BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Debra Alexander, NP ) PRACTICE PROBATION
) Reference No. 19-00361
License No. 083039540N1, 083039540RN

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Debra Alexander (Licensee) was issued a Registered Nurse license by the Oregon State Board of Nursing on August 30, 1983, and a Nurse Practitioner License by the Oregon State Board of Nursing on May 16, 1990.

On or about September 24, 2018, the Board received information that Licensee failed to identify client abuse/misuse of prescribed medication.

During care of the client, Licensee noted pills counts that were incorrect and a urinalysis that was positive for Hydrocodone that the client was not prescribed. Despite these findings, no additional monitoring, documentation of final warning or change/weaning of prescribing was done.

Additionally, when client was hospitalized for a medical emergency, they did not have withdrawal symptoms despite the large amount of opioids they were prescribed by Licensee.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(f)(g), OAR 851-045-0070(2)(a), (3)(a)(b), (4)(a)(b) and (8)(q) and OAR 851-056-0016(1)(2)(g)(i) which read as follows:

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1)Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.
(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;

(3) Conduct related to the client’s safety and integrity:
(a) Developing, modifying, or implementing policies that jeopardize client safety;
(b) Failing to take action to preserve or promote the client’s safety based on nursing assessment and judgment;

(4) Conduct related to communication:
(a) Failure to accurately document nursing interventions and nursing practice implementation;
(b) Failure to document nursing interventions and nursing practice implementation in a timely, accurate, thorough, and clear manner. This includes failing to document a late entry within a reasonable time period;

(8) Conduct related to other federal or state statute or rule violations
(q) Failing to dispense or administer medications in a manner consistent with state and federal law

851-056-0016
Conduct Derogatory to the Standards for Prescriptive or Dispensing Authority

(1) The Board may deny, suspend or revoke the authority to write prescriptions and/or dispense drugs for the causes identified in ORS 678.111(1) or with proof that the authority has been abused.

(2) The abuse of the prescriptive or dispensing authority constitutes conduct derogatory to nursing standards and is defined as:
(g) Prescribing, dispensing, administering, or distributing drugs in an unsafe or unlawful manner or without adequate instructions to the client according to acceptable and prevailing standards or practice
(i) Failure to properly assess and document client assessment when prescribing, dispensing, administering, or distributing drugs

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Nurse Practitioner License of Debra Alexander be placed on Probation. The Licensee’s compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twelve (12) month period of probation to begin upon Licensee’s return to supervised nursing practice at the level of a Nurse Practitioner. Licensee must practice a minimum of sixteen (16) hours per week and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent.
Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.

2) Licensee shall have twenty-four (24) months from Board acceptance of this Stipulated Order to complete twelve (12) months of monitored practice.

3) Licensee shall notify Board staff, in writing, prior to any change of address or employment setting, during the probation period.

4) Licensee shall maintain an active RN license and NP certificate.

5) Licensee shall inform Board staff in advance of any absences from Oregon and/or move from Oregon to another licensing jurisdiction. If Licensee leaves the State and is unable to practice in the State of Oregon, Licensee’s probationary status will be re-evaluated.

6) Licensee shall appear in person or by phone, to designated Board staff for interviews on a monthly basis during the probationary period. Frequency of contact may be reviewed and revised periodically at the discretion of Board staff.

7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether a felony, misdemeanor, violation, or citation within seven (7) days of the occurrence.

8) Licensee will not look for, accept, or begin a new nursing position without the approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

9) Licensee shall inform current and prospective employers of the probationary status of Licensee’s license, the reasons for Licensee’s probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee’s probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work with a supervising practitioner who is aware that the individual is on probation. The supervising practitioner shall be available to intervene and/or confer with Licensee during business hours. The supervising practitioner shall submit a total of three (3) written reports to the Board; at the end of the first, sixth and twelfth months. The reports shall include an evaluation of Licensee’s practice and documentation. If Board staff is not in receipt of the report as scheduled, Licensee may be restricted from practicing.

11) Licensee and the supervising practitioner shall meet no less frequently than twice a month for the first six (6) months, and no less frequently than once per month for the final six (6) months.
12) The supervising practitioner shall perform a random audit of 10% of Licensee’s client records each month for the first six months, and once every three months thereafter. The audit shall include an evaluation of Licensee’s practice concerning management of patients, controlled substance prescribing and documentation. All audits shall be part of the supervising practitioner’s report to the Board.

13) Between reporting periods, the supervising practitioner or a person designated by Licensee’s employer, shall inform Board staff of any instance of the Licensee’s non-compliance with the terms and conditions of this Stipulated Order, or of any other concern there may be regarding Licensee’s work-related conduct or personal behavior that may affect Licensee’s ability to practice as a nurse.

14) Licensee and supervising practitioner shall immediately notify the Board if the supervising practitioner is unable to supervise as agreed upon.

15) Licensee shall notify Board staff when there is a change in status of employment including resignations or terminations.

16) Licensee shall not be a nursing faculty member or an advance practice preceptor.

17) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

18) Licensee shall cease practicing as a nurse if there are concerns about Licensee’s ability to practice safely or at the request of Board staff. Practice may resume when approved by the Board staff, in consultation with Licensee’s employer.

19) Licensee shall cooperate fully with the Board in the supervision and investigation of Licensee’s compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event Licensee engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against Licensee’s license, up to and including revocation of Licensee’s license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.
Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

IT IS SO AGREED:

Debra Alexander, NP

Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of
Aaryo Bakhtiar, CRNA

License No. 202000790CRNA,
201404127RN

) STIPULATED ORDER FOR 1 YEAR
SUSPENSION CRNA LICENSE
) FOLLOWED BY 2 YEAR PROBATION,
) STIPULATED ORDER FOR 3 YEAR
PROBATION OF RN LICENSE

Reference No. 21-00192

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing,
regulating and disciplining certain health care providers, including Registered Nurses. Aaryo
Bakhtiar (Licensee) was issued a Certified Registered Nurse Anesthetist License by the

On or about December 22, 2019, Licensee applied for his CRNA certificate and
misrepresented facts regarding illegal drug use on the application.

On or about September 09, 2020, the Board received information that Licensee Aaryo Bakhtiar
had taken medical leave after he consented to a “for cause” drug screening at work and
acknowledged to his employer that he was diverting narcotics and used cocaine when not at
work. Licensee entered a substance use disorder treatment program of his own volition.

On or about October 14, 2020, Licensee signed and returned an Interim Consent order
disallowing him to continue practicing as a Registered Nurse or a Certified Registered Nurse
Anesthesiologist until further notice from the board.

By the above actions, Licensee is subject to discipline pursuant to:

ORS 678.111 Causes for denial, revocation or suspension of license or probation,
reprimand or censure of licensee.

In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by endorsement, of
any person may be refused or the license may be revoked or suspended or the licensee may be
placed on probation for a period specified by the Oregon State Board of Nursing and subject to
such condition as the Board may impose or may be issued a limited license or may be
reprimanded or censured by the Board, or any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 (1)(a), (8)(k)(l)
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to
legal nursing standards, or fails to conform to accepted standards of the nursing profession, is
conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(1) Conduct related to general fitness to practice nursing:
   (a) Demonstrated incidents of violent, abusive, intimidating, neglectful or reckless behavior;

(8) Conduct related to other federal or state statute or rule violations:
   (k) Possessing, obtaining, attempting to obtain, furnishing, or administering prescription or
       controlled medications to any person, including self, except as directed by a person authorized
       by law to prescribe medications;
   (l) Unauthorized removal or attempted removal of medications, supplies, property, or money
       from anyone in the work place;

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be
proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That commencing January 18th, 2021, the Registered Nurse License of Aaryo Bakhtiar
be placed on Probation for thirty-six (36) months and not ending prior to completion of
CRNA probation. Licensee shall work as an RN for a minimum twelve (12) months prior
to lifting suspension of CRNA.

That the Commencing January 18th, 2021, Certified Registered Nurse Anesthetist license
of Aaryo Bakhtiar’s CRNA be SUSPENDED for 365 days. Following Completion of
suspension, Licensee’s CRNA will be placed on twenty-four (24) months’ Probation.

The Licensee’s compliance with this agreement will be monitored by the Oregon State
Board of Nursing from date of signature on the Stipulated Order. Licensee must
practice a minimum of sixteen (16) hours per week and no more than one (1.0) FTE in a
setting where Licensee is able to exercise the full extent of scope of duties in order to
demonstrate whether or not Licensee is competent. Limited overtime may be approved
on occasion.

Licensee must comply with the following terms and conditions of probation:

1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.

2) Licensee shall have forty-eight (48) months from Board’s acceptance of this Order to
   complete thirty-six (36) months of monitored practice as a RN and twenty-four (24) months of
   monitored practice as a CRNA.

3) Licensee shall notify Board staff, in writing, prior to any change of address or employment
   setting during the probation period.

4) Licensee shall maintain an active license.

5) Licensee shall inform Board staff in advance of any absences from Oregon and/or any move
   from Oregon to another licensing jurisdiction. If Licensee leaves the state and is unable to
   practice in the state of Oregon, Licensee’s probationary status will be re-evaluated.
6) Licensee shall appear in person or by phone, to designated Board staff for interviews on a monthly basis during the probationary period. Frequency of contact may be reviewed and revised periodically at the discretion of Board staff.

7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether felony, misdemeanor, violation, or citation within seven (7) days of the occurrence.

8) Licensee will not look for, accept, or begin a new nursing position without prior approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

9) Licensee shall inform current and prospective employers of the probationary status of Licensee’s license, the reasons for Licensee’s probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee’s probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee’s practice and provide assistance and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee’s nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee’s employer, shall inform Board staff of any instance of Licensee’s non-compliance with the terms and conditions of this Stipulated Order or of any other concern there may be regarding Licensee’s work-related conduct or personal behavior that may affect Licensee’s ability to perform the duties of a nurse.

12) Licensee shall notify Board staff when there is a change in status of employment, including resignations and terminations.

13) Licensee while employed as an RN and/or a CRNA shall not have access to narcotics or controlled substances, carry the keys to narcotics storage, or administer narcotics at any time or under any circumstances or until Licensee receives written approval from Board staff.

14) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home...
15) Licensee shall not be a nursing faculty member or an advance practice preceptor.

16) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

17) Licensee shall participate in and comply with any treatment recommendations set forth by a third party evaluator approved by the Board. Within fourteen (14) days of completing treatment, Licensee shall submit to Board staff a copy of Licensee’s completion certificate or discharge summary. Licensee shall attend Narcotics Anonymous (NA), Alcoholics Anonymous (AA) or similar recovery program on a weekly basis and provide proof of attendance to Board staff. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee’s treatment provider and release Licensee’s treatment records to the Board.

18) Licensee shall participate in the Board’s random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee’s immediate removal from nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee’s employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee’s failure to maintain an account in good standing with the Board’s laboratory vendor shall be considered a violation of this Stipulated Order.

19) Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs while participating in the Board’s random urine drug testing program, except as provided in Section 20 below. Licensee shall avoid any over-the-counter products and food items containing alcohol, marijuana and poppy seeds.

20) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication, and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee’s medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

21) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only
when approved in writing by Board staff, in consultation with Licensee’s employer.

22) Licensee shall notify any and all healthcare providers of the nature of Licensee’s chemical dependency to ensure that Licensee’s health history is complete before receiving any treatment, including medical and dental. Licensee shall provide Board staff with the names and contact information of any and all health care providers. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee’s healthcare providers and release Licensee’s medical and treatment records to the Board. Licensee is financially responsible for any costs incurred for compliance with the terms and conditions of this Stipulated Order.

23) Licensee shall notify Board staff at least three (3) business days prior to leaving town or going on vacation, with the exception of a family emergency.

24) Licensee shall cooperate fully with Board staff in the supervision and investigation of Licensee’s compliance with the terms and conditions of this Stipulated Order.
Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event Licensee engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against Licensee’s license, up to and including revocation of Licensee’s license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

IT IS SO AGREED:

________________________________________          ________________________
Aaryo Bakhtiar, CRNA                              Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

________________________________________          ________________________
Kathleen Chinn, FNP-BC                             Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Emmy Brockmann, CNA ) VOLUNTARY SURRENDER
) Reference No. 21-00168
Certificate No. 201607608CNA

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Emmy Brockmann (Certificate Holder) was issued a Nursing Assistant Certificate by the Board on September 16, 2016.

On or about August 7, 2020, Certificate Holder submitted a renewal application and failed to disclose a 2019 arrest and 2019 drug use. A review of criminal background resources showed Certificate Holder was arrested in August 2019 for multiple charges including Delivery of Heroin and Methamphetamine and Child Neglect. Certificate Holder admitted she relapsed in 2019 and began using Methamphetamine again. The criminal charges were ultimately dismissed against Certificate Holder.

Certificate Holder failed to answer truthfully about her substance use on both on her initial application for CNA certification in 2016 and her 2020 renewal application. Certificate Holder successfully completed Chemical Dependency treatment in March 2020.

By the above actions, CNA is subject to discipline pursuant to ORS 678.442(2)(b)(c)(f) and OAR 851-063-0090 (7)(c), (9)(a) and (10)(b) which reads as follows:

ORS 678.442 Certification of nursing assistants; rules.
(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:
(b) Any willful fraud or misrepresentation in applying for or procuring a certificate or renewal thereof.
(c) Impairment as defined in ORS.
(f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant
A CNA, regardless of job location, responsibilities, or use of the title “CNA,” whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:
(7) **Conduct related to safe performance of authorized duties:**
(c) Using a prescription or non-prescription drug, alcohol, or a mind-altering substance to an extent or in a manner dangerous or injurious to the nursing assistant or others, or to an extent that such use impairs the ability to perform the authorized duties safely.

(9) **Conduct related to certification violations:**
(a) Resorting to fraud, misrepresentation, or deceit during the application process for licensure or certification, while taking the examination for licensure or certification, while obtaining initial licensure or certification or renewal of licensure or certification.

(10) **Conduct related to the certification holder’s relationship with the Board:**
(b) Failing to answer truthfully and completely any question asked by the Board on an application for certification, renewal of certification, during the course of an investigation, or any other question asked by the Board.

Certificate Holder wishes to cooperate with the Board in this matter and voluntarily surrender her Certified Nursing Assistant certificate.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Certificate Holder:

**That the voluntary surrender of the Certified Nursing Assistant certificate of Emmy Brockmann be accepted. If, after a minimum of three years, Ms. Brockmann wishes to reinstate her Certified Nursing Assistant certificate, she may submit an application to the Board to request reinstatement.**

Certificate Holder agrees that she will not practice as a Certified Nursing Assistant from the date the Order is signed.

Certificate Holder understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Certificate Holder understands that this Order is a document of public record.

Certificate Holder has read this Stipulated Order, understands this Order completely, and
freely signs this Stipulated Order for Voluntary Surrender.

____________________________  _______________________
Emmy Brockmann             Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

____________________________  _______________________
Kathleen Chinn, FNP-BC       Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of)
Shawna Clark, NP)
License No. 201150064NP, 095003073RN) Reference No. 21-00136

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Nurse Practitioner License/Certificates. Shawna Clark (Licensee) was issued a Nurse Practitioner License by the Board on June 20, 2011.

On or about On August 12, 2020 Licensee self-reported while working in her place of employment entered lab orders into her own chart. The report stated the primary care provider was new and was having difficulty entering orders. Licensee acknowledged this as an error on her part.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f)(g) and OAR 851-045-0070 (1)(b)(11)(a)

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censure by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.
(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

OAR 851-045-0070

Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(1) Conduct related to general fitness to practice nursing:
(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.
(11) Conduct related to advanced practice nursing:
(a) Ordering laboratory or other diagnostic tests or treatments or therapies for one’s self;

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Nurse Practitioner License of Shawna Clark be Reprimanded.

Page 1 of 2 - Stipulated Order for Reprimand; 21-00136
Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of her license to practice as a Nurse Practitioner License.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

______________________________  ______________________________
Shawna Clark, NP                      Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

______________________________  ______________________________
Kathleen Chinn, FNP-BC              Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON STATE BOARD OF NURSING

In the Matter of
Amy Cowan, CNA

) FINAL ORDER OF SUSPENSION
) OF NURSING ASSISTANT
) CERTIFICATE BY DEFAULT FOR
) FAILURE TO COOPERATE

Certificate No. 201400462CNA) Reference No. 21-00178

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Amy Cowan (Certificate Holder) was issued a Nursing Assistant Certificate by the Board on January 23, 2014.

This matter was considered by the Board at its meeting on January 13, 2021.

On December 4, 2020, a Notice stating that the Board intended to suspend the Nursing Assistant Certificate of Certificate Holder was sent to the address of record via certified and first-class mail. The Notice alleged that Amy Cowan failed to cooperate with the Board during the course of an investigation.

The Notice granted Certificate Holder an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board’s file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

-I-

FINDINGS OF FACT

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Certificate Holder was issued a Nursing Assistant Certificate in the state of Oregon on January 23, 2014.

2. On or about August 26, 2020, the Board received a report alleging that Certificate Holder had abused a patient. The Board opened an investigation into the matter.
3. On October 7, 2020, Board staff mailed a letter to Certificate Holders’ address of record requesting that an interview be scheduled to discuss the allegations. Certificate Holder was further instructed to send a written statement regarding the allegations and a current work history. Certificate Holder failed to schedule an interview and did not provide any documents to the Board.

4. On November 19, 2020, a second letter was sent to Certificate Holders’s address of record, requesting that the Board be contacted within five (5) business days to schedule an interview to discuss the allegations. Certificate Holder was also asked to provide a current work history and a written statement regarding the allegations. Certificate Holder failed to schedule an interview and did not provide any documents to the Board.

5. On December 4, 2020, Board staff mailed a Notice of Proposed Suspension to Certificate Holder via first-class and certified mail. The Notice granted Certificate Holder twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

6. Certificate Holder failed to respond to the Notice of Proposed Suspension within the required twenty (20) days. Consequently, Certificate Holder’s opportunity to request a hearing has expired resulting in default.

II.

CONCLUSIONS OF LAW

1. That the Board has jurisdiction over the Certificate Holder, Amy Cowan, and over the subject matter of this proceeding.

2. That Certificate Holder’s failure to cooperate with the Board during the course of an investigation is grounds for disciplinary action pursuant to ORS 678.442(2)(f) and OAR 851-063-0090(10)(a) and (c), which read as follows:

**ORS 678.442(2)(f) Certification of nursing assistants; rules:**
(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:
(f) Conduct unbecoming a nursing assistant in the performance of duties.

**OAR 851-063-0090(10)(a)(c) Conduct Unbecoming a Nursing Assistant:**
A CNA, regardless of job location, responsibilities, or use of the title “CNA,” whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:
(10) Conduct related to the certificate holder’s relationship with the Board:
(a) Failing to fully cooperate with the Board during the course of an investigation,
including but not limited to waiver of confidentiality, except attorney-client
privilege.
(c) Failing to provide the Board with any documents requested by the Board; or

3. That Certificate Holder defaulted on the Notice by not requesting a hearing within
the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board
may enter a Final Order by Default.

-III-
ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being
fully advised in the premises, it is hereby:

ORDERED that the Nursing Assistant Certificate of Amy Cowan is SUSPENDED for
a minimum of two weeks, commencing five business days from the date this Order is
signed, and shall continue until such time as Amy Cowan has fully cooperated with the
Board’s investigation. Should the Board reinstate the Nursing Assistant Certificate of
Amy Cowan, the Certificate Holder would be subject to whatever terms and conditions
the Board may impose.

DATED this _____ day of January, 2021

FOR THE BOARD OF NURSING OF THE STATE OF OREGON

_______________________________
Kathleen Chinn, FNP-BC
Board President
TO: AMY COWAN:

You may file a petition for reconsideration or rehearing of this Order. Reconsideration or rehearing may be obtained by filing a petition with the Board of Nursing within (sixty) 60 days from the service of this Order. Your petition shall set forth the specific grounds for reconsideration. Reconsideration or rehearing is pursuant to the provisions in ORS 183.482.

As an alternative to filing a Petition for Reconsideration of this Order, you are entitled to judicial review of this Order. Judicial review may be obtained by filing a petition with the Oregon Court of Appeals for review within sixty (60) days from the date of service of this Order. Judicial review is pursuant to the provisions of ORS 183.482.
BEFORE THE OREGON  
STATE BOARD OF NURSING  

In the Matter of  
Peggy Hayes, NP  

) STIPULATED ORDER FOR  
) VOLUNTARY SURRENDER  
) NP and RN LICENSES  
License No. 076037162N7, 076037162N5, 076037162RN  
Reference No. 20-01210

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses and Nurse Practitioners. Peggy Hayes (Licensee) was issued a Nurse Practitioner License by the Board on February 10, 1999 and issued a Registered Nurse License by the Board on September 7, 1976.

On or about May 24, 2020, the Board received information that Licensee failed to follow the CDC Guidelines in evaluating and treating sexually transmitted infections for a pregnant woman, resulting in congenital syphilis and other infections in a newborn infant requiring prolonged hospitalization. A review of medical record revealed that a rapid plasma reagin (RPR) test for syphilis was negative in July 2019; a positive result from a Chlamydia test in August 2019 was treated and a repeat test was given in September 2019 and was negative; Gonorrhea tests given in August and September were negative.

According to Licensee since the initial RPR test was negative in the first trimester, she did not repeat it during the third trimester. Licensee recalled giving a telephone order (TO) for a RPR test when the patient was admitted for delivery, however the TO was not transcribed into the electronic medical record. According to Licensee, later it was learned that a RPR specimen was collected at delivery but the test was not performed due to a missing order for the test. Licensee takes full responsibility for not recognizing missing RPR test order and also for failing to look for the result.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111 (1)(f), OAR 851-045-0070 (2)(a)(3)(b)(c), and OAR 851-050-0005 (4)(a)(b)(c)(d)(e)(5)(b)(c):

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to
legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(2) Conduct related to achieving and maintain clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;
(3) Conduct related to the client’s safety and integrity:
(b) Failing to take action to preserve or promote the client’s safety based on nursing assessment and judgment;
(c) Failing to develop, implement or modify the plan of care;

851-050-0005 Nurse Practitioner Scope of Practice
(4) Within his or her specialty, the nurse practitioner is responsible for managing health problems encountered by the client and is accountable for health outcomes. This process includes:
(a) Assessment;
(b) Diagnosis;
(c) Development of a plan;
(d) Intervention;
(e) Evaluation.
(5) The nurse practitioner is independently responsible and accountable for the continuous and comprehensive management of a broad range of health care, which may include:
(b) Prevention of illness and disability;
(c) Assessment of clients, synthesis and analysis of data and application of nursing principles and therapeutic modalities;

Licensee wishes to cooperate with the Board in this matter and voluntarily surrender their Nurse Practitioner and Registered Nurse licenses.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the voluntary surrender of the Nurse Practitioner and Registered Nurse licenses of Peggy Hayes be accepted. If, after a minimum of three years, Ms. Hayes wishes to reinstate their Registered Nurse License and Nurse Practitioner license, Peggy Hayes may submit an application to the Board to request reinstatement.

Licensee agrees that they will not practice as a Nurse Practitioner or Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Peggy Hayes waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.
Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

_____________________________  ________________________________
Peggy Hayes, NP                Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

_____________________________  ________________________________
Kathleen Chinn, FNP-BC         Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Daniel Jones, CRNA - PP ) PROBATION
License No. 201394847CRNA,
200840847RN ) Reference No. 19-01292

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Daniel Jones (Licensee) was issued a Registered Nurse License by the Oregon State Board of Nursing on May 16, 2008, a Certified Registered Nurse Anesthetist License on December 30, 2013, and Certified Registered Nurse Anesthetist with Prescriptive Privileges on May 4, 2020.

On or about May 1, 2019, the Board received information that Licensee was the subject of an investigation into alleged sexual assault of a minor in 2014.

The Board alleges that in 2014 Licensee initiated unwanted contact with a young woman under the age of 18. It is alleged that Licensee was consuming alcohol at the time and provided alcohol to the minor.

The Board alleges that in February and March 2019 Licensee transmitted photographs of patients and a patient injury from his personal cell phone to the personal cell phone of an acquaintance, in violation of patient confidentiality rules.

By the above actions, Licensee may be subject to discipline pursuant to ORS 670.280(3), ORS 678.111 (1)(f), OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined, and OAR 851-045-0070 (2)(a), (4)(b) and (5)(d) [Cert. eff. 08/01/2012]; and OAR 851-045-0070 (1)(a), (2)(a), (3)(k)(l) and (8)(b) which read as follows:

ORS 670.280 Denial, suspension or revocation of license based on criminal conviction; denial of license or imposition of discipline for conduct substantially related to fitness and ability of applicant or licensee:
(3) Except as provided in ORS 342.143 (3) and 342.175 (3), a licensing board, commission or agency may deny an occupational or professional license or impose discipline on a licensee based on conduct that is not undertaken directly in the course of the licensed activity, but that is substantially related to the fitness and ability of the applicant or licensee to engage in the activity for which the license is required. In determining whether the conduct is substantially related to the fitness and ability of the applicant or licensee to engage in the activity for which the license is required, the licensing board, commission or agency shall consider the relationship of the facts with respect to the conduct and all intervening circumstances to the specific occupational or professional standards.

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

851-045-0070 Conduct Derogatory to the Standards of Nursing Defined [Cert. eff. 08/01/2017]

Conduct derogatory to the standards of nursing shall include, but is not limited to:

(2) Conduct related to other federal or state statute/rule violations:

(e) Failing to report actual or suspected incidents of child abuse or elder abuse to the appropriate state agencies.

(5) Conduct related to impaired function:

(d) Use of drugs, alcohol or mind-altering substances to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice for which the licensee is licensed.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined [Cert. Eff. 08/01/2017]

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(1) Conduct related to general fitness to practice nursing:

(a) Demonstrated incidents of violent, abusive, intimidating, neglectful or reckless behavior;

(2) Conduct related to achieving and maintaining clinical competency:

(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;

(3) Conduct related to the client’s safety and integrity:

(k) Failing to respect the dignity and rights of clients, inclusive of social or economic status, age, race, religion, gender, gender identity, sexual orientation, national origin, nature of health needs, physical attributes, or disability;

(l) Failing to report actual or suspected incidents of abuse, neglect or mistreatment;

(8) Conduct related to other federal or state statute or rule violations:

(b) Violating the rights of privacy, confidentiality of information, or knowledge concerning the client, unless required by law to disclose such information;

Licensee admits that if proven at hearing, the above alleged conduct would constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:
That the Registered Nurse (RN) and Certified Registered Nurse Anesthetist – Prescriptive Privileges (CRNA-PP) Licenses of Daniel Allen Jones be placed on Probation. The Licensee’s compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete an eighteen (18) month period of probation to begin upon Licensee’s return to supervised nursing practice at the level of RN and CRNA-PP. Licensee must practice a minimum of sixteen (16) hours per week and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.

2) Licensee shall have twenty-four (24) months from Board acceptance of this Stipulated Order to complete eighteen (18) months of monitored practice.

3) Licensee shall notify Board staff, in writing, prior to any change of address or employment setting, during the probation period.

4) Licensee shall maintain an active license.

5) Licensee shall successfully complete the following courses within sixty (60) days from the date of the effective date of this Order: Patient Privacy (NCSBN) and Professional Boundaries and Ethics - Enhanced 24 (PBI, Inc). Licensee shall provide proof of completion of each course either through certificates of completion or transcripts. Should Licensee fail to complete these courses within the required time of 60 days, Licensee shall be referred back to the Board for consideration of further disciplinary action.

6) Licensee shall inform Board staff in advance of any absences from Oregon and/or move from Oregon to another licensing jurisdiction. If Licensee leaves the State and is unable to practice in the State of Oregon, Licensee’s probationary status will be re-evaluated.

7) Licensee shall appear in person or by phone, to designated Board staff for interviews on a monthly basis during the probationary period. Frequency of contact may be reviewed and revised periodically at the discretion of Board staff.

8) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether a felony, misdemeanor, violation, or citation within seven (7) days of the occurrence.

9) Licensee will not look for, accept, or begin a new nursing position without the approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

10) Licensee shall inform current and prospective employers of the probationary status of Licensee’s license, the reasons for Licensee’s probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee's
probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

11) Licensee’s performance shall be monitored by a designee of his employer who is aware that the Licensee is on probation and who has completed the Board’s approved Monitor/Supervisor training. If Licensee works on an extended contract basis in one or more settings, Licensee’s contract manager may be the designated monitor. This designated monitor must be in a position to be notified of concerns about Licensee’s practice or conduct in the CRNA and RN practice setting. Each contract setting must be made aware of Licensee’s probationary status. The employer designee shall submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a CRNA or RN.

12) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee’s employer, shall inform Board staff of any instance of the Licensee’s non-compliance with the terms and conditions of this Stipulated Order, or of any other concern there may be regarding Licensee’s work-related conduct or personal behavior that may affect Licensee’s ability to practice as an RN or CRNA-PP. The employer designee shall agree to notify the Board immediately upon receipt of any complaint or concern from the practice setting, or upon Licensee’s termination of a contract by the practice setting or by the employer.

13) Licensee shall notify Board staff when there is a change in status of employment including resignations or terminations.

14) Licensee shall not work in any practice setting in which he is the only healthcare provider on site. This generally includes private or agency home health, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings. Extended CRNA contracts are allowed under the provisions of Section 11.

15) Licensee shall not be a nursing faculty member or an advance practice preceptor.

16) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

17) Licensee shall cease practicing as RN/CRNA-PP if there are concerns about Licensee’s ability to practice safely or at the request of Board staff. Practice may resume when approved by the Board staff, in consultation with Licensee’s employer.

18) Licensee shall cooperate fully with the Board in the supervision and investigation of Licensee’s compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the alleged conduct resulting in the alleged violations of law, described in this Stipulated Order are considered by the Board to be of a grave nature and if continued, constitutes a serious danger to public health and safety.
Licensee also understands that in the event Licensee engages in future conduct resulting in violations of the law or terms of probation the Board may take further disciplinary action against his licenses, up to and including revocation of Licensee’s license to practice as an RN and/or CRNA-PP.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a public record.

Licensee has read this Stipulated Order, understands the Stipulated Order completely, and freely signs the Stipulated Order.

IT IS SO AGREED:

Daniel Jones, CRNA - PP

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of) STIPULATED ORDER FOR
Robert Lambert, RN) REPRIMAND OF LICENSE
License No. 201900285RN) Reference No. 20-01219

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Robert Lambert (Licensee) was issued a Registered Nurse License by the Board on January 10, 2019.

On or about June 14, 2020, Licensee inappropriately restrained a patient and used vulgar and profane language and derogatory names toward the patient. Licensee completed several continuing education courses related to the incident.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by endorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the Board may impose or may be issued a limited license or may be reprimanded or censured by the Board, or any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined. Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct shall include, but is not limited to, the following:

(1) Conduct related to general fitness to practice nursing:
(a) Demonstrated incidents of violent, abusive, intimidating, neglectful or reckless behavior;

(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;

(6) Conduct related to co-workers and health care team members:
(b) Engaging in violent, abusive, or threatening behavior that relates to the delivery of safe nursing services.

(8) Conduct related to other federal or state statute or rule violations:

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(d) abusing a client
(h) Engaging in other unacceptable behavior towards or in the presence of a client. Such conduct includes but is not limited to using derogatory names, derogatory gestures or profane language;

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse License of Robert Lambert be reprimanded**

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event he engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against his license, up to and including revocation of his license to practice as a Registered Nurse License.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, he waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce him to sign this Order.

Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

Robert Lambert, RN  
Date

ORDER

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**
Kathleen Chinn, FNP-BC
Board President

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

Page 3 of 3 - Stipulated Order for Reprimand; 20-01219
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of
James Leaf, RN

) STIPULATED ORDER FOR
) REPRIMAND OF LICENSE

License No. 200140992RN ) Reference No. 20-00354

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. James Leaf (Licensee) was issued a Registered Nurse License by the Board on June 28, 2001.

On or about October 10, 2019, the Board received information that Licensee exhibited unprofessional communication with staff members that had a direct effect on patient care, while employed with PeaceHealth. Licensee has taken accountability for the unprofessional communication and has completed a 6 week training on Teamwork, Collaboration and Conflict Resolution.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f) and OAR 851-045-0070(2)(a)(3)(b)(4)(f)(6)(a)(b).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established.
(3) Conduct related to the client's safety and integrity:
(b) Failing to take action to preserve or promote the client's safety based on nursing assessment and judgment.
(4) Conduct related to communication:
(f) Failing to communicate information regarding the client's status to members of the health
care team in an ongoing and timely manner as appropriate to the context of care.
(6) Conduct related to co-workers and health care team members:
(a) Engaging in violent, abusive or threatening behavior towards a co-worker; or
(b) Engaging in violent, abusive or threatening behavior that relates to the delivery of safe
nursing services.

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be
proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Registered Nurse License of James Leaf be reprimanded.

Licensee understands that the conduct resulting in the violations of law described in this Order
are considered by the Board to be of a serious nature and, if continued, constitute a danger to
public health and safety.

Licensee understands that in the event he engages in future conduct resulting in violations of
law or the Nurse Practice Act, the Board may take further disciplinary action against his
license, up to and including revocation of his license to practice as a Registered Nurse.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval
and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, he waives the right to an
administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal
thereof. Licensee acknowledges that no promises, representations, duress or coercion have
been used to induce him to sign this Order.

Licensee understands that this Order is a document of public record.
Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

__________________________________________  ___________________________
James Leaf, RN  Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

__________________________________________  ___________________________
Kathleen Chinn, FNP-BC  Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of

Alice Minkoff, NP

) FINAL ORDER OF REVOCATION
) OF NURSE PRACTITIONER AND
) REGISTERED NURSE LICENSES
) BY DEFAULT

License No. 201908360NP-PP,
201908312RN ) Reference No. 21-00301

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Nurse Practitioners. Alice Minkoff (Licensee) was issued a Nurse Practitioner License by the Board on September 19, 2019.

This matter was considered by the Board at its meeting on January 13, 2021.

On November 18, 2020, a Notice stating that the Board intended to Revoke the Nurse Practitioner License of Alice Minkoff was sent to Licensee via certified and first-class mail to the address of record.

The Notice alleged that Licensee on or about October 7, 2020, the Board received information that Licensee authorized at least thirty four (34) prescriptions for several patients in Parker, Arizona, and did not have prescribing privileges in the State of Arizona. The Board opened an investigation into the matter.

The Notice granted Licensee an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board’s file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

-I-

FINDINGS OF FACT

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Licensee was issued a Nurse Practitioner License in the state of Oregon on September 19, 2019.

2. On or about October 7, 2020, the Board received information that Licensee authorized at least thirty four (34) prescriptions for several patients in Parker, Arizona, and did not have prescribing privileges in the State of Arizona. The Board opened an investigation.
3. On or about November 26, 2019, Arizona Board of Nursing staff received notice of the Licensee's Colorado nursing licenses were summarily suspended based on Licensee calling in prescriptions to Colorado pharmacies for Colorado patients without prescriptive authority.

4. On or about May 22, 2020, Arizona Board of Nursing found cause to revoke Licensee’s registered nurse license and advanced practice certificate in Arizona.

5. On or about October 30, 2020, the Board received information from the Colorado Board of Nursing that Licensee voluntarily surrendered her Colorado license for allegedly provided telehealth nursing services to patients in the state of Colorado and prescribed medications to Colorado patients without possessing the requisite prescriptive authority in the state of Colorado.

6. Licensee was issued a Registered Nurse License and Nurse Practitioner License by the Oregon State Board of Nursing on September 19, 2019. She did not disclose being investigated by the Arizona Board of Nursing nor the Colorado Board of Nursing when applying in Oregon.

7. On November 18, 2020, Board staff mailed a Notice of Proposed Revocation to Licensee via first-class and certified mail. The Notice granted Licensee twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

-II-

CONCLUSIONS OF LAW

1. That the Board has jurisdiction over the Licensee, Alice Minkoff, and over the subject matter of this proceeding.

That Licensee’s conduct is in violation of ORS 678.111(1)(b)(c)(d)(f) (g)(h)(2) and OAR 851-045-0070(1)(b)(2)(a)(10)(b).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(b) Gross incompetence or gross negligence of the licensee in the practice of nursing at the level for which the licensee is licensed.

(c) Any willful fraud or misrepresentation in applying for or procuring a license or renewal thereof.
(d) Fraud or deceit of the licensee in the practice of nursing or in admission to such practice.

(f) Conduct derogatory to the standards of nursing.

(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

(h) Revocation or suspension of a license to practice nursing by any state or territory of the United States, or any foreign jurisdiction authorized to issue nursing credentials whether or not that license or credential was relied upon in issuing that license in this state. A certified copy of the order of revocation or suspension shall be conclusive evidence of such revocation or suspension.

(2) A license may be denied or suspended or revoked for the reasons stated in subsection (1) of this section.

ORS 678.158 Continuing authority of board upon lapse, suspension, revocation or voluntary surrender of license or certificate

The lapse, suspension or revocation of a license or certificate by the operation of law or by order of the Oregon State Board of Nursing or by the decision of a court of law, or the voluntary surrender of a license by a licensee or of a certificate by a certificate holder, shall not deprive the board of jurisdiction to proceed with any investigation of or any action or disciplinary proceeding against the licensee or certificate holder or to revise or render null and void an order of disciplinary action against the licensee or certificate holder.

OAR 851-045-0070

Conduct Derogatory to the Standards of Nursing Defined

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(1) Conduct related to general fitness to practice nursing:

(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.

(2) Conduct related to achieving and maintaining clinical competency:

(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;

(10) Conduct related to the licensee’s relationship with the Board:

(b) Failing to answer truthfully and completely any question asked by the Board on an application for licensure or during the course of an investigation or any other question asked by the Board:

2. That Licensee defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.

-III-
ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that the Nurse Practitioner License and Registered Nurse License of Alice Minkoff is REVOKED.

DATED this _____ day of January, 2021

FOR THE BOARD OF NURSING OF THE STATE OF OREGON

_______________________________
Kathleen Chinn, FNP-BC
Board President

TO: ALICE MINKOFF:

You may file a petition for reconsideration or rehearing of this Order. Reconsideration or rehearing may be obtained by filing a petition with the Board of Nursing within (sixty) 60 days from the service of this Order. Your petition shall set forth the specific grounds for reconsideration. Reconsideration or rehearing is pursuant to the provisions in ORS 183.482.

As an alternative to filing a Petition for Reconsideration of this Order, you are entitled to judicial review of this Order. Judicial review may be obtained by filing a petition with the Oregon Court of Appeals for review within sixty (60) days from the date of service of this Order. Judicial review is pursuant to the provisions of ORS 183.482.

If, after a minimum of three (3) years, you wish to reinstate your Nurse Practitioner License/Certificate, you may submit an application to the Board to request reinstatement.
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of )  STIPULATED ORDER FOR
Lourie Morgan, RN )  REPRIMAND OF LICENSE
)  Reference No. 20-00911
License No. 200141397RN

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Lourie Morgan (Licensee) was issued a Registered Nurse License by the Board on July 23, 2001.

On or about February 4, 2020, the Board received information that Licensee failed to follow physician’s orders and the plan of care for diabetic students while employed as a school nurse. In addition, Licensee failed to properly secure medications while employed as a school nurse.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f) and OAR 851-045-0070(2)(a)(3)(b)(4)(g)(8)(b).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established.
(3) Conduct related to the client’s safety and integrity:
(b) Failing to take action to preserve or promote the client’s safety based on nursing assessment and judgment.
(4) Conduct related to communication:
(g) Failing to communicate information regarding the client’s status to other individuals.
(8) Conduct related to other federal or state statute or rule violations:
(b) Violating the rights of privacy, confidentiality of information, or knowledge concerning the
client, unless required by law to disclose such information.

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse License of Lourie Morgan be reprimanded.**

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a serious nature and, if continued, constitutes a danger to public health and safety.

Licensee understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of her license to practice as a Registered Nurse.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under **ORS 183.310 to 183.540**, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

Licensee understands that this Order is a document of public record.
Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

Lourie Morgan, RN

Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of
Marco Noriega Ramirez, CNA
Certificate No. 000038423CNA

) STIPULATED ORDER FOR
) SUSPENSION OF CERTIFICATE
) Reference No. 20-01141

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistant Certificates. Marco Noriega Ramirez (Licensee) was issued a Certified Nursing Assistant Certificate by the Board on August 05, 1997.

On or about May 29, 2020, the Board received information that CNA Marco Noriega Ramirez had allegedly injured a patient’s arm when changing clothes. Other patient safety issues were identified when CNA didn’t follow patient safety plans.

By the above actions, CNA is subject to discipline pursuant to ORS 678.442(2)(f) and OAR 851-063-0090(1)(a),(3)(a).

ORS 678.442 Certification of nursing assistants; rules. (2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

(f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant

A CNA, regardless of job location, responsibilities, or use of the title “CNA,” whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

(1) Conduct, regardless of setting, related to general fitness to perform nursing assistant authorized duties:
(a) Demonstrated incidents of violent, abusive, neglectful or reckless behavior;

(3) Conduct related to client safety and integrity:
(a) Failing to take action to preserve or promote a person’s safety based on nursing assistant knowledge, skills, and abilities;

CNA wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by CNA:

That the Certified Nursing Assistant Certificate of Marco Noriega Ramirez be Suspended for 30 Days, commencing five business days from the date this Order is signed by the Oregon State Board of Nursing.
CNA understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

CNA understands that in the event he engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against his certificate, up to and including revocation of his certificate to practice as a Certified Nursing Assistant Certificate.

CNA understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

CNA understands that by signing this Stipulated Order, he waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. CNA acknowledges that no promises, representations, duress or coercion have been used to induce him to sign this Order.

CNA understands that this Order is a document of public record.

CNA has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Suspension.

__________________________________________  ________________________________
Marco Noriega Ramirez, CNA                          Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

__________________________________________  ________________________________
Kathleen Chinn, FNP-BC                              Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of )  STIPULATED ORDER FOR
Kaytlyn Okula, RN  )  PROBATION

License No. 201800755RN  )  Reference No. 21-00154

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Kaytlyn Okula (Licensee) was issued a Registered Nurse License by the Oregon State Board of Nursing on February 1, 2018.

On or about August 14, 2020, the Board received information that Licensee was intoxicated at work while caring for patients.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1) and OAR 851-045-0070(7),(b), and (c).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(7) Conduct related to impaired function:
(b) Practicing nursing when physical or mental ability to practice is impaired by use of a prescription or non-prescription medication, alcohol, or a mind-altering substance; or
(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:
That the Registered Nurse License of Kaytlyn Okula be placed on Probation. The Licensee’s compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twenty-four (24) month period of probation to begin upon Licensee’s return to supervised nursing practice at the level of a Registered Nurse. Licensee must practice a minimum of sixteen (16) hours per week and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.

2) Licensee shall have thirty-six (36) months from Board acceptance of this Stipulated Order to complete twenty-four (24) months of monitored practice.

3) Licensee shall notify Board staff, in writing, prior to any change of address or employment setting, during the probation period.

4) Licensee shall maintain an active license.

5) Licensee shall inform the Board in advance of any absences from Oregon and/or move from Oregon to another licensing jurisdiction. If licensee leaves the State and is unable to practice in the State of Oregon, Licensee’s probationary status will be reevaluated.

6) Licensee shall appear in person or by phone, to designated Board staff for interviews on a monthly basis during the probationary period. Frequency of contact may be reviewed and revised periodically at the discretion of Board staff.

7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether a felony, misdemeanor, violation, or citation within seven (7) days of the occurrence.

8) Licensee will not look for, accept, or begin a new nursing position without the approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

9) Licensee shall inform current and prospective employers of the probationary status of Licensee’s license, the reasons for Licensee’s probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee’s probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee’s
practice and provide assistance and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee’s nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee’s employer, shall inform the Board of any instance of the Licensee’s non-compliance with the terms and conditions of this Stipulated Order, or of any other concern there may be regarding Licensee’s work-related conduct or personal behavior that may affect Licensee’s ability to practice as a nurse.

12) Licensee shall notify the Board staff when there is a change in status of employment including resignations or terminations.

13) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

14) Licensee shall not be a nursing faculty member or an advance practice preceptor.

15) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

16) Licensee shall participate in and comply with any treatment recommendations as set forth by a third party evaluator approved by the Board. Within fourteen (14) days of discharge, Licensee shall submit to the Board a copy of Licensee’s discharge summary.

17) Licensee shall participate in the Board’s random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee’s immediate removal from nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee’s employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee’s failure to maintain an account in good standing with the Board’s laboratory vendor shall be considered a violation of this Stipulated Order.

18) Licensee shall abstain from the use of intoxicating, mind altering, or potentially addictive substances.
drugs, both over-the-counter and prescription drugs, and alcohol while participating in the Board’s random urine drug testing program except as provided in section 19 below. Licensee shall avoid any over the counter products and food items containing alcohol, marijuana and poppy seeds.

19) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication, and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee’s medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

20) Licensee shall cease practicing as a nurse if there are concerns about Licensee’s ability to practice safely or at the request of Board staff. Practice may resume when approved by Board staff, in consultation with Licensee’s employer and/or mental health therapist/psychiatrist.

21) Licensee agrees to provide the Board with the names of any healthcare providers, sign releases of information with the providers, and provide the Board with documentation of the healthcare provided (medical records). Licensee is financially responsible for any costs incurred as a result of compliance with the terms and conditions of the Stipulated Order.

22) Licensee shall maintain a relationship with a mental health therapist/psychiatrist. Licensee will have her mental health therapist/psychiatrist submit a quarterly report of compliance, and is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the Licensee with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

23) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only when approved in writing by Board staff, in consultation with Licensee’s employer and/or mental health therapist/psychiatrist.

24) Licensee shall notify the Board at least three (3) business days prior to leaving town or going on vacation with the exception of a family emergency.

25) Licensee shall cooperate fully with the Board in the supervision and investigation of Licensee’s compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law, described in this Stipulated Order are considered by the Board to be of a grave nature and if continued, constitutes a serious danger to public health and safety.
Licensee also understands that in the event Licensee engages in future conduct resulting in violations of the law or terms of probation the Board may take further disciplinary action against Licensee’s license, up to and including revocation of Licensee’s license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for approval and is subject to the Board’s confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a public record.

Licensee has read this Stipulated Order, understands the Stipulated Order completely, and freely signs the Stipulated Order.

IT IS SO AGREED:

________________________________________  ______________________________
Kaytlyn Okula, RN  Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

________________________________________  ______________________________
Kathleen Chinn, FNP-BC  Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON  
STATE BOARD OF NURSING  

In the Matter of  )  STIPULATED ORDER FOR  
Alicia Peacock, RN  )  SUSPENSION OF REGISTERED NURSE  
)  LICENSE FOLLOWED BY PROBATION  

License No. 201243380RN  )  Reference No. 20-01237  

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Alicia Peacock (Licensee) was issued a Registered Nurse License/Certificate by the Oregon State Board of Nursing on October 18, 2012.

On February 14, 2018, Licensee was placed on a 24-month period of probation pursuant to a Stipulated Order. According to the Stipulated Order, “Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs while participating in the Board’s random urine drug testing program. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order.”

Licensee used alcohol in early November 2019. As a result of this use, the Board accepted an Amended Stipulated Order on December 18, 2019, extending Licensee’s probation by one year, through February 2021. The Amended Stipulated Order contained the same requirement as the February 2018 Stipulated Order regarding abstention from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs.

In late June 2020, Licensee disclosed that she had used alcohol in May 2020. Licensee has not had any subsequent documented instances of alcohol use or other non-compliance with the Amended Stipulated Order.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111 (1)(f) and (g) and OAR 851-045-0070(7)(c) and (10)(d), which provide as follows:

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing;

(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.
OAR 851-045-0070
Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(7) Conduct related to impaired function:
(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.
(10) Conduct related to the licensee’s relationship with the Board:
(d) Violating the terms and conditions of a Board order.

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Registered Nurse License of Alicia Peacock be SUSPENDED for 14 days, beginning January 20, 2021 and continuing through February 2, 2021. Upon completion of this suspension, the Registered Nurse License of Alicia Peacock will be placed on Probation. The Licensee’s compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a thirty-six (36) month period of probation to begin upon Licensee’s return to supervised nursing practice at the level of a Registered Nurse. Licensee must practice a minimum of sixteen (16) hours per week and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.

2) Licensee shall have forty eight (48) months from Board’s acceptance of this Order to complete thirty-six (36) months of monitored practice.

3) Licensee shall notify Board staff, in writing, prior to any change of address or employment setting during the probation period.

4) Licensee shall maintain an active license.

5) Licensee shall inform Board staff in advance of any absences from Oregon and/or any move from Oregon to another licensing jurisdiction. If Licensee leaves the state and is unable to practice in the state of Oregon, Licensee’s probationary status will be re-evaluated.
6) Licensee shall appear in person or by phone, to designated Board staff for interviews on a monthly basis during the probationary period. Frequency of contact may be reviewed and revised periodically at the discretion of Board staff.

7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether felony, misdemeanor, violation, or citation within seven (7) days of the occurrence.

8) Licensee will not look for, accept, or begin a new nursing position without prior approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

9) Licensee shall inform current and prospective employers of the probationary status of Licensee’s license, the reasons for Licensee’s probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee’s probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee’s practice and provide assistance and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee’s nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee’s employer, shall inform Board staff of any instance of Licensee’s non-compliance with the terms and conditions of this Stipulated Order or of any other concern there may be regarding Licensee’s work-related conduct or personal behavior that may affect Licensee’s ability to perform the duties of a nurse.

12) Licensee shall notify Board staff when there is a change in status of employment, including resignations and terminations.

13) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

14) Licensee shall not be a nursing faculty member or an advance practice preceptor.
15) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

16) Licensee shall participate in and comply with any treatment recommendations set forth by a third party evaluator approved by the Board. Within fourteen (14) days of completing treatment, Licensee shall submit to Board staff a copy of Licensee’s completion certificate or discharge summary. Licensee shall attend Narcotics Anonymous (NA), Alcoholics Anonymous (AA) or similar recovery program on a weekly basis and provide proof of attendance to Board staff. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee’s treatment provider and release Licensee’s treatment records to the Board.

17) Licensee shall participate in the Board’s random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee’s immediate removal from nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee’s employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee’s failure to maintain an account in good standing with the Board’s laboratory vendor shall be considered a violation of this Stipulated Order.

18) Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs while participating in the Board’s random urine drug testing program, except as provided in Section 19 below. Licensee shall avoid any over-the-counter products and food items containing alcohol, marijuana and poppy seeds.

19) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication, and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee’s medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

20) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only when approved in writing by Board staff, in consultation with Licensee’s employer.

21) Licensee shall notify any and all healthcare providers of the nature of Licensee’s chemical dependency to ensure that Licensee’s health history is complete before receiving any
treatment, including medical and dental. Licensee shall provide Board staff with the names and contact information of any and all health care providers. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee’s healthcare providers and release Licensee’s medical and treatment records to the Board. Licensee is financially responsible for any costs incurred for compliance with the terms and conditions of this Stipulated Order.

22) Licensee shall notify Board staff at least three (3) business days prior to leaving town or going on vacation, with the exception of a family emergency.

23) Licensee shall cooperate fully with Board staff in the supervision and investigation of Licensee’s compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event Licensee engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against Licensee’s license, up to and including revocation of Licensee’s license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

IT IS SO AGREED:

________________________________________    
Alicia Peacock, RN                          Date
ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

_____________________________  __________________________
Kathleen Chinn, FNP-BC     Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Shelia Ramzy, CNA ) REPRIMAND OF CERTIFICATE
Certificate No. 200311514CNA ) Reference No. 17-01815

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Shelia Ramzy (CNA) was issued a Certified Nursing Assistant Certificate by the Board on May 15, 2003.

On or about March 24, 2017, the Board received information that Certificate Holder failed to immediately initiate basic life support for a patient and instead reported a change in condition to another member of the healthcare team.

The Certificate Holder has taken accountability for the Nurse Practice Act violations identified and has completed the CNA Zone course on How to Handle Basic Medical Emergencies.

By the above actions, CNA is subject to discipline pursuant to ORS 678.442(2)(d)(f) and OAR 851-063-0090(2)(a)(3)(a)(d).

ORS 678.442 Certification nursing assistants; rules.
(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:
(d) Violation of any provisions of ORS 678.010 to 678.448 or rules adopted thereunder;
(f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant.
A CNA, regardless of job location, responsibilities, or use of the title “CNA,” whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:
(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing assistant performance of duties. Actual injury need not be established.
(3) Conduct related to client safety and integrity:
(a) Failing to take action to preserve or promote a person’s safety based on nursing assistant knowledge, skills, and abilities;
(d) Jeopardizing the safety of a person under the CNA’s care.
CNA wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by CNA:

That the Certified Nursing Assistant Certificate of Shelia Ramzy be reprimanded.

CNA understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

CNA understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her certificate, up to and including revocation of her certificate to practice as a Certified Nursing Assistant.

CNA understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

CNA understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. CNA acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

CNA understands that this Order is a document of public record.
CNA has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

____________________________________________  ______________________________
Shelia Ramzy, CNA  Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

____________________________________________  ______________________________
Kathleen Chinn, FNP-BC  Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON  
STATE BOARD OF NURSING

In the Matter of  
Donald Schaefer, RN  
License No. 201600689RN  
Reference No. 21-00530

STIPULATED ORDER FOR  
VOLUNTARY SURRENDER

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Donald Schaefer (Licensee) was issued a Registered Nurse License/Certificate by the Board on January 30, 2016.

On July 18, 2020, the Board received a renewal application that failed to disclose an arrest for Driving Under the Influence, DUII, in March, 2018. In December 2018, Licensee was convicted of DUII, and failed to report this criminal conviction within ten (10) days of its occurrence to the Board.

On October 7, 2020, Licensee was placed on twenty four (24) months of Board probation. One of the stipulations of his probation required Licensee to submit to random, monthly, observed toxicology tests. Licensee has missed two (2) observed tests by refusing to be observed, and is therefore, out of compliance with his Board order.

On December 9, 2020, Licensee requested that he be allowed to voluntary surrender his Registered Nurse license.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111 (1)(f), and OAR 851-045-0070 (10)(d), which reads as follows:

ORS 678-111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of license. In the manner prescribed by ORS chapter 183 for a contested case: (1) Issuance of the license to practice nursing, whether by examination or by endorsement, of any person may be refused or the license may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such conditions as the Board may impose or may be issued a limited license or may be reprimanded or censured by the Board, for any of the following causes: (f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Nurses, regardless of role, whose behavior fails to conform to the legal standard and accepting standards of the nursing profession, or who may adversely affect the health, safety, and welfare of the public, may be found guilty of conduct derogatory to the standards of nursing. Such conduct shall include, but is not limited to the following: (10) Conduct related to the Licensee's relationship with the Board. (d) Violating the terms and conditions of a Board order.
Licensee wishes to cooperate with the Board in this matter and voluntarily surrender their Registered Nurse license.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the voluntary surrender of the Registered Nurse license of Donald Schaefer be accepted. If, after a minimum of three years, Mr. Schaefer wishes to reinstate their Registered Nurse license, Donald Schaefer may submit an application to the Board to request reinstatement.**

Licensee agrees that they will not practice as a Registered Nurse in the State of Oregon from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, **Donald Schaefer** waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

__________________________  ______________
Donald Schaefer, RN  Date
ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

_________________________________________  ____________________________
Kathleen Chinn, FNP-BC                Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of  ) STIPULATED ORDER FOR
Angela Schmid, RN  ) SUSPENSION OF LICENSE
 ) WITH $1000 CIVIL PENALTY

License No. 201605345RN  ) Reference No. 21-00001

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Angela Schmid (Licensee) was issued a Registered Nurse License/Certificate by the Board on July 19, 2016.

On or about July 1, 2020, the Board received information that Licensee had signed documents to approve FMLA leave for a coworker, when she was not authorized to do so. Licensee was terminated by her employer.

Licensee admits to signing the documents and knows that she should not have signed them.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(d)(f)(g), OAR 851-045-0700(1)(b), ORS 678.117, and OAR 851-045-0100.

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(d) Fraud or deceit of the licensee in the practice of nursing or in admission to such practice.
(f) Conduct derogatory to the standards of nursing.
(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(1) Conduct related to general fitness to practice nursing:
(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.
ORS 678.117 Procedure for imposing civil penalty; amount; rules.
(1) The Oregon State board of Nursing shall adopt by rule a schedule establishing the amount of civil penalty that may be imposed for any violation of ORS 678.010 to 678.448 or any rule of the board. No civil penalty shall exceed $5,000.
(2) In imposing a penalty pursuant to this section, the board shall consider the following factors:
   (a) The past history of the person incurring the penalty in observing the provisions of ORS 678.010 to 678.448 and the rules adopted pursuant thereto.
   (b) The economic and financial conditions of the person incurring the penalty.
(3) Any penalty imposed under this section may be remitted or mitigated upon such terms and conditions as the board considers proper and consistent with the public health and safety.

OAR 851-045-0100 Imposition of Civil Penalties.
(2) Civil penalties may be imposed according to the following schedule:
   (f) Conduct derogatory to the standards of nursing $1,000-$5,000. The following factors will be considered in determining the dollar amount, to include, but not be limited to:
      (A) Intent;
      (B) Damage and/or injury to the client;
      (C) History of performance in current and former employment settings;
      (D) Potential danger to the public health, safety and welfare;
      (E) Prior offenses or violations including prior complaints filed with the Board and past disciplinary actions taken by the Board;
      (F) Severity of the incident;
      (G) Duration of the incident; and
      (H) Economic impact on the person.

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Registered Nurse license of Angela Schmid be SUSPENDED for 14 days, commencing five business days from the date this Order is signed by the Oregon State Board of Nursing, and be imposed a Civil Penalty of $1,000.00.

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of her license to practice as a Registered Nurse.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal.
thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order. Licensee understands that this Order is a document of public record.

This Civil Penalty shall become due and payable within twenty (20) days from the date this Stipulated Order is signed by the Board President. Payments shall be made payable to the Oregon State Board of Nursing at 17938 SW Upper Boones Ferry Road, Portland, OR 97224; alternatively, payment may be made by phone at 971-673-0685.

Licensee may make monthly payments of not less than $200.00 in any one payment, the first payment to be received by the Board before the end of business on **February 2, 2021**, and a like payment on the first day of every month thereafter until the whole sum is paid. Payments shall be made payable to the Oregon State Board of Nursing at 17938 SW Upper Boones Ferry Road, Portland, OR 97224; alternatively, payment may be made by phone at 971-673-0685.

Licensee understands that if payment is 60 days overdue from the date due as stated in this Stipulation, collection of the Civil Penalty will be assigned to the Oregon Department of Revenue. In the event any amount is assigned for collection, the Licensee may be subject to further disciplinary action by the Board which could include suspension, revocation or denial of licensure.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Suspension with $1000 Civil Penalty.

__________________________________________________________
Angela Schmid, RN                                      Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

__________________________________________________________
Kathleen Chinn, FNP-BC                                  Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Debi Seltmann, RN ) VOLUNTARY SURRENDER
) Reference No. 21-00228

License No. 080045884RN

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Debi Seltmann (Licensee) was issued a Registered Nurse License/Certificate by the Board on September 05, 1980.

On or about September 22, 2020, the Board received information that Licensee resigned from a nursing position due to several practice issues. Licensee has chosen to retire from nursing at this time and has voluntarily surrendered her Registered Nurse license.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f) and OAR 851-045-0070(2)(a).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(2) Conduct related to achieving and maintaining clinical competency:
(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established.

Licensee wishes to cooperate with the Board in this matter and voluntarily surrender their Registered Nurse license.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed
That the voluntary surrender of the Registered Nurse license of Debi Seltmann be accepted. If, after a minimum of three years, Ms. Seltmann wishes to reinstate their Registered Nurse license, Debi Seltmann may submit an application to the Board to request reinstatement.

Licensee agrees that they will not practice as a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Debi Seltmann waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

Debi Seltmann, RN
Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President
Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) FINAL ORDER OF REVOCATION
Henry Travis, RN ) BY DEFAULT

License No. 201241682RN ) Reference No. 21-00042

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Henry Travis (Licensee) was issued a Registered Nurse License/Certificate by the Board on June 27, 2012.

This matter was considered by the Board at its meeting on January 13, 2021.

On December 2, 2020, a Notice stating that the Board intended to Revoke the Registered Nurse License/certificate of Henry Travis was sent to Licensee via certified and first-class mail to the address of record.

The Notice alleged that Licensee missed toxicology tests on multiple occasions as outlined in the Notice. Licensee tested positive on one occasion for alcohol and Licensee did not complete a third party assessment as requested and failure to participate in the HPSP. These are listed in the Notice of Revocation.

The Notice granted Licensee an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board’s file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

-I-

FINDINGS OF FACT

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Licensee was issued a Registered Nurse License/Certificate in the state of Oregon on June 27, 2012.

2. On or about March 11, 2020, Licensee was approved for entry into the HPSP.
3. Licensee was reported Non-Compliant by the HPSP as stated in the Notice.

4. On December 2, 2020, Board staff mailed a Notice of Proposed Revocation to Licensee via first-class and certified mail. The Notice granted Licensee twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

-II-

CONCLUSIONS OF LAW

1. That the Board has jurisdiction over the Licensee, Henry Travis, and over the subject matter of this proceeding.

That Licensee’s conduct is in violation of:

ORS 676.200 Board participation in program; rules; (c) A board may adopt rules establishing additional requirements for licensees referred to the impaired health professional program established under ORS 676.190 or a program with which the board has entered into a contract or designated to deliver therapeutic services under subsection (1) of this section.

ORS 678.111 (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(e) Impairment as defined in ORS 676.303.
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(10) Conduct related to the licensee’s relationship with the Board:
(e) Failing to comply with the terms and conditions of Health Professionals’ Services Program agreements.

OAR 851-070-0100 Substantial Non-Compliance Criteria
(1) The HPSP will report substantial non-compliance to the Board within one business day after the HPSP learns of non-compliance, including but not limited to information that a licensee:
(d) Received a positive toxicology test result as determined by federal regulations pertaining to drug testing or self-report of unauthorized substance use;
(g) Entered into a monitoring agreement with HPSP, but failed to participate or discontinued participation in HPSP;
(f) Violated any terms of the monitoring agreement
(2) The Board, upon being notified of a licensee’s substantial non-compliance will investigate and
determine the appropriate sanction, which may include a limitation of licensee’s practice and any other sanction, up to and including termination from the HPSP and formal discipline.

1. That Licensee was issued a Notice of Revocation by the Board on December 2, 2020.

2. That Licensee defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.

-III-

ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that the Registered Nurse License of Henry Travis is REVOKED.

DATED this _____ day of January, 2021

FOR THE BOARD OF NURSING OF THE STATE OF OREGON

_______________________________
Kathleen Chinn, FNP-BC
Board President

TO: HENRY TRAVIS:

You may file a petition for reconsideration or rehearing of this Order. Reconsideration or rehearing may be obtained by filing a petition with the Board of Nursing within (sixty) 60 days from the service of this Order. Your petition shall set forth the specific grounds for reconsideration. Reconsideration or rehearing is pursuant to the provisions in ORS 183.482.

As an alternative to filing a Petition for Reconsideration of this Order, you are entitled to judicial review of this Order. Judicial review may be obtained by filing a petition with the Oregon Court of Appeals for review within sixty (60) days from the date of service of this Order. Judicial review is pursuant to the provisions of ORS 183.482.

If, after a minimum of three (3) years, you wish to reinstate your Registered Nurse License/Certificate, you may submit an application to the Board to request reinstatement.
BEFORE THE OREGON STATE BOARD OF NURSING

In the Matter of Tatyana Voronova, CNA ) STIPULATED ORDER FOR
Certificate No. 201807777CNA ) REPRIMAND OF CERTIFICATE

Certificate No. 201807777CNA ) Reference No. 20-00188

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistant Certificates. Tatyana Voronova (Licensee) was issued a Certified Nursing Assistant Certificate by the Board on September 12, 2018.

On or about August 14, 2019, the Board received information that CNA Voronova failed to prevent and report a patient fall that resulted in injury.

By the above actions, CNA is subject to discipline pursuant to ORS 678.442(2)(f) and OAR 851-063-0090(1)(a),(3)(a)(c)(d),(4)(a)(b)(c)(B), and (8)(e).

ORS 678.442 Certification of nursing assistants; rules. (2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:
(f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant
A CNA, regardless of job location, responsibilities, or use of the title “CNA,” whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:
(1) Conduct, regardless of setting, related to general fitness to perform nursing assistant authorized duties:
(a) Demonstrated incidents of violent, abusive, neglectful or reckless behavior;

(3) Conduct related to client safety and integrity:
(a) Failing to take action to preserve or promote a person’s safety based on nursing assistant knowledge, skills, and abilities;
(c) Failing to report changes in a person’s status from the last assessment made by the registered nurse;
(d) Jeopardizing the safety of a person under the CNA’s care;

(4) Conduct related to communication:
(a) Failing to accurately document nursing assistant activities and tasks;
(b) Failing to document nursing assistant activities and task implementation in a timely manner. This includes failing to document a late entry within a reasonable time period;
(c) Entering inaccurate, incomplete, falsified or altered documentation into a health record or into agency records. This includes but is not limited to:
(B) Failing to document information pertinent to the person’s care;

(8) Conduct related to other federal or state statutes/rule violations:
(c) Neglecting a person;

CNA wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by CNA:

That the Certified Nursing Assistant Certificate of Tatyana Voronova be reprimanded.

CNA understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

CNA understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her certificate, up to and including revocation of her certificate to practice as a Certified Nursing Assistant License/Certificate.

CNA understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

CNA understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. CNA acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

CNA understands that this Order is a document of public record.

CNA has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

______________________________             _________________________
Tatyana Voronova, CNA                  Date
ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of ) STIPULATED ORDER FOR
Tammy Wells, RN ) VOLUNTARY SURRENDER

License No. 202005692RN ) Reference No. 21-00535

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Tammy Wells (Licensee) was issued a Registered Nurse License by the Board on July 09, 2020.

On or about December 15, 2020, the Board received information that Licensee was disciplined by the Mississippi Board of Nursing as part of a diversion investigation. Licensee falsified her Oregon State Board of Nursing Application and failed to disclose this investigation.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111 (1)(f), and OAR 851-0450-0070 (1)(b),(9)(a), and (10)(b).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:
(1) Conduct related to general fitness to practice nursing:
(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.
(9) Conduct related to licensure or certification violations:
(a) Resorting to fraud, misrepresentation or deceit during the application process for licensure or certification, while taking the examination for licensure or certification, obtaining initial licensure or certification, or renewal of licensure or certification;
(10) Conduct related to the licensee’s relationship with the Board:
(b) Failing to answer truthfully and completely any question asked by the Board on an application for licensure or during the course of an investigation or any other question asked by the Board;

Page 1 of 3 - Stipulated Order for Voluntary Surrender; 21-00535
Licensee wishes to cooperate with the Board in this matter and voluntarily surrender their Registered Nurse license.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the voluntary surrender of the Registered Nurse license of Tammy Wells be accepted. If, after a minimum of three years, Ms. Wells wishes to reinstate their Registered Nurse license, Tammy Wells may submit an application to the Board to request reinstatement.

Licensee agrees that they will not practice as a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Tammy Wells waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

______________________________  ______________________________
Tammy Wells, RN                              Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

______________________________  ______________________________
Kathleen Chinn, FNP-BC                              Date
Board President

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING
BEFORE THE OREGON
STATE BOARD OF NURSING

In the Matter of Ray Young, RN) STIPULATED ORDER FOR
License No. 201801687RN) REPRIMAND WITH
) $1000 CIVIL PENALTY
) Reference No. 19-01468

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Ray Young (Licensee) was issued a Registered Nurse License by the Board on March 7, 2018.

On or about June 18, 2019, the Board received a complaint that alleged that Licensee forged his pre-employment Medical Health Screen and FIT forms. The complaint was found to be valid and RN Young had not seen his PCP and forged the documents.

Licensee admits that on multiple occasions, he forged his pre-employment Heath Screen and FIT forms to maintain employment.

Licensee has completed the following training: Ethical and legal issues in Nursing, Ethical Practices with older adults, Ethics for Allied Health Professionals, Facing Legal and Ethical issues in Nursing, Legal considerations in Nursing documentation, Critical Thinking(e40), Critical thinking for Nurses(A road map to effective nursing practice), and Critical thinking (nursing calculations, part 1).

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f)(g), ORS 678.117(1), ORS 851-045-0070 (1)(b) and OAR 851-045-0100(2)(f)(A) which read as follows:

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
(4) Conduct derogatory to the standards of nursing.
(5) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.
ORS 678.117 Procedure for imposing civil penalty; amount; rules.

(1) The Oregon State board of Nursing shall adopt by rule a schedule establishing the amount of civil penalty that may be imposed for any violation of ORS 678.010 to 678.448 or any rule of the board. No civil penalty shall exceed $5,000.

(2) In imposing a penalty pursuant to this section, the board shall consider the following factors:
   (a) The past history of the person incurring the penalty in observing the provisions of ORS 678.010 to 678.448 and the rules adopted pursuant thereto.
   (b) The economic and financial conditions of the person incurring the penalty.

(3) Any penalty imposed under this section may be remitted or mitigated upon such terms and conditions as the board considers proper and consistent with the public health and safety.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined

(1) Conduct related to general fitness to practice nursing:
   (b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.

OAR 851-045-0100 Imposition of Civil Penalties.

(2) Civil penalties may be imposed according to the following schedule:
   (f) Conduct derogatory to the standards of nursing $1,000-$5,000. The following factors will be considered in determining the dollar amount, to include, but not be limited to:
      (A) Intent;
      (B) Damage and/or injury to the client;
      (C) History of performance in current and former employment settings;
      (D) Potential danger to the public health, safety and welfare;
      (E) Prior offenses or violations including prior complaints filed with the Board and past disciplinary actions taken by the Board;
      (F) Severity of the incident;
      (G) Duration of the incident; and
      (H) Economic impact on the person.

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

Based on the evidence, Licensee furnished false information to his employer, equaling a total civil penalty of $1000.00.
That the Board impose a Reprimand and a civil penalty against Licensee in the amount of $1000.00.

Licensee admits that the above statements are accurate and that Licensee’s actions constitute a violation of the Nurse Practice Act.

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event he engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against his license, up to and including revocation of his license to practice as a Registered Nurse License.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that this Order is a document of public record.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the Licensee to sign this Order.

This Civil Penalty shall become due and payable within twenty (20) days from the date this Stipulated Order is signed by the Board President. Payments shall be made payable to the Oregon State Board of Nursing at 17938 SW Upper Boones Ferry Road, Portland, OR 97224; alternatively, payment may be made by phone at 971-673-0685.

Licensee may make monthly payments of not less than $200.00 in any one payment, the first payment to be received by the Board before the end of business on February 1, 2021, and a like payment on the first day of every month thereafter until the whole sum is paid. Payments shall be made payable to the Oregon State Board of Nursing at 17938 SW Upper Boones Ferry Road, Portland, OR 97224; alternatively, payment may be made by phone at 971-673-0685.

Licensee understands that if payment is 60 days overdue from the date due as stated in this Stipulation, collection of the Civil Penalty will be assigned to the Oregon Department of Revenue. In the event any amount is assigned for collection, the Licensee may be subject to further disciplinary action by the Board which could include suspension, revocation or denial of licensure.
Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand with a $1000 Civil Penalty.

Ray Young, RN

Date

ORDER

IT IS SO ORDERED:

BOARD OF NURSING FOR THE STATE OF OREGON

Kathleen Chinn, FNP-BC
Board President

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING