstatement, the suspension shall be stayed and MS.

DUDAS's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. DUDAS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DUDAS** 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. DUDAS** 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. DUDAS's** history. **MS. DUDAS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. DUDAS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. DUDAS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. DUDAS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. DUDAS** 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. DUDAS's** license, and a statement as to whether **MS. DUDAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
6. **If a chemical dependency evaluation is requested, MS. DUDAS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUDAS's** license.
7. **Upon the request of the Board or its designee, during the probationary period, MS. DUDAS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a

- collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. DUDAS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUDAS's** history.
8. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. DUDAS** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. DUDAS** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DUDAS's** license, and a statement as to whether **MS. DUDAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 9. **If a psychiatric evaluation is requested, MS. DUDAS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUDAS's** license.

Treating Practitioners and Reporting

10. Within sixty (60) days of the execution of the probationary period, **MS. DUDAS** 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. DUDAS** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
11. **MS. DUDAS** 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. DUDAS** throughout the duration of this Order.

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

Employment Conditions

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

Reporting Requirements of MS. DUDAS

16. **MS. DUDAS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
17. **MS. DUDAS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
18. **MS. DUDAS** 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. DUDAS** 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. DUDAS** 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. DUDAS** shall verify that the reports and documentation required by this Order are received in the Board office.
22. **MS. DUDAS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

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

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

review of the reports as required herein. Any period during which **MS. DUDAS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

O'Brien, Breane Jolan, P.N. 148484 (CASE #15-4878)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the Board redact the patient names found in State's Exhibits 6 and 7, and that the Board grant the State's Motion to Supplement the Record and admit State's Exhibits 8 and 9 into evidence. It was further moved that the Board modify the Hearing Examiner's Findings of Fact Number 3, page 9, to find that State's Exhibits 8 and 9 establish by a preponderance of evidence that the Board suspended **MS. O'BRIEN's** license to practice nursing as a licensed practical nurse on September 18, 2015, for failure to comply with an examination order.

It was further moved that the Board accept the remaining Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **BREANE JOLAN O'BRIEN's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. O'BRIEN's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Practice Restrictions**, unless otherwise approved by the Board, and the **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. O'BRIEN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. O'BRIEN** 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. O'BRIEN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. O'BRIEN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. O'BRIEN'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. O'BRIEN** shall submit documentation of her full compliance with the terms and conditions imposed by the Cuyahoga County Court of Common Pleas in Case Number CR-15-600292-A.
5. **Prior to requesting reinstatement by the Board, MS. O'BRIEN** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Ethics; five (5) hours of Professionalism; fifteen (15) hours of Chemical Dependency and Substance Abuse; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

6. **MS. O'BRIEN** 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. O'BRIEN's** history. **MS. O'BRIEN** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. O'BRIEN** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Within three (3) months prior to requesting reinstatement by the Board, MS. O'BRIEN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. O'BRIEN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. O'BRIEN** 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. O'BRIEN's** license, and a statement as to whether **MS. O'BRIEN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. O'BRIEN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and

conclusions from the evaluation as a basis for additional terms and restrictions on **MS. O'BRIEN's** license.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. O'BRIEN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. O'BRIEN'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. O'BRIEN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. O'BRIEN's** history.
11. Within thirty (30) days prior to **MS. O'BRIEN** initiating drug screening, **MS. O'BRIEN** 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. O'BRIEN**.
12. After initiating drug screening, **MS. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** shall attend a minimum of three (3) meetings per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. O'BRIEN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. O'BRIEN

14. **MS. O'BRIEN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

15. **MS. O'BRIEN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. O'BRIEN** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

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

- O'BRIEN's** history. **MS. O'BRIEN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. O'BRIEN** shall abstain completely from the use of alcohol or any products containing alcohol.
 5. During the probationary period, **MS. O'BRIEN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. O'BRIEN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. O'BRIEN's** history.
 6. **MS. O'BRIEN** shall attend a minimum of three (3) meetings per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and **MS. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. O'BRIEN** 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. O'BRIEN shall notify the Board, in writing.

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

Reporting Requirements of MS. O'BRIEN

13. **MS. O'BRIEN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. O'BRIEN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. O'BRIEN** 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. O'BRIEN** 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. O'BRIEN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. O'BRIEN** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. O'BRIEN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in

residential or home address or telephone number.

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

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

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

FAILURE TO COMPLY

The stay of **MS. O'BRIEN's** suspension shall be lifted and **MS. O'BRIEN's** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. O'BRIEN** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. O'BRIEN** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. O'BRIEN** 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. O'BRIEN** has complied with all aspects of this Order; and (2) the Board determines that **MS. O'BRIEN** is able to practice

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

Motion adopted by unanimous vote of the Board members present

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Gladish, Anne Mary George, R.N. 210169 (CASE #15-6322)

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Marion, Randy Lee, R.N. 268833 (CASE #15-4961, #15-2847)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, 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 **RANDY LEE MARION'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, **MR. MARION's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Permanent Practice Restrictions**, unless otherwise approved in advance, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

(BCII) to conduct a criminal records check of **MR. MARION**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. MARION'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. MARION** shall, in addition to the requirements for renewal of his license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Alcohol Abuse; five (5) hours of Veracity in Nursing; five (5) hours of Ethics; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **MR. MARION** 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. MARION's** history. **MR. MARION** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. MARION** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Within three (3) months prior to requesting reinstatement by the Board, MR. MARION** shall, at his expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. MARION** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. MARION** 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. MARION's** license, and a statement as to whether **MR. MARION** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. MARION** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and

restrictions on **MR. MARION's** license.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MR. MARION** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. MARION'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. MARION** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. MARION's** history.
10. Within thirty (30) days prior to **MR. MARION** initiating drug screening, **MR. MARION** 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. MARION**.
11. After initiating drug screening, **MR. MARION** 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. MARION** 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. MARION** 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. MARION** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MR. MARION

13. **MR. MARION** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MR. MARION** shall submit any and all information that the Board may

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

15. **MR. MARION** 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. MARION** 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. MARION** 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. MARION** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. MARION** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

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

only in the manner prescribed.

4. **MR. MARION** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. MARION** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. MARION** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. MARION's** history.
6. **MR. MARION** 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. MARION** 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. MARION** 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. MARION** 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. MARION** 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. MARION** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. MARION** 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. MARION** shall **notify the Board, in writing.**

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

Reporting Requirements of MR. MARION

13. **MR. MARION** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MR. MARION** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. MARION** 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. MARION** 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. MARION** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MR. MARION** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. MARION** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Practice Restrictions

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016

Petersheim, Ruth Ellen, P.N. 093445 (CASE #15-1071)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that the Board redact the social security numbers from Respondent's Exhibits MM and NN. 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 **RUTH ELLEN PETERSHEIM's** request to reinstate her license to practice nursing as a licensed practical nurse in the State of Ohio be denied with the conditions for reinstatement set forth below, and following reinstatement, **MS. PETERSHEIM's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the previously imposed **Permanent Practice** and **Permanent Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. PETERSHEIM** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. PETERSHEIM** 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. PETERSHEIM** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PETERSHEIM**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. PETERSHEIM'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. PETERSHEIM** 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. PETERSHEIM's** history. **MS. PETERSHEIM** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. PETERSHEIM** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PETERSHEIM** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens

- for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. PETERSHEIM'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. PETERSHEIM** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PETERSHEIM's** history.
7. Within thirty (30) days prior to **MS. PETERSHEIM** initiating drug screening, **MS. PETERSHEIM** 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. PETERSHEIM**.
 8. After initiating drug screening, **MS. PETERSHEIM** 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. PETERSHEIM** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. PETERSHEIM** 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. PETERSHEIM** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. PETERSHEIM

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

Board or to employers or potential employers.

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

DURATION

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

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

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

products containing alcohol.

5. During the probationary period, **MS. PETERSHEIM** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. PETERSHEIM** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PETERSHEIM's** history.
6. **MS. PETERSHEIM** 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. PETERSHEIM** 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. PETERSHEIM** 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. PETERSHEIM** 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. PETERSHEIM** 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. PETERSHEIM** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. PETERSHEIM** 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. PETERSHEIM** shall **notify the Board, in writing**.
11. **MS. PETERSHEIM** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer

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

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

Reporting Requirements of MS. PETERSHEIM

13. **MS. PETERSHEIM** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. PETERSHEIM** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. PETERSHEIM** 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. PETERSHEIM** 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. PETERSHEIM** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. PETERSHEIM** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. PETERSHEIM** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Permanent Narcotic Restriction

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

Permanent Practice Restrictions

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

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

FAILURE TO COMPLY

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Antonelli College Practical Nursing Program, (CASE #15-7438, #16-3812)

Action: It was moved by John Schmidt, 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 **ANTONELLI COLLEGE PRACTICAL NURSING PROGRAM's** conditional approval be extended until November 16, 2017, subject to the requirements set forth below.

ANTONELLI COLLEGE PRACTICAL NURSING PROGRAM ("ANTONELLI COLLEGE") is subject to the following terms, conditions, and limitations:

1. **ANTONELLI COLLEGE** shall comply with all of the requirements established in Chapter 4723, ORC, and Chapter 4723-5, OAC, for nursing education programs.
2. **ANTONELLI COLLEGE** shall not expand its operations to any other locations prior to November 16, 2017.
3. **ANTONELLI COLLEGE** shall make no changes in its curriculum without advance approval by Board or designee until November 16, 2017.
4. The **ANTONELLI COLLEGE** Program Administrator shall attend the OBN Workshop for Program Administrators within 12 months of this Order.
5. At least one (1) survey visit of **ANTONELLI COLLEGE** will be conducted in accordance with Rule 4723-5-06, OAC, prior to the Board's consideration of **ANTONELLI COLLEGE's** conditional approval status at the November 2017 Board meeting. Representatives from the Board may conduct announced or unannounced survey visits, including but not limited to, auditing student records, to determine if **ANTONELLI COLLEGE** is complying with the terms and conditions of this Order in addition to meeting and maintaining the requirements of Chapter 4723-5, OAC. **ANTONELLI COLLEGE** shall cooperate with all survey visits and ensure that all materials are timely made available to the Board or its representative.

6. **ANTONELLI COLLEGE** shall provide written progress reports on or before the dates specified in Paragraph 14, and documentation as required to determine the Program's compliance with Chapter 4723-5, OAC, and with this Order, including but not limited to:
 - a) in a single summary chart format, the first and last names of each currently enrolled student, the intravenous skills demonstrated by each student in the clinical setting, the cooperating agency/clinical setting where each student demonstrated the IV therapy skill(s) and the date(s) the student successfully demonstrated the IV therapy skill(s).
 - b) in a single summary chart format, the names of each currently enrolled student, and the clinical objectives demonstrated by each student with respect to each objective. Include the name and address of the cooperating agency/clinical setting where the clinical objectives were met; and the names of any preceptor(s) utilized at each cooperating agency/clinical setting.
7. **ANTONELLI COLLEGE** shall provide notification to the Board of any change regarding any cooperating entity.
8. **By January 9, 2017, ANTONELLI COLLEGE** shall provide notification of this Order to all cooperating entities. Upon request from a cooperating entity, **ANTONELLI COLLEGE** shall provide a copy of this Order. Further, **by January 30, 2017, ANTONELLI COLLEGE** shall provide to the Board a copy of the written notification to cooperating entities; an explanation on how **ANTONELLI COLLEGE** provided the written notification to cooperating entities; and an attestation that, when requested, **ANTONELLI COLLEGE** has provided a copy of this Order.
9. **ANTONELLI COLLEGE** is under a continuing duty to provide written notification to all new cooperating entities that a copy of this Order is available upon request. **ANTONELLI COLLEGE** is also under a continuing duty to submit documentation to the Board attesting that, when requested, **ANTONELLI COLLEGE** has provided a copy of this Order to new cooperating entities.
10. **By January 9, 2017, ANTONELLI COLLEGE** shall provide a copy of this Order to all faculty and teaching assistants. **ANTONELLI COLLEGE** shall submit documentation to the Board signed by all faculty members and teaching assistants verifying that he or she has received a copy of this Order, and a typewritten list of the names of those faculty members and teaching assistants.
11. **ANTONELLI COLLEGE** is under a continuing duty to provide a copy of this Order to any new faculty member or any new teaching assistants. **ANTONELLI COLLEGE** is also under a continuing duty to submit

- documentation to the Board signed by the new faculty member or new teaching assistants verifying that he or she has received a copy of this Order.
12. **By January 9, 2017, ANTONELLI COLLEGE** shall provide written notification to all students that a copy of this Order is available upon request. Such notification shall be displayed in a prominent manner in a common area, such as a student bulletin board, for the duration of this Order. Upon request from a student, **ANTONELLI COLLEGE** shall provide a copy of this Order. Further, **by January 30, 2017, ANTONELLI COLLEGE** shall provide to the Board a copy of the written notification to students; an explanation on how **ANTONELLI COLLEGE** provided the written notification to all students; and an attestation that, when requested, **ANTONELLI COLLEGE** has provided a copy of this Order.
 13. **ANTONELLI COLLEGE** is under a continuing duty to provide written notification to all new students that a copy of this Order is available upon request. **ANTONELLI COLLEGE** is also under a continuing duty to submit documentation to the Board attesting that, when requested, **ANTONELLI COLLEGE** has provided a copy of this Order to new students.
 14. **ANTONELLI COLLEGE**, through its administrator, shall submit written progress reports to the Board on or before the following dates: **January 30, 2017; April 19, 2017; July 19, 2017; and September 15, 2017**. The progress reports shall identify any change in the program and its effective date, explain the rationale for enacting the change, and describe how the change was implemented. Along with each report, **ANTONELLI COLLEGE** shall attest that the program is complying with the terms and conditions of this Order in addition to complying with the requirements of Chapter 4723-5, OAC.
 15. **ANTONELLI COLLEGE** and its administrator shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to its staff, its students, its applicants for admission, or to the Board or its representatives.
 16. **ANTONELLI COLLEGE** shall submit the reports and documentation required by this Order or any other documents required by the Board in order to determine the program's compliance with Chapter 4723-5, OAC, to the attention of the Education Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
 17. **ANTONELLI COLLEGE** shall verify that the reports and documentation required by this Order are received in the Board office.

18. In addition to the requirements set forth in Rule 4723-5-09(D)(1), OAC, **ANTONELLI COLLEGE** shall inform the Board within ten (10) business days, in writing, of any change in its administrator.

FAILURE TO COMPLY

If it appears that **ANTONELLI COLLEGE** has violated or breached any terms and conditions of this Order prior to November 16, 2017, the Board may issue a Notice of Opportunity for Hearing and propose to withdraw **ANTONELLI COLLEGE's** conditional approval status and deny full approval status in accordance with Chapter 119, ORC. The Board shall notify **ANTONELLI COLLEGE** via certified mail of the specific nature of the charges and the opportunity to request a hearing on the charges.

Motion adopted by a majority vote of the Board members present with Maryam Lyon, Patricia Sharpnack and Sandra Ranck abstaining.

This ORDER shall become effective immediately upon the date of mailing indicated on the attached Certificate of Service and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Van Der Voort, Dustin Thomas, R.N. 339581 (CASE #15-2351, #15-0182)

Action: It was moved by J. Jane McFee, seconded by John Schmidt, that the Board dismiss the violation of Section 4723.28(B)(13), ORC, from Item 1 of the September 18, 2015 Notice of Opportunity for Hearing ("September 2015 Notice"). It was further moved that the Board dismiss the factual allegation in Item 2 of the September 2015 Notice, that Mr. Van Der Voort "reported that [he was] diverting Percocet," and dismiss the violation of Section 4723.28(B)(13), ORC, for that Item.

It was also further moved that the Board accept the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner's Report and Recommendation, and that **DUSTIN THOMAS VAN DER VOORT'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, **MR. VAN DER VOORT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Practice Restrictions**, unless otherwise approved in advance by the Board, and **Temporary Narcotic Restrictions**, unless otherwise approved in advance by the Board, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MR. VAN DER VOORT** shall obey all federal, state, and local laws, and all

laws and rules governing the practice of nursing in Ohio.

2. **MR. VAN DER VOORT** 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. VAN DER VOORT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. VAN DER VOORT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MR. VAN DER VOORT'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. **MR. VAN DER VOORT** shall release to the Board and/or to an evaluator designated by the Board, any and all reasonably available records of prior assessments and treatment for drug dependency, psychological assessment and counseling, including but not limited to any records of drug screening conducted since May 1, 2015, as requested by the Board.
5. **MR. VAN DER VOORT** 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. VAN DER VOORT's** history. **MR. VAN DER VOORT** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. VAN DER VOORT** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Upon the request of the Board or its designee, prior to requesting reinstatement by the Board, MR. VAN DER VOORT** shall, at his expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. VAN DER VOORT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. VAN DER VOORT** 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. VAN DER VOORT's** license, and a statement as to whether **MR. VAN DER VOORT** is capable of practicing nursing according to acceptable and prevailing standards of

safe nursing care.

8. **If a chemical dependency evaluation is requested, MR. VAN DER VOORT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. VAN DER VOORT's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MR. VAN DER VOORT** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. VAN DER VOORT'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. VAN DER VOORT** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. VAN DER VOORT's** history.
10. Within thirty (30) days prior to **MR. VAN DER VOORT** initiating drug screening, **MR. VAN DER VOORT** 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. VAN DER VOORT**.
11. After initiating drug screening, **MR. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** 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.**

VAN DER VOORT shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

13. **Upon the request of the Board or its designee, prior to requesting reinstatement by the Board, MR. VAN DER VOORT** shall, at his 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. VAN DER VOORT** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MR. VAN DER VOORT's** license, and a statement as to whether **MR. VAN DER VOORT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. **If a psychiatric evaluation is requested, MR. VAN DER VOORT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. VAN DER VOORT's** license.

Reporting Requirements of MR. VAN DER VOORT

15. **MR. VAN DER VOORT** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MR. VAN DER VOORT** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MR. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MR. VAN DER VOORT** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

1. **MR. VAN DER VOORT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT's** history. **MR. VAN DER VOORT** shall self-administer prescribed drugs only in the manner prescribed.
4. **MR. VAN DER VOORT** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MR. VAN DER VOORT** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process.

The specimens submitted by **MR. VAN DER VOORT** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. VAN DER VOORT's** history.

6. **MR. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. VAN DER VOORT** 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. VAN DER VOORT** shall **notify the Board, in writing.**
11. **MR. VAN DER VOORT** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MR. VAN DER VOORT** shall have his employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MR. VAN DER VOORT** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

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

Reporting Requirements of MR. VAN DER VOORT

13. **MR. VAN DER VOORT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MR. VAN DER VOORT** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. VAN DER VOORT** 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. VAN DER VOORT** 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. VAN DER VOORT** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MR. VAN DER VOORT** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. VAN DER VOORT** 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

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. VAN DER VOORT shall not administer, have access to, or possess (except as prescribed for **MR. VAN DER VOORT's** use by another so authorized by law who has full knowledge of **MR. VAN DER VOORT's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MR. VAN DER VOORT** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers.

MR. VAN DER VOORT shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. VAN DER VOORT 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. VAN DER VOORT** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Underwood, Tara Lynne, R.N. 266848 (CASE #15-6762)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, 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 **TARA LYNNE UNDERWOOD's** license to practice nursing as a registered nurse in the State of Ohio be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Bickerstaff, Alayna V., P.N. 158443 (CASE #15-5283, #15-3053)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **ALAYNA V. BICKERSTAFF's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. BICKERSTAFF's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year, including the **Temporary Practice Restrictions** set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that, upon reinstatement, a probationary period of at least one (1) year will adequately protect the public.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BICKERSTAFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BICKERSTAFF** 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. BICKERSTAFF** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BICKERSTAFF**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BICKERSTAFF'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. BICKERSTAFF** 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. BICKERSTAFF's** history. **MS. BICKERSTAFF** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. BICKERSTAFF** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. BICKERSTAFF** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BICKERSTAFF** shall provide the chemical dependency professional with a copy of this Order and the Notice of Automatic Suspension and Opportunity for Hearing. Further, **MS. BICKERSTAFF** 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. BICKERSTAFF's** license, and a statement as to whether **MS. BICKERSTAFF** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. BICKERSTAFF** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BICKERSTAFF's** license.
8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. BICKERSTAFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BICKERSTAFF'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. BICKERSTAFF** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BICKERSTAFF's** history.
9. Within thirty (30) days prior to **MS. BICKERSTAFF** initiating drug screening, **MS. BICKERSTAFF** 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. BICKERSTAFF**.
 10. After initiating drug screening, **MS. BICKERSTAFF** 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. BICKERSTAFF** 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.

Reporting Requirements of MS. BICKERSTAFF

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

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

DURATION

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

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

1. **MS. BICKERSTAFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BICKERSTAFF** 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. BICKERSTAFF** 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. BICKERSTAFF's** history. **MS. BICKERSTAFF** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BICKERSTAFF** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BICKERSTAFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BICKERSTAFF** shall be negative, except for

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

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. BICKERSTAFF** 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. BICKERSTAFF** 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.
7. **MS. BICKERSTAFF** 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. BICKERSTAFF** throughout the duration of this Order.
8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BICKERSTAFF** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

Reporting Requirements of MS. BICKERSTAFF

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Barilla-Federoff, Patricia, R.N. 151396 (CASE #15-5382)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **PATRICIA BARILLA-FEDEROFF'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. BARILLA-FEDEROFF's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Permanent Practice Restrictions**, unless otherwise approved in advance, and the **Temporary Narcotic Restrictions** set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that permanent practice restrictions, with the possibility of the restrictions being lifted if approved by the Board or its designee, will adequately protect the public.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BARILLA-FEDEROFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BARILLA-FEDEROFF**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BARILLA-FEDEROFF'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. BARILLA-FEDEROFF** shall submit documentation of her full compliance with the terms and conditions imposed by Commonwealth of Pennsylvania State Board of Nursing Order dated July 28, 2015, and that her Pennsylvania license is current, valid, and unrestricted.

Monitoring

5. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF's** history. **MS. BARILLA-FEDEROFF** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. BARILLA-FEDEROFF** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Within one (1) year prior to requesting reinstatement by the Board, MS. BARILLA-FEDEROFF** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BARILLA-FEDEROFF** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF's** license, and a statement as to whether **MS. BARILLA-FEDEROFF** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. BARILLA-FEDEROFF** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BARILLA-FEDEROFF's** license.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. BARILLA-FEDEROFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BARILLA-FEDEROFF'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. BARILLA-FEDEROFF** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BARILLA-FEDEROFF's** history.
 10. Within thirty (30) days prior to **MS. BARILLA-FEDEROFF** initiating drug screening, **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF**.
 11. After initiating drug screening, **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF 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. BARILLA-FEDEROFF** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

13. **Prior to requesting reinstatement by the Board, MS. BARILLA-FEDEROFF** shall, at her expense, obtain a psychiatric evaluation, specifically related to depression, from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. BARILLA-FEDEROFF** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. BARILLA-FEDEROFF's** license, and a statement as to whether **MS. BARILLA-FEDEROFF** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
14. **MS. BARILLA-FEDEROFF** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the psychiatrist described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BARILLA-FEDEROFF's** license.

Reporting Requirements of MS. BARILLA-FEDEROFF

15. **MS. BARILLA-FEDEROFF** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
16. **MS. BARILLA-FEDEROFF** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. BARILLA-FEDEROFF** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

1. **MS. BARILLA-FEDEROFF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF's** history. **MS. BARILLA-FEDEROFF** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BARILLA-FEDEROFF** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BARILLA-FEDEROFF** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by

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

6. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** shall **notify the Board, in writing.**
11. **MS. BARILLA-FEDEROFF** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. BARILLA-FEDEROFF** shall have her employer(s), if working in a position where a license to

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

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

Reporting Requirements of MS. BARILLA-FEDEROFF

13. **MS. BARILLA-FEDEROFF** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. BARILLA-FEDEROFF** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. BARILLA-FEDEROFF** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. BARILLA-FEDEROFF** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

MS. BARILLA-FEDEROFF shall not administer, have access to, or possess (except as prescribed for **MS. BARILLA-FEDEROFF's** use by another so

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

Permanent Practice Restrictions

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

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. BARILLA-FEDEROFF 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. BARILLA-FEDEROFF's** suspension shall be lifted and **MS. BARILLA-FEDEROFF's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. BARILLA-FEDEROFF** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. BARILLA-FEDEROFF** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. BARILLA-FEDEROFF** 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. BARILLA-FEDEROFF** has complied with all aspects of this Order; and (2) the Board determines that **MS. BARILLA-FEDEROFF** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BARILLA-FEDEROFF** and review of the reports as

required herein. Any period during which **MS. BARILLA-FEDEROFF** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

NO REQUEST FOR HEARING

Claus, Joseph James, R.N. 348343 (CASE #16-0995)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **JOSEPH JAMES CLAUS** in the February 26, 2016 Notice of Automatic Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. CLAUS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Automatic Suspension and Opportunity for Hearing, and that **MR. CLAUS's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Richert, Lori Anne, R.N. 260201 (CASE #16-1387, #15-7563)

Action: It was moved by Patricia Sharpnack, seconded by J. Jane McFee, that upon consideration of the charges stated against **LORI ANNE RICHERT** in the May 19, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. RICHERT** 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. RICHERT's** license to practice nursing as a registered nurse be **Reprimanded**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Lopac, Chad Richard, P.N. 147478 (CASE #15-7933)

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that upon consideration of the charges stated against **CHAD RICHARD LOPAC** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. LOPAC** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. LOPAC's** license to practice

nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and that following reinstatement, **MR. LOPAC's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

Monitoring

6. **MR. LOPAC** 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. LOPAC's** history. **MR. LOPAC** shall self-administer the prescribed drugs only in the manner prescribed.
7. **Prior to requesting reinstatement by the Board, MR. LOPAC** shall, at his expense, obtain a chemical dependency evaluation by a Board

- approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. LOPAC** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. LOPAC** 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. LOPAC's** license, and a statement as to whether **MR. LOPAC** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. LOPAC** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. LOPAC's** license.
 9. **If recommended in the chemical dependency evaluation, MR. LOPAC** shall abstain completely from the use of alcohol or any products containing alcohol.
 10. **If recommended in the chemical dependency evaluation, and for the length of time as recommended in the chemical dependency evaluation, prior to requesting reinstatement, MR. LOPAC** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. LOPAC'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. LOPAC** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. LOPAC's** history.
 11. Within thirty (30) days prior to **MR. LOPAC** initiating drug screening, **MR. LOPAC** 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. LOPAC**.

12. After initiating drug screening, **MR. LOPAC** 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. LOPAC** 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.

Reporting Requirements of MR. LOPAC

13. **MR. LOPAC** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MR. LOPAC** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. LOPAC** 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. LOPAC** 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. LOPAC** 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. LOPAC** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. LOPAC** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

1. **MR. LOPAC** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. LOPAC** 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. LOPAC** 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. LOPAC's** history. **MR. LOPAC** shall self-administer prescribed drugs only in the manner prescribed.
4. **If recommended in the chemical dependency evaluation, MR. LOPAC** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **If recommended in the chemical dependency evaluation, during the probationary period, MR. LOPAC** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. LOPAC** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. LOPAC's** history.

Treating Practitioners and Reporting

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

Employment Conditions

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

Reporting Requirements of MR. LOPAC

12. **MR. LOPAC** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MR. LOPAC** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MR. LOPAC** 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. LOPAC** 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. LOPAC** 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. LOPAC** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MR. LOPAC** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Finn-Smith, Elizabeth Ann, R.N. 220444 (CASE #15-6454)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that upon consideration of the charges stated against **ELIZABETH ANN FINN-SMITH** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. FINN-SMITH** 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. FINN-SMITH's** license to practice nursing as a registered nurse be suspended and that the suspension be stayed subject to the probationary terms and restrictions set forth below for a minimum period of six (6) months.

MS. FINN-SMITH's license to practice nursing as a registered nurse shall be subject to the following probationary terms and restrictions for a minimum period of six (6) months:

1. **MS. FINN-SMITH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. FINN-SMITH** shall appear in person for interviews before the full Board or its designated representative as requested by the Board.
3. **MS. FINN-SMITH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FINN-SMITH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. FINN-SMITH's** criminal records check reports to the Board. **MS. FINN-SMITH'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 ninety (90) days of the effective date of this Order, MS. FINN-SMITH** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: five (5) hours of Ethics; five (5) hours of Professionalism; and two (2) hours of Ohio Nursing Law and Rules.

Monitoring

5. **Within ninety (90) days of the effective date of this Order, MS. FINN-SMITH** shall, at her expense, obtain a psychiatric evaluation from a Board approved psychiatrist and shall provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. FINN-SMITH** shall provide the psychiatrist with a copy of this Order and the Notice of Opportunity for Hearing and shall execute releases to permit the psychiatrist to obtain any information deemed appropriate and necessary for the evaluation. The psychiatrist shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. FINN-SMITH's** license, and a statement as to whether **MS. FINN-SMITH** is capable of practicing nursing according to acceptable and prevailing

standards of safe nursing care.

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

Employment Conditions

7. **MS. FINN-SMITH** shall notify the Board, in writing, of the name and address of any current employer **within thirty (30) days following the effective date of this Order**, or any new employer prior to accepting employment as a nurse.
8. **MS. FINN-SMITH, within thirty (30) days of the effective date of this Order**, if working in a position in which a license to practice nursing is required, shall provide her employer(s) with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. FINN-SMITH** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse. MS. FINN-SMITH** 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 forty-five (45) days of the effective date of this Order or beginning within forty-five (45) days of working in a position as a nurse. MS. FINN-SMITH** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

Reporting Requirements of MS. FINN-SMITH

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Shults, Sara Elizabeth, P.N. 154422 (CASE #15-2873)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that upon consideration of the charges stated against **SARA ELIZABETH**

SHULTS in the May 19, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SHULTS** 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. SHULTS'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. SHULTS's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. SHULTS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SHULTS** 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. SHULTS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SHULTS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SHULTS'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. SHULTS** 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. SHULTS's** history. **MS. SHULTS** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. SHULTS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. SHULTS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SHULTS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and

- Opportunity for Hearing. Further, **MS. SHULTS** 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. SHULTS's** license, and a statement as to whether **MS. SHULTS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. SHULTS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SHULTS's** license.
 8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. SHULTS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. SHULTS'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. SHULTS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SHULTS's** history.
 9. Within thirty (30) days prior to **MS. SHULTS** initiating drug screening, **MS. SHULTS** 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. SHULTS**.
 10. After initiating drug screening, **MS. SHULTS** 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. SHULTS** 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. SHULTS** 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. SHULTS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. SHULTS

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

DURATION

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

Following reinstatement, the suspension shall be stayed and MS.

SHULTS's license shall be subject to the following probationary terms and restrictions for a minimum period of two (2) years.

1. **MS. SHULTS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. SHULTS** 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. SHULTS** 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. SHULTS's** history. **MS. SHULTS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. SHULTS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. SHULTS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SHULTS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing. Further, **MS. SHULTS** 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. SHULTS's** license, and a statement as to whether **MS. SHULTS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
6. **MS. SHULTS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SHULTS's** license.
5. During the probationary period, **MS. SHULTS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or

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

6. **MS. SHULTS** 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. SHULTS** 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. SHULTS** 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. SHULTS** 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. SHULTS** 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. SHULTS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. SHULTS** 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. SHULTS** shall **notify the Board, in writing.**
11. **MS. SHULTS** is under a continuing duty to provide a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. SHULTS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. SHULTS** shall have her employer(s) send documentation to the Board, along with the first

employer report, of receipt of a copy of this Order and the Notice of Immediate Suspension and Opportunity for Hearing, including the date they were received.

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

Reporting Requirements of MS. SHULTS

13. **MS. SHULTS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. SHULTS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. SHULTS** 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. SHULTS** 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. SHULTS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. SHULTS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. SHULTS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

prescriptions or prescription refills.

Temporary Practice Restrictions

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Vance, Tammy Jo, P.N. 104624 (CASE #15-1776)

Action: It was moved J. Jane McFee, seconded by Brenda Boggs, that upon consideration of the charges stated against **TAMMY JO VANCE** in the February 18, 2016 Notice of Immediate Suspension and Opportunity for Hearing, and the March 17, 2016 Notice of Opportunity for Hearing (“the Notices”) and evidence supporting the charges, the Board find that **MS. VANCE** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that **MS. VANCE’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. VANCE’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic Restrictions**, unless otherwise approved in advance, and the **Temporary Practice Restrictions**, unless otherwise approved in advance, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

Monitoring

5. **MS. VANCE** 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. VANCE’s**

- history. **MS. VANCE** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. VANCE** shall abstain completely from the use of alcohol or any products containing alcohol.
 7. **Prior to requesting reinstatement by the Board, MS. VANCE** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. VANCE** shall provide the chemical dependency professional with a copy of this Order and the Notices. Further, **MS. VANCE** 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. VANCE's** license, and a statement as to whether **MS. VANCE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
 8. **MS. VANCE** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. VANCE's** license.
 9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. VANCE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. VANCE'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. VANCE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VANCE's** history.
 10. Within thirty (30) days prior to **MS. VANCE** initiating drug screening, **MS. VANCE** 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. VANCE**.

11. After initiating drug screening, **MS. VANCE** 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. VANCE** 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. VANCE** 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. VANCE** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. VANCE

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

DURATION

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

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

1. **MS. VANCE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. VANCE** 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. VANCE** 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. VANCE's** history. **MS. VANCE** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. VANCE** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. VANCE** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. VANCE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. VANCE's** history.
6. **MS. VANCE** 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. VANCE** 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. VANCE** 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. VANCE** 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. VANCE** 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. VANCE** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. VANCE** 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. VANCE** shall **notify the Board, in writing.**
11. **MS. VANCE** is under a continuing duty to provide a copy of this Order and the Notices to any new employer **prior to accepting employment as a nurse.** **MS. VANCE** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. VANCE** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notices, including the date they were received.
12. **MS. VANCE** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. VANCE

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

14. **MS. VANCE** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. VANCE** 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. VANCE** 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. VANCE** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. VANCE** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. VANCE** 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

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

Temporary Practice Restrictions

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Zuchowski, Jane Elizabeth, R.N. 368629 (CASE #15-2160)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **JANE ELIZABETH ZUCHOWSKI** in the March 17, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ZUCHOWSKI** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate Suspension and Opportunity for Hearing, and that **MS. ZUCHOWSKI's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and that following reinstatement, **MS. ZUCHOWSKI's** license to practice nursing as a registered nurse shall be

subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **previously imposed Permanent Practice Restrictions, and the Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

Monitoring

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

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

(24) hours of release from hospitalization or medical treatment.

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

Reporting Requirements of MS. ZUCHOWSKI

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

DURATION

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

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

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

Monitoring

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

Treating Practitioners and Reporting

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

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

Employment Conditions

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

Reporting Requirements of MS. ZUCHOWSKI

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

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

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

Temporary Narcotic Restriction

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

Permanent Practice Restrictions

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

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

FAILURE TO COMPLY

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

DURATION

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Hill, Carl Douglas, R.N. 317372 (CASE #14-6181)

Action: It was moved by Sandra Ranck, seconded by Lisa Klenke, that upon consideration of the charges stated against **CARL DOUGLAS HILL** in the November 20, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. HILL** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. HILL's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Davis, Britney Sue, R.N. 312361 (CASE #15-4392)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that upon consideration of the charges stated against **BRITNEY SUE DAVIS** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. DAVIS** 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. DAVIS's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and that following reinstatement, **MS. DAVIS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. DAVIS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. DAVIS** 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. DAVIS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DAVIS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. DAVIS'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. DAVIS** 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. DAVIS's** history. **MS. DAVIS** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. DAVIS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. DAVIS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. DAVIS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. DAVIS** 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. DAVIS's** license, and a statement as to whether **MS. DAVIS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. DAVIS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DAVIS's** license.
 8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. DAVIS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. DAVIS'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. DAVIS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DAVIS's** history.
 9. Within thirty (30) days prior to **MS. DAVIS** initiating drug screening, **MS. DAVIS** 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. DAVIS**.
 10. After initiating drug screening, **MS. DAVIS** 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. DAVIS** shall notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment.
 11. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. DAVIS** 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. DAVIS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. DAVIS

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

DURATION

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

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

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

rules governing the practice of nursing in Ohio.

2. **MS. DAVIS** 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. DAVIS** 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. DAVIS's** history. **MS. DAVIS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. DAVIS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. DAVIS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. DAVIS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DAVIS's** history.
6. **For a minimum continuous period of at least one (1) year during the probationary period, or as otherwise approved by the Board, MS. DAVIS** 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. DAVIS** shall provide satisfactory documentation of such attendance to the Board every six (6) months. At any time after the one-year period previously described, **MS. DAVIS** may submit a written request to the Board to have this requirement re-evaluated.

Treating Practitioners and Reporting

7. Within sixty (60) days of the execution of the probationary period, **MS. DAVIS** 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. DAVIS** 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. DAVIS** 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. DAVIS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. DAVIS** 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. DAVIS** shall **notify the Board, in writing.**
11. **MS. DAVIS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. DAVIS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. DAVIS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. DAVIS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. DAVIS

13. **MS. DAVIS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. DAVIS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. DAVIS** 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. DAVIS** 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. DAVIS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. DAVIS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. DAVIS** 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

For a minimum period of **one (1) year, or as otherwise approved by the Board**, in which **MS. DAVIS** is working in a position that requires a nursing license, **MS. DAVIS** shall not administer, have access to, or possess (except as prescribed for **MS. DAVIS's** use by another so authorized by law who has full knowledge of **MS. DAVIS's** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. DAVIS** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. DAVIS** shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

For a minimum period of **one (1) year, or as otherwise approved by the Board**, in which **MS. DAVIS** is working in a position that requires a nursing license, **MS. DAVIS** 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. DAVIS** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

For a minimum period of **one (1) year** in which **MS. DAVIS** is working in a position that requires a nursing license, **MS. DAVIS** 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. DAVIS's** suspension shall be lifted and **MS. DAVIS's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. DAVIS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. DAVIS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. DAVIS** 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. DAVIS** has complied with all aspects of this Order; and (2) the Board determines that **MS. DAVIS** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. DAVIS** and review of the reports as required herein. Any period during which **MS. DAVIS** does not work in a position for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Shadley, Roxanne, P.N. 152419 (CASE #14-5425)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **ROXANNE SHADLEY** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SHADLEY** 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. SHADLEY'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. SHADLEY's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

2. **MS. SHADLEY** 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. SHADLEY** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SHADLEY**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SHADLEY'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. SHADLEY** 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. SHADLEY's** history. **MS. SHADLEY** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. SHADLEY** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. SHADLEY** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. SHADLEY** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. SHADLEY** 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. SHADLEY's** license, and a statement as to whether **MS. SHADLEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. SHADLEY** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SHADLEY's** license.

8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. SHADLEY** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. SHADLEY'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. SHADLEY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SHADLEY's** history.
9. Within thirty (30) days prior to **MS. SHADLEY** initiating drug screening, **MS. SHADLEY** 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. SHADLEY**.
10. After initiating drug screening, **MS. SHADLEY** 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. SHADLEY** 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.

Reporting Requirements of MS. SHADLEY

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

DURATION

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

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

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

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

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. SHADLEY** 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. SHADLEY** 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.
7. **MS. SHADLEY** 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. SHADLEY** throughout the duration of this Order.
8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. SHADLEY** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

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

Reporting Requirements of MS. SHADLEY

12. **MS. SHADLEY** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. SHADLEY** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. SHADLEY** 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. SHADLEY** 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. SHADLEY** 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. SHADLEY** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. SHADLEY** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Leonard, Virginia Marie, P.N. 098558 (CASE #15-2610)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that upon consideration of the charges stated against **VIRGINIA MARIE LEONARD** in the December 4, 2015 Notice of Immediate Suspension and Opportunity for Hearing, and the January 21, 2016 Notice of Opportunity for Hearing (“the Notices”), and evidence supporting the charges, the Board find that **MS. LEONARD** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that **MS. LEONARD’s** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Lucas, Kacey B., R.N. 369250 (CASE #15-4844, #15-1738)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that upon consideration of the charges stated against **KACEY B. LUCAS** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. LUCAS** 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. LUCAS’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. LUCAS’s** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Practice Restrictions**, unless otherwise approved in advance, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. LUCAS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. LUCAS** 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. LUCAS** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LUCAS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. LUCAS’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. LUCAS** 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. LUCAS's** history. **MS. LUCAS** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. LUCAS** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Within ninety (90) days prior to requesting reinstatement by the Board, MS. LUCAS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. LUCAS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. LUCAS** 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. LUCAS's** license, and a statement as to whether **MS. LUCAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. **MS. LUCAS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. LUCAS's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. LUCAS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. LUCAS'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. LUCAS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge

of **MS. LUCAS's** history.

9. Within thirty (30) days prior to **MS. LUCAS** initiating drug screening, **MS. LUCAS** 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. LUCAS**.
10. After initiating drug screening, **MS. LUCAS** 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. LUCAS** 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. LUCAS** 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. LUCAS** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.
12. **Prior to requesting reinstatement by the Board, MS. LUCAS** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. LUCAS'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. LUCAS's** comprehensive physical examination and with a comprehensive assessment regarding **MS. LUCAS's** fitness for duty and safety to practice nursing as a registered nurse. Prior to the examination, **MS. LUCAS** shall provide the Board approved physician with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. LUCAS** 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. LUCAS's** license to practice, and stating whether **MS. LUCAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
13. The Board may utilize the Board approved physician's recommendations

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

Reporting Requirements of MS. LUCAS

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

DURATION

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

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

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

rules governing the practice of nursing in Ohio.

2. **MS. LUCAS** 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. LUCAS** 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. LUCAS's** history. **MS. LUCAS** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. LUCAS** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. LUCAS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. LUCAS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. LUCAS's** history.
6. **MS. LUCAS** 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. LUCAS** 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. LUCAS** 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. LUCAS** 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. LUCAS** 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. LUCAS** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. LUCAS** 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. LUCAS** shall **notify the Board, in writing.**
11. **MS. LUCAS** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. LUCAS** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. LUCAS** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. LUCAS** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. LUCAS

13. **MS. LUCAS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. LUCAS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. LUCAS** 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. LUCAS** 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. LUCAS** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. LUCAS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. LUCAS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Practice Restrictions

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

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. LUCAS 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. LUCAS's** suspension shall be lifted and **MS. LUCAS's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. LUCAS** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. LUCAS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. LUCAS** 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. LUCAS** has complied with all aspects of this Order; and (2) the Board determines that **MS. LUCAS** is able to practice

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Howlett, Leah Maureen, R.N. 392550 (CASE #14-2352)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that upon consideration of the charges stated against **LEAH MAUREEN HOWLETT** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HOWLETT** 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. HOWLETT'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. HOWLETT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. HOWLETT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HOWLETT** 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. HOWLETT** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HOWLETT**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HOWLETT'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. HOWLETT** 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. HOWLETT** 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. HOWLETT's** history. **MS. HOWLETT** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. HOWLETT** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. HOWLETT** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HOWLETT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HOWLETT** 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. HOWLETT's** license, and a statement as to whether **MS. HOWLETT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. HOWLETT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HOWLETT's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. HOWLETT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HOWLETT'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. HOWLETT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HOWLETT's** history.

10. Within thirty (30) days prior to **MS. HOWLETT** initiating drug screening, **MS. HOWLETT** 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. HOWLETT**.
11. After initiating drug screening, **MS. HOWLETT** 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. HOWLETT** 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.

Reporting Requirements of MS. HOWLETT

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

by this Order are received in the Board office.

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

DURATION

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

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

1. **MS. HOWLETT** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HOWLETT** 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. HOWLETT** 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. HOWLETT's** history. **MS. HOWLETT** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. HOWLETT** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. HOWLETT** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HOWLETT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by

law who has full knowledge of **MS. HOWLETT's** history.

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. HOWLETT** 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. HOWLETT** 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.
7. **MS. HOWLETT** 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. HOWLETT** throughout the duration of this Order.
8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HOWLETT** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

Reporting Requirements of MS. HOWLETT

12. **MS. HOWLETT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. HOWLETT** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. HOWLETT** 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. HOWLETT** 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. HOWLETT** 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. HOWLETT** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. HOWLETT** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Shuster, Diana Lee, P.N. 101392 (CASE #15-7479)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that upon consideration of the charges stated against **DIANA LEE SHUSTER** in the March 17, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SHUSTER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Immediate

Suspension and Opportunity for Hearing, and that **MS. SHUSTER's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Bais, Angela Marie, P.N. 111530 (CASE #15-3522)

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that upon consideration of the charges stated against **ANGELA MARIE BAIS** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BAIS** 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. BAIS's** license to practice nursing as a licensed practical nurse be **Reprimanded**, and that **MS. BAIS** is required to complete continuing education courses.

Within six (6) months of the effective date of this Order, MS. BAIS shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Patient Rights; five (5) hours of Professional Accountability and Legal Liability for Nurses; and one (1) hour of Ohio Nursing Law and Rules.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Elliott, Shannon Mathew, R.N. 398133 (CASE #15-3862, #14-4668)

Action: It was moved by Brenda Boggs, seconded by J. Jane McFee, that upon consideration of the charges stated against **SHANNON MATHEW ELLIOTT** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. ELLIOT** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. ELLIOT'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. ELLIOT's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic and Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

Monitoring

5. **MR. ELLIOT** 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. ELLIOT's** history. **MR. ELLIOT** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MR. ELLIOT** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MR. ELLIOT** shall, at his expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MR. ELLIOT** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MR. ELLIOT** 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. ELLIOT's** license, and a statement as to whether **MR. ELLIOT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MR. ELLIOT** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. ELLIOT's** license.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MR. ELLIOT** shall submit, at his expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. ELLIOT'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. ELLIOT** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. ELLIOT's** history.
 10. Within thirty (30) days prior to **MR. ELLIOT** initiating drug screening, **MR. ELLIOT** 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. ELLIOT**.
 11. After initiating drug screening, **MR. ELLIOT** 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. ELLIOT** 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. ELLIOT** 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. ELLIOT** shall provide satisfactory documentation of such attendance to the Board

prior to reinstatement.

Reporting Requirements of MR. ELLIOT

13. **MR. ELLIOT** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
14. **MR. ELLIOT** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. ELLIOT** 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. ELLIOT** 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. ELLIOT** 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. ELLIOT** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MR. ELLIOT** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

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

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

9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MR. ELLIOT** 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. ELLIOT** shall **notify the Board, in writing.**
11. **MR. ELLIOT** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MR. ELLIOT** shall have his employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MR. ELLIOT** shall have his employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **MR. ELLIOT** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MR. ELLIOT

13. **MR. ELLIOT** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MR. ELLIOT** shall submit any and all information that the Board may request regarding his ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MR. ELLIOT** 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. ELLIOT** 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. ELLIOT** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400,

Columbus, OH 43215-7410.

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

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

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Phillips, Elginia, P.N. 091062 (CASE #15-0232)

Action: It was moved by Sandra Ranck, seconded by Lisa Klenke, that upon consideration of the charges stated against **ELGINIA PHILLIPS** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PHILLIPS** 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. PHILLIPS's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Keen, Eva Theresa, R.N. 269764 (CASE #15-6945)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that upon consideration of the charges stated against **EVA THERESA KEEN** in the January 21, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. KEEN** 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. KEEN'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. KEEN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions**, unless otherwise approved in advance, set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. KEEN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. KEEN** 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. KEEN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KEEN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KEEN'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. KEEN** shall submit documentation of her full compliance with the terms and conditions imposed by the Order issued by the Commonwealth of Pennsylvania, Department of State, State Board of Nursing ("Pennsylvania Board") dated September 9, 2015, with Consent Agreement and Order entered into by and between Ms. Keen and the Pennsylvania Board, dated August 17, 2015, and that her Pennsylvania license is current, valid, and unrestricted.

Monitoring

5. **MS. KEEN** 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. KEEN's** history. **MS. KEEN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. KEEN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. KEEN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. KEEN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. KEEN** 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. KEEN's** license, and a statement as to whether **MS. KEEN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. KEEN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. KEEN's** license.
 9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. KEEN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. KEEN'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. KEEN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KEEN's** history.
 10. Within thirty (30) days prior to **MS. KEEN** initiating drug screening, **MS. KEEN** 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. KEEN**.
 11. After initiating drug screening, **MS. KEEN** 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. KEEN** 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. KEEN** 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. KEEN** shall provide satisfactory documentation of such attendance to the Board prior

to reinstatement.

Reporting Requirements of MS. KEEN

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

DURATION

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

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

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

2. **MS. KEEN** 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. KEEN** 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. KEEN's** history. **MS. KEEN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. KEEN** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **Upon the request of the Board or its designee**, during the probationary period, **MS. KEEN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. KEEN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KEEN's** history.
6. **Upon the request of the Board or its designee**, **MS. KEEN** 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. KEEN** 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. KEEN** 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. KEEN** 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. KEEN** 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. KEEN** throughout the duration of this Order.
9. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. KEEN** 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. KEEN** shall **notify the Board, in writing.**
11. **MS. KEEN** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. KEEN** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. KEEN** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
12. **Upon the request of the Board or its designee, MS. KEEN** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. KEEN

13. **MS. KEEN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
14. **MS. KEEN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
15. **MS. KEEN** 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. KEEN** 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. KEEN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
18. **MS. KEEN** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. KEEN** 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

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

Temporary Practice Restrictions

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

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. KEEN 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. KEEN's** suspension shall be lifted and **MS. KEEN's** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. KEEN** has violated or breached any terms or

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Simmons, Kimberly K., P.N. 076248 (CASE #15-3730)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **KIMBERLY K. SIMMONS** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SIMMONS** 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. SIMMONS's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Warner, Mary Jo, P.N. 062856 (CASE #15-7729)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that upon consideration of the charges stated against **MARY JO WARNER** in the January 21, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. WARNER** 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. WARNER's** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. WARNER** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. WARNER** 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. WARNER** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. WARNER**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. WARNER'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. WARNER** shall submit documentation of her full compliance with the terms and conditions imposed by the Order issued by the North Carolina Board dated November 5, 2015, and that her North Carolina license is current, valid, and unrestricted.
5. **Prior to requesting reinstatement by the Board, MS. WARNER** shall complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Monitoring

6. **MS. WARNER** 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. WARNER's** history. **MS. WARNER** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. WARNER** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. WARNER** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. WARNER'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. WARNER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WARNER's** history.
9. Within thirty (30) days prior to **MS. WARNER** initiating drug screening, **MS. WARNER** 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. WARNER**.
 10. After initiating drug screening, **MS. WARNER** 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. WARNER** 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.

Reporting Requirements of MS. WARNER

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

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

DURATION

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Hibbs, Diana Lynn, R.N. 301944 (CASE #15-6419)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that upon consideration of the charges stated against **DIANA LYNN HIBBS** in the November 20, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HIBBS** 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. HIBBS'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. HIBBS's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

BCII to submit **MS. HIBBS'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. HIBBS** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: two (2) hours of Ohio Nursing Law and Rules.
5. **Prior to requesting reinstatement by the Board, MS. HIBBS** shall submit documentation of her full compliance with the terms and conditions imposed by the Decision and Order issued by the Kentucky Board of Nursing dated August 28, 2015, and that her Kentucky license is current, valid, and unrestricted.

Monitoring

6. **MS. HIBBS** 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. HIBBS's** history. **MS. HIBBS** shall self-administer the prescribed drugs only in the manner prescribed.
7. **MS. HIBBS** shall abstain completely from the use of alcohol or any products containing alcohol.
8. **Within ninety (90) days prior to requesting reinstatement by the Board, MS. HIBBS** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HIBBS** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HIBBS** 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. HIBBS's** license, and a statement as to whether **MS. HIBBS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
9. **MS. HIBBS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and

conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HIBBS's** license.

10. **For a minimum, continuous period of ninety (90) days immediately prior to requesting reinstatement, MS. HIBBS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HIBBS'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. HIBBS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HIBBS's** history.
11. Within thirty (30) days prior to **MS. HIBBS** initiating drug screening, **MS. HIBBS** 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. HIBBS**.
12. After initiating drug screening, **MS. HIBBS** 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. HIBBS** 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.

Reporting Requirements of MS. HIBBS

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

DURATION

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

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

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

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

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. HIBBS** 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. HIBBS** 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.
7. **MS. HIBBS** 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. HIBBS** throughout the duration of this Order.
8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HIBBS** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

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

Reporting Requirements of MS. HIBBS

12. **MS. HIBBS** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. HIBBS** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. HIBBS** 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. HIBBS** 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. HIBBS** 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. HIBBS** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. HIBBS** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Smith, Ronnie, P.N. 134997 (CASE #15-3003, #15-2915)

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that upon consideration of the charges stated against **RONNIE SMITH** in the July 31, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MR. SMITH** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice of Opportunity for Hearing, and that **MR. SMITH's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Kurth, Kimberly Sue, D.T. Applicant (CASE #15-7057)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that upon consideration of the charges stated against **KIMBERLY SUE KURTH** in the January 21, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. KURTH** 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. KURTH's** Application for a Dialysis Technician Intern Certificate be denied with the conditions for reapplication set forth below.

REQUIREMENTS AND CONDITIONS FOR REAPPLICATION

1. **MS. KURTH** shall obey all federal, state, and local laws, and all laws and rules governing the practice of dialysis technicians in Ohio.
2. **MS. KURTH** 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 submitting a new Application to the Board, MS. KURTH** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KURTH**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KURTH's** criminal records check reports to the Board. An Application 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 submitting a new Application to the Board, MS. KURTH** shall, in addition to any other requirements for approval of her certificate, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Professionalism/Ethics.

Reporting Requirements of MS. KURTH

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Ward, Sharon Renetta, R.N. 257225 (CASE #15-7293)

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that upon consideration of the charges stated against **SHARON RENETTA WARD** in the November 20, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. WARD** 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. WARD's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Dirksen, Erin Marie, R.N. 335607 (CASE #15-1046)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **ERIN MARIE DIRCKSEN** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. DIRCKSEN** 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. DIRCKSEN's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members present with Lisa Klenke abstaining.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Harbin, Pamela Lynn, R.N. 377516 (CASE #16-1687)

Action: It was moved by Sandra Ranck, seconded by Lisa Klenke, that upon consideration of the charges stated against **PAMELA LYNN HARBIN** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HARBIN** 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. HARBIN'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. HARBIN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period

of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

- compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HARBIN's** license.
8. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. HARBIN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HARBIN'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. HARBIN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARBIN's** history.
 9. Within thirty (30) days prior to **MS. HARBIN** initiating drug screening, **MS. HARBIN** 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. HARBIN**.
 10. After initiating drug screening, **MS. HARBIN** 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. HARBIN** 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. HARBIN** 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. HARBIN** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. HARBIN

12. **MS. HARBIN** shall sign release of information forms allowing health

professionals and other organizations to submit requested documentation or information directly to the Board.

13. **MS. HARBIN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. HARBIN** 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. HARBIN** 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. HARBIN** 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. HARBIN** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. HARBIN** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

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

Monitoring

3. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. HARBIN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HARBIN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HARBIN** 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. HARBIN's** license, and a statement as to whether **MS. HARBIN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **MS. HARBIN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HARBIN's** license.
5. **MS. HARBIN** 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. HARBIN's** history. **MS. HARBIN** shall self-administer prescribed drugs only in the manner prescribed.
6. **MS. HARBIN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. During the probationary period, **MS. HARBIN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HARBIN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HARBIN's** history.
8. **MS. HARBIN** 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. HARBIN** 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, **MS. HARBIN** 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. HARBIN** 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. **MS. HARBIN** 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. HARBIN** throughout the duration of this Order.
11. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HARBIN** 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, **MS. HARBIN** shall **notify the Board, in writing.**
13. **MS. HARBIN** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. HARBIN** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. HARBIN** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.
14. **Upon the request of the Board or its designee, MS. HARBIN** shall, **prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. HARBIN

15. **MS. HARBIN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
16. **MS. HARBIN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. HARBIN** 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. HARBIN** 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. HARBIN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. HARBIN** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. HARBIN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Broyles, Melissa Kaye, R.N. 387114 (CASE #14-2436)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that upon consideration of the charges stated against **MELISSA KAYE BROYLES** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. BROYLES** 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. BROYLES's** license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than six (6) months with the conditions for

reinstatement set forth below, and that following reinstatement, **MS. BROYLES's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. BROYLES** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. BROYLES** 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. BROYLES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. BROYLES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. BROYLES'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. BROYLES** 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. BROYLES's** history. **MS. BROYLES** shall self-administer the prescribed drugs only in the manner prescribed.
5. **MS. BROYLES** shall abstain completely from the use of alcohol or any products containing alcohol.
6. **Prior to requesting reinstatement by the Board, MS. BROYLES** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BROYLES** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. BROYLES** 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. BROYLES's** license, and a statement as to whether **MS.**

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

7. **MS. BROYLES** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BROYLES's** license.
8. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. BROYLES** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BROYLES'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. BROYLES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BROYLES's** history.
9. Within thirty (30) days prior to **MS. BROYLES** initiating drug screening, **MS. BROYLES** 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. BROYLES**.
10. After initiating drug screening, **MS. BROYLES** 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. BROYLES** 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. **If recommended in the chemical dependency evaluation, MS. BROYLES** 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. BROYLES** shall provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements of MS. BROYLES

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

DURATION

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

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

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

2. **MS. BROYLES** 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. BROYLES** 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. BROYLES's** history. **MS. BROYLES** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. BROYLES** shall abstain completely from the use of alcohol or any products containing alcohol.
5. During the probationary period, **MS. BROYLES** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BROYLES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BROYLES's** history.
6. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. BROYLES** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. BROYLES** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. BROYLES** 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. BROYLES's** license, and a statement as to whether **MS. BROYLES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
7. If a chemical dependency evaluation is requested, **MS. BROYLES** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may

utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BROYLES's** license.

8. **If recommended in the chemical dependency evaluation, or upon the request of the Board or its designee, MS. BROYLES** 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. BROYLES** 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, **MS. BROYLES** 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. BROYLES** 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. **MS. BROYLES** 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. BROYLES** throughout the duration of this Order.
11. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. BROYLES** 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, **MS. BROYLES** shall **notify the Board, in writing.**
13. **MS. BROYLES** is under a continuing duty to provide a copy of this Order and the Notice of Opportunity for Hearing to any new employer **prior to accepting employment as a nurse.** **MS. BROYLES** shall have her employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of accepting employment as a nurse.** **MS. BROYLES** shall have her employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order and the Notice of Opportunity for Hearing, including the date they were received.

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

Reporting Requirements of MS. BROYLES

15. **MS. BROYLES** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
16. **MS. BROYLES** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
17. **MS. BROYLES** 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. BROYLES** 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. BROYLES** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
20. **MS. BROYLES** shall verify that the reports and documentation required by this Order are received in the Board office.
21. **MS. BROYLES** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Sites, Lori Beth, P.N. 079323 (CASE #16-2526)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **LORI BETH SITES** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. SITES** 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. SITES'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. SITES's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years, including the **Temporary Narcotic** and **Temporary Practice Restrictions** set forth below.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

rules governing the practice of nursing in Ohio.

2. **MS. SITES** 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. SITES** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. SITES**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. SITES'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. SITES** shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Nurses and Drug Abuse; and one (1) hour of Ohio Nursing Law and Rules.

Monitoring

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

8. **MS. SITES** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. SITES's** license.
9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, MS. SITES** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. SITES'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. SITES** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SITES's** history.
10. Within thirty (30) days prior to **MS. SITES** initiating drug screening, **MS. SITES** 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. SITES**.
11. After initiating drug screening, **MS. SITES** 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. SITES** 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. **Prior to requesting reinstatement by the Board, MS. SITES** shall, at her expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating **MS. SITES'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. SITES's** comprehensive physical examination and with a comprehensive assessment regarding **MS. SITES's** fitness for duty and safety to practice nursing as a licensed practical nurse. Prior to the examination, **MS. SITES** shall provide the Board approved physician with

a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. SITES** 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. SITES's** license to practice, and stating whether **MS. SITES** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

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

Reporting Requirements of MS. SITES

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

DURATION

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

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

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

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

Treating Practitioners and Reporting

6. Within sixty (60) days of the execution of the probationary period, **MS. SITES** 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. SITES** 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.
7. **MS. SITES** 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. SITES** throughout the duration of this Order.
 8. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. SITES** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

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

Reporting Requirements of MS. SITES

12. **MS. SITES** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. **MS. SITES** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. SITES** 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. SITES** 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. SITES** 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. SITES** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. SITES** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

Temporary Narcotic Restriction

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

Temporary Practice Restrictions

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Adams, Brandi M., R.N. 328263 (CASE #15-7903)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that upon consideration of the charges stated against **BRANDI M. ADAMS** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. ADAMS** 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. ADAMS'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.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

- (BCII) to conduct a criminal records check of **MS. ADAMS**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. ADAMS'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. ADAMS** shall submit documentation of her full compliance with the terms and conditions imposed by the summary suspension issued by the Louisiana State Board of Nursing ("Louisiana Board") dated November 20, 2015, with Consent Order entered into by and between MS. ADAMS and the Louisiana Board, Complaint, Louisiana Board letter, dated August 25, 2015, and Louisiana Board letter, dated April 8, 2014, and that her Louisiana license is current, valid, and unrestricted.
 5. **Prior to requesting reinstatement by the Board, MS. ADAMS** shall complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Monitoring

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

9. **MS. ADAMS** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. ADAMS's** license.
10. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. ADAMS** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. ADAMS'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. ADAMS** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ADAMS's** history.
11. Within thirty (30) days prior to **MS. ADAMS** initiating drug screening, **MS. ADAMS** 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. ADAMS**.
12. After initiating drug screening, **MS. ADAMS** 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. ADAMS** 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.

Reporting Requirements of MS. ADAMS

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

15. **MS. ADAMS** 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. ADAMS** 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. ADAMS** 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. ADAMS** shall verify that the reports and documentation required by this Order are received in the Board office.
19. **MS. ADAMS** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Koontz, Nancy Sue, R.N. 344239 (CASE #15-7996)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that upon consideration of the charges stated against **NANCY SUE KOONTZ** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. KOONTZ** 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. KOONTZ'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.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

rules governing the practice of nursing in Ohio.

2. **MS. KOONTZ** 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. KOONTZ** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KOONTZ**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. KOONTZ'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. KOONTZ** shall submit documentation of her full compliance with the terms and conditions imposed by the Final Order issued by the Commonwealth of Pennsylvania, Department of State, State Board of Nursing, dated October 30, 2015, and that her Pennsylvania license is current, valid, and unrestricted.
5. **Upon the request of the Board or its designee, prior to requesting reinstatement by the Board, MS. KOONTZ** shall complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Monitoring

6. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, MS. KOONTZ** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. The Board may consider accepting the drug screen results from Pennsylvania, as required by the Final Order issued by the Commonwealth of Pennsylvania, Department of State, State Board of Nursing, dated October 30, 2015. Upon and after **MS. KOONTZ'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. KOONTZ** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KOONTZ's** history.
7. Within thirty (30) days prior to **MS. KOONTZ** initiating drug screening, **MS.**

- KOONTZ** 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. KOONTZ**.
8. After initiating drug screening, **MS. KOONTZ** 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. KOONTZ** 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.

Reporting Requirements of MS. KOONTZ

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

DURATION

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Huffman, Heidi Rose, R.N. 369628 (CASE #15-5754)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that upon consideration of the charges stated against **HEIDI ROSE HUFFMAN** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. HUFFMAN** 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. HUFFMAN'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. HUFFMAN's** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. HUFFMAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HUFFMAN** 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. HUFFMAN** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. HUFFMAN**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. HUFFMAN'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. HUFFMAN** shall submit documentation of her full compliance with the terms and conditions imposed by the Final Order issued by the Florida Board of Nursing, dated

August 19, 2015, with Memo, dated August 17, 2015, and Settlement Agreement, and that her Florida license is current, valid, and unrestricted.

Monitoring

5. **MS. HUFFMAN** 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. HUFFMAN's** history. **MS. HUFFMAN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **MS. HUFFMAN** shall abstain completely from the use of alcohol or any products containing alcohol.
7. **Prior to requesting reinstatement by the Board, MS. HUFFMAN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HUFFMAN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HUFFMAN** 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. HUFFMAN's** license, and a statement as to whether **MS. HUFFMAN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
8. **MS. HUFFMAN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HUFFMAN's** license.
9. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. HUFFMAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. HUFFMAN'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. HUFFMAN** shall be negative, except for substances

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

10. Within thirty (30) days prior to **MS. HUFFMAN** initiating drug screening, **MS. HUFFMAN** 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. HUFFMAN**.
11. After initiating drug screening, **MS. HUFFMAN** 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. HUFFMAN** 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.

Reporting Requirements of MS. HUFFMAN

12. **MS. HUFFMAN** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
13. **MS. HUFFMAN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
14. **MS. HUFFMAN** 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. HUFFMAN** 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. HUFFMAN** 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. HUFFMAN** shall verify that the reports and documentation required by this Order are received in the Board office.
18. **MS. HUFFMAN** shall inform the Board within five (5) business days, in

writing, of any change in address and/or telephone number.

DURATION

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

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

1. **MS. HUFFMAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. HUFFMAN** 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. HUFFMAN** 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. HUFFMAN's** history. **MS. HUFFMAN** shall self-administer prescribed drugs only in the manner prescribed.
4. **MS. HUFFMAN** shall abstain completely from the use of alcohol or any products containing alcohol.
5. **Upon the request of the Board or its designee, and within ninety (90) days of the request, MS. HUFFMAN** shall, at her expense, obtain a chemical dependency evaluation by a Board approved chemical dependency professional and shall provide the Board with complete documentation of this evaluation. Prior to the evaluation, **MS. HUFFMAN** shall provide the chemical dependency professional with a copy of this Order and the Notice of Opportunity for Hearing. Further, **MS. HUFFMAN** 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. HUFFMAN's** license, and a statement as to whether **MS.**

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

6. **MS. HUFFMAN** shall provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the chemical dependency professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HUFFMAN's** license.
7. During the probationary period, **MS. HUFFMAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. HUFFMAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HUFFMAN's** history.

Treating Practitioners and Reporting

8. Within sixty (60) days of the execution of the probationary period, **MS. HUFFMAN** 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. HUFFMAN** shall be under a continuing duty to provide a copy of this Order, prior to initiating treatment, to additional treating practitioners, and to update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner.
9. **MS. HUFFMAN** 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. HUFFMAN** throughout the duration of this Order.
10. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. HUFFMAN** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

11. Prior to accepting employment as a nurse, each time with every employer, **MS. HUFFMAN** shall **notify the Board, in writing.**

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

Reporting Requirements of MS. HUFFMAN

14. **MS. HUFFMAN** shall sign releases of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. **MS. HUFFMAN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
16. **MS. HUFFMAN** 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. HUFFMAN** 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. HUFFMAN** shall submit the reports and documentation required by this Order or any other documents required by the Board to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, OH 43215-7410.
19. **MS. HUFFMAN** shall verify that the reports and documentation required by this Order are received in the Board office.
20. **MS. HUFFMAN** shall inform the Board within five (5) business days, in writing, of any change in employment status or of any change in

residential or home address or telephone number.

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Reagle, Susan D., R.N. 397625 (CASE #16-0513)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that upon consideration of the charges stated against **SUSAN D. REAGLE** in the May 19, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. REAGLE** 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. REAGLE'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.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. REAGLE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. REAGLE** 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. REAGLE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. REAGLE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. REAGLE'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. REAGLE** shall submit documentation of her full compliance with the terms and conditions imposed by the Preliminary Order issued by the Commonwealth of Pennsylvania, Department of State, Before the State Board of Nursing, dated January 27, 2016, with Notice; Certificate of Service; Petition for Appropriate Relief with Exhibit A: Consent Agreement and Order, dated November 19, 2013; Order, dated December 13, 2013; Case Management Plan Modification/Extension, dated September 8, 2015 and May 5, 2015, and that her Pennsylvania license is current, valid, and unrestricted.
5. **Upon the request of the Board or its designee, prior to requesting reinstatement by the Board, MS. REAGLE** shall complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. REAGLE

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

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

DURATION

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Kane, Patricia Ann, R.N. 201379 (CASE #15-0071)

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that upon consideration of the charges stated against **PATRICIA ANN KANE** in the January 21, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. KANE** 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. KANE's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Pavey, Robin Michelle, R.N. 324113 (CASE #15-6408)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that upon consideration of the charges stated against **ROBIN MICHELLE PAVEY** in the January 21, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. PAVEY** 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. PAVEY's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

West, Nikkilah Elizabeth, P.N. 125775 (CASE #15-1452)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that upon consideration of the charges stated against **NIKKILAH ELIZABETH WEST** in the March 17, 2016 Notice of Immediate Suspension and Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. WEST** 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. WEST's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Murorunkwere, Bernadette, R.N. 348191 (CASE #15-6118)

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that upon consideration of the charges stated against **BERNADETTE MURORUNKWERE** in the November 20, 2015 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. MURORUNKWERE** 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. MURORUNKWERE's** license to practice nursing as a registered nurse be suspended for an indefinite period of time.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

1. **MS. MURORUNKWERE** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. MURORUNKWERE** 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. MURORUNKWERE** shall submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MURORUNKWERE**, including a check of Federal Bureau of Investigation (FBI) records, and shall cause BCII to submit **MS. MURORUNKWERE'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. MURORUNKWERE** shall submit documentation of her full compliance with the terms and conditions imposed by the Agreed Order issued by the Texas Board of Nursing, dated September 8, 2015, and that her Texas license is current, valid, and unrestricted.
5. **Upon the request of the Board or its designee, prior to requesting reinstatement by the Board, MS. MURORUNKWERE** shall complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements of MS. MURORUNKWERE

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

DURATION

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

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Truran, Doreen Mae, P.N. 099713 (CASE #15-0781, #13-3872)

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **DOREEN MAE TRURAN** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. TRURAN** 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. TRURAN'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. TRURAN's** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years.

REQUIREMENTS AND CONDITIONS FOR REINSTATEMENT

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

of the following continuing education taken subsequent to the effective date of this Order: ten (10) hours of Transmission of Pathogens; six (6) hours of Ethics; and one (1) hour of Ohio Nursing Law and Rules.

Monitoring

5. **MS. TRURAN** 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. TRURAN's** history. **MS. TRURAN** shall self-administer the prescribed drugs only in the manner prescribed.
6. **For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, MS. TRURAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. TRURAN'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. TRURAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRURAN's** history.
7. Within thirty (30) days prior to **MS. TRURAN** initiating drug screening, **MS. TRURAN** 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. TRURAN**.
8. After initiating drug screening, **MS. TRURAN** 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. TRURAN** 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.

Reporting Requirements of MS. TRURAN

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

or information directly to the Board.

10. **MS. TRURAN** shall submit any and all information that the Board may request regarding her ability to practice nursing according to acceptable and prevailing standards of safe nursing practice.
11. **MS. TRURAN** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
12. **MS. TRURAN** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Compliance Unit of the Board.
13. **MS. TRURAN** 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.
14. **MS. TRURAN** shall verify that the reports and documentation required by this Order are received in the Board office.
15. **MS. TRURAN** shall inform the Board within five (5) business days, in writing, of any change in address and/or telephone number.

DURATION

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

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

1. **MS. TRURAN** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. TRURAN** 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. TRURAN** 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. TRURAN's** history. **MS. TRURAN** shall self-administer prescribed drugs only in the manner prescribed.
4. During the probationary period, **MS. TRURAN** shall submit, at her expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. TRURAN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. TRURAN's** history.

Treating Practitioners and Reporting

5. Within sixty (60) days of the execution of the probationary period, **MS. TRURAN** 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. TRURAN** 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.
6. **MS. TRURAN** 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. TRURAN** throughout the duration of this Order.
7. Within twenty-four (24) hours of release from hospitalization or medical treatment, **MS. TRURAN** shall notify the Board of any and all medication(s) or prescription(s) received.

Employment Conditions

8. Prior to accepting employment as a nurse, each time with every employer, **MS. TRURAN** shall **notify the Board, in writing.**

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

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

Reporting Requirements of MS. TRURAN

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

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

13. **MS. TRURAN** 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. TRURAN** 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. TRURAN** 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.

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

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

FAILURE TO COMPLY

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

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Garcia-Rios, Nadine Louise, P.N. 098244 (CASE #15-3846)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that upon consideration of the charges stated against **NADINE LOUISE GARCIA-RIOS** in the March 17, 2016 Notice of Opportunity for Hearing and evidence supporting the charges, the Board find that **MS. GARCIA-RIOS** 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. GARCIA-RIOS's** license to practice nursing as a licensed practical nurse be **Reprimanded**, and that **MS. GARCIA-RIOS** be required to complete continuing education courses.

Within six (6) months of the effective date of this Order, MS. GARCIA-RIOS shall, in addition to the requirements for renewal of her license, successfully complete and submit satisfactory documentation of successful completion of the following continuing education taken subsequent to the effective date of this Order: a continuing education course approved in advance by the Board or its designee, on Preventing Abuse and Neglect in Home Care.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

MISCELLANEOUS COMPLIANCE MOTIONS

Pullin, Faith, P.N. 155131 (CASE #14-5762)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that the Board approve the Notice of Lift of Immediate Suspension issued September 28, 2016, and dismiss the September 15, 2016 Notice of Immediate Suspension and Opportunity for Hearing that was issued to **MS. PULLIN** in Case No. 14-5762, based on additional information received and in accordance with Section 2953.52 of the Ohio Revised Code.

Motion adopted by unanimous vote of the Board members present.

DEFAULT ORDERS

Krutka, Nicholas John, RN NCLEX Applicant (CASE #16-2699)

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that the Board find that **MR. KRUTKA** has failed to submit to an examination when directed, that the failure was not due to circumstances beyond his control, and that in accordance with Section 4723.28(G) ORC, **MR. KRUTKA** has admitted the truth of the allegations set forth in the June 16, 2016 Examination Order issued to **MR. KRUTKA** and that **MR. KRUTKA** has an impairment affecting his ability to provide safe nursing care. It was further moved that **MR. KRUTKA's** Application be denied, with conditions for reapplication for initial licensure set forth below:

CONDITIONS FOR REAPPLICATION FOR LICENSURE

1. **MR. KRUTKA** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MR. KRUTKA** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reapplication.
3. **MR. KRUTKA** shall, at his own expense, submit to a professional examination, specifically addressing his capacity to function in a clinical nursing capacity, by 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, **MR. KRUTKA** shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send the necessary records to the Examiner. **MR. KRUTKA** 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 **MR. KRUTKA's** practice. The Examiner shall provide an opinion to the Board regarding whether **MR. KRUTKA** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **MR. KRUTKA may submit a new application for licensure to practice nursing as a registered nurse by examination following the Board's receipt of the Examiner's written opinion.** Prior to receiving a license by examination, **MR. KRUTKA** 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 **MR. KRUTKA** 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 MR. KRUTKA

5. **MR. KRUTKA** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.
6. **MR. KRUTKA** 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.
7. **MR. KRUTKA** 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. **MR. KRUTKA** 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. **MR. KRUTKA** 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. **MR. KRUTKA** shall verify that the reports and documentation required by this Order are received in the Board office.

11. **MR. KRUTKA** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

Motion adopted by unanimous vote of the Board members present.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Robinson, Monae Christine, C.H.W. Applicant (CASE #16-3835)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that the Board find that **MS. ROBINSON** has failed to submit to an examination when directed, that the failure was not due to circumstances beyond her control, and that in accordance with Rule 4723-26-11(H), OAC, and Rule 4723-26-11(B)(11), OAC, **MS. ROBINSON** has admitted the truth of the allegations set forth in the July 22, 2016 Examination Order issued to **MS. ROBINSON** and that **MS. ROBINSON** has an impairment affecting her ability to provide safe care as a certified community health worker. It was further moved that **MS. ROBINSON's** Application for a Certificate to Practice as a Certified Community Health Worker be denied, with conditions for reapplication for initial certification set forth below:

CONDITIONS FOR REAPPLICATION FOR CERTIFICATION

1. **MS. ROBINSON** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. **MS. ROBINSON** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reapplication.
3. **MS. ROBINSON** shall, at her own expense, submit to a psychiatric examination, specifically addressing her capacity to function in a clinical nursing capacity, by Comprehensive Psychiatric Services, located at 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. ROBINSON** shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send the necessary records to the Examiner. **MS. ROBINSON** 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. ROBINSON's** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. ROBINSON** is capable of practicing safely as a community health worker.

4. **MS. ROBINSON** may submit a new application for a certificate to practice as a Certified Community Health Worker following the Board's receipt of the Examiner's written opinion. Prior to receiving a certificate, **MS. ROBINSON** 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. ROBINSON** 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 MS. ROBINSON

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

Motion adopted by unanimous vote of the Board members present.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Combs, Mary B., R.N. 207627 (CASE #14-0383)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that upon consideration of the allegations contained in the February 25, 2016 examination order and the findings contained in the September 2016 Default Order, the Board find that **MS. COMBS** has committed acts in violation of the Nurse Practice Act, as set forth in the September 2016 Default Order. It was further moved that **MS. COMBS's** license to practice nursing as a registered nurse in the State of Ohio be suspended, as of September 15, 2016, with conditions for reinstatement set forth in the September 2016 Default Order.

Motion adopted by unanimous vote of the Board members present.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Barger, Keith Douglas, P.N 139602 (CASE #15-7779)

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that upon consideration of the allegations contained in the February 25, 2016 examination order and the findings contained in the September 2016 Default Order, the Board find that **MR. BARGER** has committed acts in violation of the Nurse Practice Act, as set forth in the September 15, 2016 Default Order, and it was further moved that **MR. BARGER's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of September 15, 2016, with conditions for reinstatement set forth in the September 2016 Default Order.

Motion adopted by unanimous vote of the Board members present.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

VOLUNTARY RETIREMENTS

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the Board accept the Permanent Voluntary Retirement from the practice of nursing for the following case(s):

Mily, Nancy, R.N. 105068 (CASE #16-0529); Nadicksbernd, Mary, P.N. 090316 (CASE #14-4883); Erickson, Suzanne, R.N. 128845 (CASE #16-4615); Allen, Darlene, R.N. 328526 (CASE #16-5198); Moniz, Deborah, P.N. 113184 (CASE #16-0047); Thornton, Kathleen, R.N. 297021 (CASE #16-6082).

Motion adopted by unanimous vote of the Board members present.

SUMMARY SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING

Baumgardner, Amy, P.N. 116727 (CASE #16-5445)

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that there is clear and convincing evidence that continued practice by **AMY BAUMGARDNER, P.N. 116727 (CASE #16-5445)**, presents a danger of immediate and serious harm to the public. It was further moved that the Board Summarily Suspend the license of **AMY BAUMGARDNER, P.N. 116727** and issue a Notice of Opportunity for Hearing for violations of Chapter 4723, ORC, retroactive to the date it was issued on October 6, 2016.

Motion adopted by unanimous vote of the Board members present.

DiNapoli, Roseann, R.N. NCLEX, P.N. 143379 (CASE #16-5623)

Action: It was moved by Sandra Ranck, seconded by Brenda Boggs, that there is clear and convincing evidence that continued practice by **ROSEANN DiNAPOLI, R.N. NCLEX, P.N. 143379 (CASE #16-5623)**, presents a danger of immediate and serious harm to the public. It was further moved that the Board Summarily Suspend the license of **ROSEANN DiNAPOLI, R.N. NCLEX, P.N. 143379**, and issue a Notice of Opportunity for Hearing for violations of Chapter 4723, ORC, retroactive to the date it was issued on October 11, 2016.

Motion adopted by unanimous vote of the Board members present.

MISCELLANEOUS MOTION

Hobbs, Tamisha M., P.N. 114524 (CASE #16-5522)

Action: It was moved by J. Jane McFee, seconded by John Schmidt, that the Board ratify the Order of Summary Suspension and Notice of Opportunity for Hearing issued on September 27, 2016 to **TAMISHA M. HOBBS, P.N. 114524 (CASE #16-5522)**. It was further moved that the Board enter the proposed Consent Agreement as recommended by Judith Church, Board Supervising Member for Disciplinary Matters.

Motion adopted by unanimous vote of the Board members present.

CONSOLIDATIONS HEARINGS/NO REQUEST HEARING

Epstein, David Tallon, R.N. 397846 (CASE #15-3179); Epstein, David Tallon, R.N. 397846 (CASE #15-5381)

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that the Board consolidate the September 18, 2015 Notice of Opportunity for Hearing in Case Number 2015-003179, and the January 21, 2016 Notice of Opportunity for Hearing in Case Number 2015-005381, and upon consideration of the charges stated against **DAVID TALLON EPSTEIN** in the September 18, 2015 Notice of Opportunity for Hearing in Case Number 2015-003179, and the January 21, 2016 Notice of Opportunity for Hearing in

Case Number 2015-005381, and evidence supporting the charges the Board find that **MR. EPSTEIN** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices. It was further moved that **MR. EPSTEIN's** license to practice nursing as a registered nurse be **REVOKED**.

Maryam Lyon moved to rescind the original motion she made indicating that the box she checked was to "revoke" and it should have been to "permanently revoke." Janet Arwood withdrew her second of the original motion.

Action: It was moved by Maryam Lyon, seconded by Janet Arwood, that the Board consolidate the September 18, 2015 Notice of Opportunity for Hearing in Case Number 2015-003179, and the January 21, 2016 Notice of Opportunity for Hearing in Case Number 2015-005381, and upon consideration of the charges stated against **DAVID TALLON EPSTEIN** in the September 18, 2015 Notice of Opportunity for Hearing in Case Number 2015-003179, and the January 21, 2016 Notice of Opportunity for Hearing in Case Number 2015-005381, and evidence supporting the charges the Board find that **MR. EPSTEIN** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices. It was further moved that **MR. EPSTEIN's** license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

Napierala, Janice Marie, P.N. 102090 (CASE #15-3727); Napierala, Janice Marie, P.N. 102090 (CASE #16-2906)

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that the Board consolidate the May 19, 2016 Notice of Opportunity for Hearing in Case Number 2015-003727, and the July 21, 2016 Notice of Opportunity for Hearing in Case Number 2016-002906, and that upon consideration of the charges stated against **JANICE MARIE NAPIERALA** in the May 19, 2016 Notice of Opportunity for Hearing in Case Number 2015-003727, and the July 21, 2016 Notice of Opportunity for Hearing in Case Number 2016-002906, and evidence supporting the charges, the Board find that **MS. NAPIERALA** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices. It was further moved that **MS. NAPIERALA's** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by unanimous vote of the Board members present.

This ORDER shall become effective immediately and is hereby entered upon the Journal of the Board for the 17th day of November 2016.

MONITORING

RELEASE FROM SUSPENSION/PROBATION

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from their Consent Agreements:

Ely, Marcella, R.N. 273009 (CASE #12-7139); McGrath, Michelle, P.N. 151983 (CASE #12-6754); Hughes, Shadea, R.N. 352717 (CASE #14-3164); Alston, Michele, P.N. 101026 (CASE #14-0998); Meeker, Joni, R.N. 179321, COA 06084, CTP 06084 (CASE #14-2445); Price, Natalie, P.N. 145532 (CASE #13-7606); Barnes, Darlene, R.N. 120798, COA 07365, CTP 07365 (CASE #13-3852); Watson, Ebony, P.N. 155404 (CASE #13-6233); Fritsch, Stephanie, P.N. 124964 (CASE #16-1582); Shirak, Nicholas, R.N. 398757 (CASE #15-5671); Shepherd, Arielle, P.N. 156397 (CASE #14-0858); Them, Jennifer, R.N. 309109 (CASE #13-6822); Huls, Joni, R.N. 208188 (CASE #14-1177); Murray, Jenny, P.N. 115772 (CASE #13-2743); Dandrea, Kyle, R.N. 405174 (CASE #13-7900).

Motion adopted by unanimous vote of the Board members present.

RELEASE OF SUSPENSION/PROBATION – EARLY RELEASE

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released early from their respective Consent Agreements:

Caspar III, Robert, R.N. 409431 (CASE #14-1725); Wyman, Kerry, R.N. 399116 (CASE #14-4471); Jagodzinski, Andrea, R.N. 385451 (CASE #13-8115).

Motion adopted by unanimous vote of the Board members present.

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

Action: It was moved by Brenda Boggs, seconded by Sandra Ranck, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from their Consent Agreement(s) with the exception of the permanent practice restriction(s) that will remain in effect:

Beuter, Billie, R.N. 257914 (CASE #15-7878); Seawright, Theresa, R.N. 220039, P.N. 070707 (CASE #13-5497).

Motion adopted by unanimous vote of the Board members present.

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

Action: It was moved by Sandra Ranck, seconded by Lisa Klenke, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released early from their Consent Agreement(s) with the exception of the permanent practice restriction(s) that will remain in effect:

Cunningham, Kenya, P.N. 134264 (CASE #12-5889); Thorpe, Jodi, R.N. 233583 (CASE #13-3458); Crognale, Alecia, R.N. 360355 (CASE #13-4849).

Motion adopted by unanimous vote of the Board members present.

RELEASE FROM TEMPORARY NARCOTIC RESTRICTION

Action: It was moved by Lisa Klenke, seconded by Sandra Ranck, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be released from the temporary narcotic restrictions within their Consent Agreement(s):

Seckel, Teresa, R.N. 185216 (CASE #07-1986); Goodman, Felicia, P.N. 114123 (CASE #14-0959); Michalski, Kristy, R.N. 342707 (CASE #12-0512); Sexton, Stephanie, P.N. 145267 (CASE #12-1263); Howard, Amber, R.N. 318194 (CASE #15-4207).

Motion adopted by unanimous vote of the Board members present.

**REINSTATEMENT REQUEST PER CONDITIONS OF CONSENT
AGREEMENT**

Action: It was moved by Nancy Fellows, seconded by Patricia Sharpnack, that the following, with the recommendation by Judith Church, Supervising Member for Disciplinary Matters, be reinstated subject to the terms and conditions of their Consent Agreement(s):

Milburn, II, John, R.N. 341255, CTP 15213, COA 15213 (CASE #15-2875); Faulkner, Amy, R.N. 330939 (CASE #09-0437).

Motion adopted by unanimous vote of the Board members present.

**REINSTATEMENT REQUEST PER CONDITIONS OF ADJUDICATION
ORDER**

Action: It was moved by Patricia Sharpnack, seconded by Nancy Fellows, that the following, with the recommendation by Judith Church, Supervising

Member for Disciplinary Matters, be reinstated subject to the terms and conditions of their Adjudication Order(s):

Frycklund, Laura, R.N. 211753, COA 07766, CTP 07766 (CASE #13-6867);
Preston, Michael, R.N. 355078, P.N. 102426 (CASE #12-3567).

Motion adopted by unanimous vote of the Board members present.

MOTION TO APPROVE

Action: It was moved by Maryam Lyon, seconded by John Schmidt, that the Board accept the following approvals made by Judith Church, Supervising Member for Disciplinary Matters.

Wane, Jennifer, RN 389958 (CASE #14-2810) – Approval to accept an Assistant Director of Nursing position at Rae-Ann Suburban Skilled Nursing and Rehabilitation Center in Westlake, Ohio.

Owens, Callen, RN 355665 (CASE #16-2085) – Approval to work as a nurse.

Okagu, Driemonnetta, PN 155279 (CASE #15-6928) – Approval to work as an LPN for Altimate Care Home Health in Mayfield Heights, Ohio.

Stephens, Jennifer, RN 312431 (CASE #15-8567) – Approval to receive intensive outpatient treatment from Turning Point through Miami Valley Hospital in Dayton, Ohio.

Sturdivant, Sharloon, PN 152978 (CASE #12-7047) – Approval to work as an LPN for Advanced Home Care of Ohio in Toledo, Ohio.

Thompson, Julie, RN 336800 (CASE #15-4378) – Approval to accept a Director of Nursing position for Sunrise Manor in Amelia, Ohio.

Coyle, Allison, PN 160820 (CASE #15-1962) – Approval to work as a nurse.

Clark, Barbara, PN 109791 (CASE #13-6312) – Approval to accept Carolyn McCune, RN, MSN to complete the education needs assessment and learning plan.

Kumpf, Melissa, RN 341088 (CASE #13-2358) – Approval to accept employer reports from Interim Healthcare located in Lawrenceburg, Indiana.

Hunter, Robin, PN 078779 (CASE #08-1762) – Approval to accept a nursing position with Bright Star Care of Dayton in Dayton, Ohio.

Hockman, Rhonda, PN 112166 (CASE #06-0465) – Approval to accept a staff nurse position with Walnut Creek Senior Living Campus in Dayton,

Ohio.

Hedayat, Fatemeh, PN 161627 (CASE #15-6904) – Approval to work as a nurse.

Motion adopted by unanimous vote of the Board members present.

MISCELLANEOUS MONITORING MOTIONS

Action: It was moved by Janet Arwood, seconded by Maryam Lyon, that the Board approve the following:

Alexander II, Clifton, RN 401157, PN 146592 (CASE #14-5006) to attend Local Reformers Unanimous for the meeting requirement.

Freeman, Lynnette, RN 216753 (CASE #03-1232) to be released from temporary practice restrictions, with the exception of the temporary practice restriction regarding treatment of patients under eighteen years of age.

Capron, Kayleigh, RN 398259 (CASE #13-5630) to be released from the practice restrictions for a minimum of five years.

Hawkins, Cheryl, PN 125807 (CASE #15-3063) to be released from the counseling requirement in the July 2015 Consent Agreement.

Burns, Stacy, RN 325541, COA 19141 (CASE #15-5518) to be released from probation in the May 19, 2016 Consent Agreement effective November 19, 2016.

Wilks, Sarah, PN 112427 (CASE #14-3413) to be released from probation in the November 20, 2015 Consent Agreement effective November 20, 2016.

Bowers, Carmen, RN 421526 (CASE #16-0105) to be released from probation in the November 20, 2015 Consent Agreement and May 19, 2016 Addendum effective November 19, 2016.

Eades, Molly, RN 366260, PN 133175 (CASE #13-2694) to be released from probation in the November 20, 2015 Adjudication Order effective November 20, 2016.

McCray, James, RN 235301, COA 08302 (CASE #09-6281) to be released from probation with permanent practice restrictions to remain and COA 08302 to remain suspended.

Motion adopted by unanimous vote of the Board members present.

COMPLETION OF REQUIREMENTS

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the Board approve prior completion of Reprimand Consent Agreement(s) terms and restrictions for the following:

Revell, Deborah, R.N. 296203, COA 09984, CTP 09984 (CASE #16-1568); Zammit, Gail, R.N. 160646 (CASE #14-6610); Talbott, Jessica, P.N. 141288 (CASE #15-8700); Staats, Karen, R.N. 313263, COA 17095, CTP 17095 (CASE #16-2295); Starr, Krista, CHW 000489 (CASE #15-2514); Crail, Jordan, P.N. 142005 (CASE #13-5568); Boonie, Jacqueline, P.N. 102530 (CASE #14-3779); Winters, Megan, P.N. 150274 (CASE #15-4919); Fullenkamp, Jennifer, R.N. 276601 (CASE #15-8584); Ford, Jaime, R.N. 379330 (CASE #15-4235); McCabe, Megan, R.N. 424817 (CASE #15-7343); Tucker, Jennifer, P.N. 130143 (CASE #14-4776); Weber, Jennifer, R.N. 405563, P.N. 125242 (CASE #15-0129); Massey, Misty, P.N. 117730 (CASE #15-7051); Hudik, Jennifer, P.N. 103376 (CASE #14-1018); Brown, Monica, P.N. 095811 (CASE #14-4255); Barber, Ashley, P.N. 143481 (CASE #15-6075); Murton, Jillian, P.N. 127740 (CASE #15-7332); Eckles Hoffman, Lindsay, R.N. 337454, COA 17403, CTP 17403 (CASE #16-5232); Shrivvers, Beth, R.N. 130708 (CASE #14-3183); Ugwanyi, Chinyere, R.N. 340081, COA 15582, CTP 15582 (CASE #16-0109); Schroeder, Krystal, R.N. 372004 (CASE #11-3465); Vazquez, Felechia, P.N. 139425 (CASE #14-6941); Wolf, Jonathan, R.N. 376607 (CASE #11-3360); Townsend, Chloe, R.N. 378492 (CASE #13-7499); Greenhoff, David, P.N. 075914 (CASE #13-8130).

Motion adopted by unanimous vote of the Board members present.

Open Forum – Thursday, November 17, 2016

On Thursday, the meeting was called to order at 10:30 a.m.; Open Forum was held at 10:40 a.m. Bernadette Melnyk, Kimberly Cleveland, Carol Drennen, Connie Bowler, Sandra Walker, Cathleen Opperman, Lori Klonowski, Wendy Batch-Wilson addressed the Board during Open Forum. See the minutes above for the related discussion.

Other Reports

Ohio Board of Nursing Annual Report for Fiscal Year 2016

B. Houchen presented the Annual Report.

Action: It was moved by John Schmidt, seconded by J. Jane McFee, that the Board approve the Ohio Board of Nursing Annual Report for fiscal year 2016 as submitted. Board members commended staff on their professionalism and partnership with Board members. Judith Church, Board Supervising Member, complimented the compliance staff for their work.

Summary of Nursing Education Program Annual Reports

L. Emrich reviewed the Summary Report of Annual Reports for pre-licensure nursing education programs. Board staff worked with the Ohio Action Coalition to include the education minimum data set questions in the annual report questionnaire this year. Board members noted the range of clinical hours provided by programs. It was suggested that future reports include separate information about part-time faculty.

NEALP Report

L. Emrich reviewed the NEALP Report. The total amount awarded for school year 2016-2017 was \$906,000, which included awards of new and renewed loans to 564 pre-licensure RN applicants, and 10 post-licensure graduate level applicants.

NEALP Recommendations

L. Emrich reviewed the reports and data about the projections for RN and LPN employment, the nursing workforce in Ohio, and the need for nurse educators. Sandra Ranck asked the Board to consider funding for pre-licensure PN education. She stated there is a projected nursing shortage, and historically when there is a shortage, there is a higher demand for LPNs. She noted that the supply and demand for LPNs is regional and in her area there is a demand for PN students upon graduation. She also believes that due to the growth in assisted living facilities, LPNs will be needed because these facilities are primarily staffed by LPNs. The Board discussed various options and agreed by general consensus to recommend NEALP awards for the 2017-2018 school year in the following priority: (1) fund all applicants who are pursuing graduate education to become nursing faculty; (2) fund all registered nursing applicants; (3) if funds remain, fund pre-licensure practical nursing applicants. It was noted that LPNs pursuing a registered nursing education are currently eligible to seek NEALP tuition assistance.

Advisory Group on Dialysis

Maryam Lyon reported on the October meeting of the Advisory Group on Dialysis and the Board reviewed the minutes of the meeting. The Advisory Group continues to discuss the Board's regulation of dialysis technicians (DTs), dialysis technician interns (DTIs), and dialysis technician training programs due to the Centers for Medicare and Medicaid Services (CMS) having a similar oversight role.

M. Lyon reported that the Advisory Group discussed DT training programs. Because the federal regulations require essentially the same training content as the Nurse Practice Act, there may not be a need for continued regulation of training programs by the Board.

She also reported that the Advisory Group is reviewing the three national DT testing plans to compare testing content and requirements. Historically

the Board has only recognized the BONENT and NNCO tests, however, CMS also recognizes the Certified Clinical Hemodialysis Technician (CCHT) test. The Advisory Group will compare the test “blueprints.”

The Advisory Group will also consider if the designation of a dialysis technician intern (DTI) is needed. Board staff will survey dialysis providers regarding the value of having workers designated/certified as DTIs. M. Lyon stated that ongoing discussions will continue with the Advisory Group and she will report back to the Board.

Board Committee on Advisory Group Appointments Continuing Education

Action: It was moved by J. Jane McFee, seconded by John Schmidt, that the Board appoint Susan Copeland, Nancy McManus and Deborah Shields, as members of the Advisory Group on Continuing Education, for terms beginning January 1, 2017 and ending December 31, 2017. Motion adopted by unanimous vote of the Board members. J. Jane McFee moved to rescind the motion because of an error in stating the length of the term. John Schmidt rescinded his second of the motion.

Action: It was moved by Maryam Lyon, seconded by John Schmidt, that the Board appoint Susan Copeland, Nancy McManus and Deborah Shields, as members of the Advisory Group on Continuing Education, for terms beginning January 1, 2017 and ending December 31, 2018. Motion adopted by unanimous vote of the Board members.

Dialysis

Action: It was moved by Maryam Lyon, seconded by Patricia Sharpnack, that the Board appoint Ashley Lutz, Teresa Sheppard, Felicia Lambert, and Carlton Betts as members of the Advisory Group on Dialysis, for terms beginning January 1, 2017 and ending December 31, 2017. Motion adopted by unanimous vote of the Board members. Maryam Lyon moved to rescind the motion because of an error in stating the length of the term. Patricia Sharpnack rescinded her second of the motion.

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board appoint Ashley Lutz, Teresa Sheppard, Felicia Lambert, and Carlton Betts as members of the Advisory Group on Dialysis, for terms beginning January 1, 2017 and ending December 31, 2018. Motion adopted by unanimous vote of the Board members.

Nursing Education

Action: It was moved by Patricia Sharpnack, seconded by John Schmidt, that the Board appoint Juanita Reese Kline, Sandra Walker, Jacqueline Shrock, Judith Spath, and Cheryl Boyd, as members of the Advisory Group on Nursing Education, for terms beginning January 1, 2017 and ending December 31, 2017. Motion adopted by unanimous vote of the

Board members. Patricia Sharpnack moved to rescind the motion because of an error in the length of the term. John Schmidt rescinded his second of the motion.

Action: It was moved by Maryam Lyon, seconded by Brenda Boggs, that the Board appoint Juanita Reese Kline, Sandra Walker, Jacqueline Shrock, Judith Spath, and Cheryl Boyd, as members of the Advisory Group on Nursing Education, for terms beginning January 1, 2017 and ending December 31, 2018. Motion adopted by unanimous vote of the Board members.

GENERAL INFORMATION (FYI)

B. Houchen noted that Board member Lisa Klenke is featured in the NCSBN *InFocus* publication. L. Klenke is the Chief Executive Officer of Mercer Health's Mercer County Joint Township Community Hospital, which was recognized as one of the top 100 rural and community hospitals in the United States. B. Houchen also noted that the FY 2016 Report for Occupational Licensing and Regulatory Boards reported a revenue surplus for the Board.

BOARD GOVERNANCE

Nomination of Board Officers

On November 16, 2016, the following nominations were made:

President

Action: John Schmidt nominated Nancy Fellows; and J. Jane McFee nominated Patricia Sharpnack for the office of President.

Vice-President

Action: Judith Church nominated Brenda Boggs; and Patricia Sharpnack nominated J. Jane McFee for the office of Vice-President.

Board Supervising Member for Disciplinary Matters

Action: Patricia Sharpnack nominated Sandra Ranck; and Nancy Fellows nominated John Schmidt for Board Supervising Member for Disciplinary Matters.

Election of Board Officers

On November 17, 2016, the following Board members were elected:

The Board elected Patricia Sharpnack as President, J. Jane McFee as Vice-President, and Sandra Ranck as Supervising Member for Disciplinary Matters.

Appointment of Nursing Education Program Liaison

Action: It was moved by Patricia Sharpnack, seconded by Maryam Lyon, that the Board appoint Lauralee Krabill as the Nursing Education Program Liaison to Board staff for the period of January 1, 2017 through December 31,

2017. Motion adopted by unanimous vote of the Board members present.

Appointment of Advisory Group Chairs

Nursing Education

Action: It was moved by Maryam Lyon, seconded by Lauralee Krabill, that the Board appoint Patricia Sharpnack as Chair of the Advisory Group on Nursing Education for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Dialysis

Action: It was moved by J. Jane McFee, seconded by Brenda Boggs, that the Board appoint Maryam Lyon as Chair of the Advisory Group on Dialysis for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Continuing Education

Action: It was moved by Patricia Sharpnack, seconded by Maryam Lyon, that the Board appoint J. Jane McFee as Chair of the Advisory Group on Continuing Education for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Appointment of Board Hearing Committee

Action: It was moved by Janet Arwood, seconded by J. Jane McFee, that the Board appoint Brenda Boggs, Nancy Fellows, and Lisa Klenke to serve on the Board Hearing Committee, and Lauralee Krabill, J. Jane McFee, and Sheryl Warner as alternates, all serving for a term of one year, effective February 29, 2017. Motion adopted by unanimous vote of the Board members present. H. Fischer provided the following dates for the Board Hearing Committee: April 11, 2017, August 8, 2017 and October 17, 2017.

Authorization for the Use of Hearing Examiners

Action: It was moved by Nancy Fellows, seconded by Lauralee Krabill, that the Board authorize the use of hearing examiners for hearings during the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Authorization for the Supervising Member or President to Issue Notices of Immediate Suspension, Automatic Suspension and Orders of Summary Suspension

Action: It was moved by Judith Church, seconded by Nancy Fellows that the Board authorize the Supervising Member for Disciplinary Matters, or the Board President, to issue notices of immediate suspension, automatic suspension in criminal cases as required by law, and orders of summary suspension for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Authorization for the Use of Signature Stamps and Electronic Signatures

Action: It was moved by Patricia Sharpnack, seconded by Lauralee Krabill, that

the Board authorize the use of signature stamps and electronic signatures of the Board President, Supervising Member for Disciplinary Matters, and Executive Director, by designated staff for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Authorization to Make Editorial Changes to Motions of the Board

Action: It was moved by Lauralee Krabill, seconded by John Schmidt, that the Board authorize the Executive Director to make editorial changes to motions for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Authorization for Designated Staff to Sign AP and PIIP Agreements

Action: It was moved by Maryam Lyon, seconded by J. Jane McFee, that the Board authorize designated staff of the Alternative Program for Chemical Dependency and the Practice Intervention and Improvement Program to sign program contracts on behalf of the Board for the period of January 1, 2017 through December 31, 2017. Motion adopted by unanimous vote of the Board members present.

Authorization for the Executive Director to Establish Standards of Employee Conduct

Action: It was moved by Janet Arwood, seconded by John Schmidt, that the Board authorize the Executive Director to establish standards of conduct for employees of the Board, including reviewing, revising, and/or re-approving existing standards of conduct. Motion adopted by unanimous vote of the Board members present.

Re-Appointment of Executive Director

Action: It was moved by John Schmidt, seconded by Patricia Sharpnack, that the Board re-appoint Betsy Houchen as Executive Director of the Ohio Board of Nursing. Motion adopted by unanimous vote of the Board members present.

Hotel for 2017 Board Meetings

Margo Pettis provided information about hotel reservations for the 2017 Board meetings and the Board Retreat.

Establish Board Committee on Practice

Board members Maryam Lyon, Sandra Ranck, John Schmidt, and Patricia Sharpnack volunteered to be on the Board Committee on Practice to consider RN insertion of internal jugular central venous catheters. The Board Committee will meet during the January Board meeting.

EVALUATION OF MEETING AND ADJOURNMENT

On Wednesday, November 16, 2016, the meeting adjourned at 2:15 p.m. The meeting adjourned on Thursday, November 17, 2016 at 2:15 p.m. There were no comments regarding evaluation of the meeting.

Maryam Lyon, MSN, RN
President


Attest:

Betsy Houchen, RN, MS, JD
Executive Director

