

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:	)	
LISA GREENSPON	)	Docket No. 2021-81
License No. 026.0020412	)	

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through Prosecuting Attorney Benjamin E. Novogroski, and the Respondent in this matter, Lisa Greenspon, by and through her attorney, Ed Adrian, Esq., who hereby stipulate and agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the “ARBN”); and the Rules of the Office of Professional Regulation.

Stipulated Facts

2. Lisa Greenspon (“Respondent”) of Somersworth, New Hampshire is licensed by the State as a Registered Nurse (“RN”) under license number 026.0020412. This license was issued on February 6, 1992 and expired on March 31, 2021.
3. At all relevant times, Respondent worked as an RN at the University of Vermont Medical Center (the “Facility”).
4. While working at the Facility, Respondent participated in an extended orientation program beginning on her hiring date of December 4, 2017 and ending on her termination date of January 30, 2018.
5. For the majority of her extended orientation program, Respondent was assigned to the “Mother-Baby Unit” at the Facility (the “Unit”).
6. Respondent’s Unit responsibilities included, but were not limited to:
 - a. Providing care in accordance with patient care plans;

- b. Conducting patient assessments of newborns and mothers in accordance with standard practice;
 - c. Administering medication at proper intervals;
 - d. Adhering to infection control procedures; and
 - e. Timely and complete documentation of patient encounters.
7. In addition to over twenty-five (25) years of nursing experience, Respondent was given Unit training by the Facility through the assignment of preceptors and other educational techniques.
8. During Respondent's extended orientation, she was observed performing deficient patient care.
9. Despite the Facility's efforts and preceptor guidance, Respondent continued to fail to perform her various nursing duties competently and safely at the Unit and in accordance with Unit protocols.
10. A patient requested that Respondent be reassigned from administering care due to perceived safety issues.
11. Respondent failed to adhere to infection controls by not scrubbing at the start of her shift and contaminating intravenous lines.
12. Respondent failed to conduct timely patient checks.
13. Respondent failed to administer medication to patients at prescribed intervals.
14. Respondent consistently demonstrated a lack of nursing and safety protocols at the Facility by:
- a. Failing to understand differences in medical devices;
 - b. Failing to use proper terminology;
 - c. Failing to verify patient identification prior to conducting assessments.
15. Respondent failed to timely and completely document patient care by:
- a. Inputting patient care notes in advance of action being taken;
 - b. Omitting pain ratings when documenting medication administration; and
 - c. Failing to record patient post-procedure progress.

Violation One: 3 V.S.A. § 129a(b)(2) – Failure to Practice Competently by Reason of Any Cause on a Single Occasion or on Multiple Occasions May Constitute Unprofessional Conduct, Whether Actual Injury to a Client, Patient, or Customer has Occurred. Failure to practice Competently includes: (2) Failure to Conform to the Essential Standards of Acceptable and Prevailing Practice.

16. The State re-alleges and incorporates Paragraphs 2 through 15 above.
17. Under Vermont law, an RN must practice competently by conforming to the essential standards of acceptable and prevailing practice.
18. The essential standards of acceptable and prevailing practice, include, but are not limited to (i) providing care in accordance with patient care plans; (ii) conducting complete and objective patient assessments; (iii) administering medication at prescribed intervals; (iv) adhering to infection control procedures; (v) timely and complete documentation of patient encounters; and (iv) competent performance of basic nursing skills and safety procedures.
19. Paragraphs 3 through 15 above demonstrate that Respondent failed to practice competently through a failure to conform to the essential standards of acceptable and prevailing practice.
20. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(b)(2).

Violation Two: 3 V.S.A. § 129a(a)(15) – Failing to Exercise Independent Professional Judgment in the Performance of Licensed Activities When That Judgment is Necessary to Avoid Action Repugnant to the Profession.

21. The State re-alleges and incorporates Paragraphs 2 through 15 above.
22. Under Vermont law, an RN must exercise independent professional judgment in the performance of licensed activities when such judgment is necessary to avoid action repugnant to the profession.
23. Paragraphs 3 through 15 above demonstrate that Respondent failed to exercise independent professional judgment in the performance of licensed activities when such judgment is necessary to avoid action repugnant to the profession.
24. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(a)(15).

Understandings

25. Respondent acknowledges that the facts above are true and that the conditions set out in the Consent Order below are appropriate and necessary to protect the public.
26. Respondent understands that the Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.

27. This Stipulation and Consent Order is intended to resolve all matters related to Docket No. 2020-116.
28. Respondent specifically waives any claims that any disclosures made to the Board during the review of this agreement have prejudiced Respondent's rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
29. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
30. Respondent is not under the influence of any drugs or alcohol at the time Respondent signs this Stipulation and Consent Order.
31. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
32. Respondent voluntarily waives Respondent's right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
33. Respondent agrees that the Order set forth below may be entered by the Board.

ORDER

Based on the Stipulation above, it is **ORDERED AND ADJUDGED** as follows:

- A. The Board of Nursing hereby **CONDITIONS** Respondent's license **FOR A MINIMUM OF ONE (1) YEAR**. The conditions shall be as follows:
 1. Re-issuance of License. Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."
 2. Length of Time of Conditions Imposed. The conditions shall remain in place until Respondent has completed all conditions ordered (hereinafter referred to as the "Conditions"). Respondent shall be subject to the Conditions until Respondent completes **a minimum of one (1) year** of supervised nursing practice in which Respondent works at least eighty (80) hours every calendar month as a Registered Nurse. Part time hours of fewer than eighty (80) hours every calendar month shall be credited on a prorated basis. Respondent shall be prohibited from working more than forty (40) hours per week.
 3. Required Coursework. Respondent shall, at her own expense and within ninety (90) days of date of entry of this Stipulation and Consent Order ("Consent Order or "Order"), successfully complete (i.e., receive a passing score, if applicable) the following pre-approved online courses (or equivalent that are pre-approved by the Enforcement Case Manager):

- a) "Medication Errors: Causes and Prevention" (4.0 hours), and any accompanying workbook, through the National Council of State Boards of Nursing Learning Extension. Accessible at: <https://www.learningext.com/#/online-courses/9ab6d0c9-ec7d-4d01-99d2-bf88826c41f4>
 - b) "Documentation: A Critical Aspect of Client Care" (5.4 hours), and any accompanying workbook, through the National Council of State Boards of Nursing Learning Extension. Accessible at: <https://www.learningext.com/#/online-courses/73b89c38-326a-47a0-ba87-16543fb62ef0>; and
 - c) "Sharpening Critical Thinking Skills" (3.6 hours), and any accompanying workbook, through the National Council of State Boards of Nursing Learning Extension. Accessible at: <https://www.learningext.com/#/online-courses/f63e048b-32c6-4fd1-ab09-f736c921282f>.
 - d) Respondent must submit the completed workbook and written documentation of completion of the above-referenced courses (certificate of completion, etc.) to the Enforcement Case Manager.
 - e) Failure to complete the above-referenced courses and coursework within the prescribed timeframe shall constitute a violation of this Order. The coursework shall not be counted toward any continuing education requirement of licensure.
4. Notification to Employers/Nursing School. Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which Respondent practices as a registered nurse and inform them of Respondent's conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any subsequent nursing employment, Respondent shall cause Respondent's immediate supervisor to submit to the Board an employer agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.
- In the event Respondent is attending a nursing program which has a clinical portion that involves actual patient care, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to submit to the Board a nursing program agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability of the program to comply with the conditions in the Consent Order during clinical experience.
5. Reports from Employers/Program Director. Within one (1) month of the date of this Order or within one (1) month of the commencement of nursing employment and **monthly** thereafter, Respondent shall cause every nursing employer Respondent has worked for during the quarter to submit to the Board an evaluation of Respondent's work performance and attendance during that quarter. In the event Respondent is attending a nursing program, Respondent shall cause the Program Director to submit to the Board, on a quarterly basis,

a written evaluation of Respondent's performance and attendance. These reports shall be submitted in writing on forms issued by the Board. All employer reports shall indicate satisfactory performance (i.e., consistently meeting all standards of nursing practice) and attendance.

6. Practice Under Supervision. Respondent shall practice as a registered nurse only in a setting where Respondent is supervised for the entire shift by a registered nurse that is in good standing with the Board or a foreign jurisdiction's equivalent licensing authority. The level of supervision required is On-Site Supervision. On-Site Supervision means the supervising nurse is present in the same facility as Respondent.
7. Types of Employment Prohibited. Respondent shall not work in a supervisory role. Respondent shall not work for a nurse registry, traveling nurse agency, float-pool, home health care agency, temporary nursing employment agency, or as a private duty nurse or personal care provider requiring a nursing or nursing assistant license during the effective period of this Consent Order.
8. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
9. Out-of-State Practice. Before any out-of-state practice can be credited toward fulfillment of these terms and conditions, Respondent shall first obtain approval from the Board or its designee. The Board will approve out-of-state nursing practice so long as Respondent can still comply with the provisions of this Consent Order. If Respondent receives discipline on a nursing license held in another state during the conditioned period, Respondent must inform the Board of such, in writing, within ten (10) days of receiving such discipline.
10. Notification of Place of Employment/Personal Address/Telephone Number. Within ten (10) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of Respondent's current place of employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in employment (including resignation or termination), personal address, or telephone number.
11. Notification to Other States. In the event that Respondent is licensed in nursing in any other state(s), Respondent must inform the nursing licensing board of the state(s) in which Respondent is licensed of the conditional status of Respondent's Vermont nursing license within thirty (30) days of the date of entry of this Order.
12. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
13. Costs. Respondent shall bear all costs of complying with this Consent Order.
14. Violation of this Order. If Respondent violates this Order, the Board, after giving Respondent notice and an opportunity to be heard, may rescind or modify this Order and

impose additional appropriate disciplinary actions. If a complaint of unprofessional conduct is made against Respondent during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is concluded.

15. Completion of Conditional License Period. Respondent shall submit a petition to the Docket Clerk to remove any and all conditions on Respondent's license. The State will assent to, or oppose, Respondent's petition. The Board will conduct a hearing, if necessary. Respondent bears the burden and must present proof that Respondent has fully complied with the terms of this Order and these conditions are no longer necessary to protect the public.
- B. Notwithstanding any provision above, the Respondent must continue to meet all Board requirements for maintaining a license, license renewal, and license reinstatement.
- C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a).
- D. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.
- E. This Stipulation and Consent Order shall be applicable as a matter of law to all other licenses issued by the Board, as provided in 3 V.S.A. § 129(l).

AGREED TO:

STATE OF VERMONT
SECRETARY OF STATE

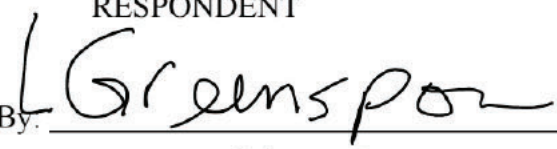
Dated: 11/22/2021

By: /s/ Jennifer B. Colin

Prosecuting Attorney

LISA GREENSPON
RESPONDENT

Dated: 10/11/2021

By: 

Print Name Here: Lisa Greenspon

APPROVED AS TO FORM:

ATTORNEY FOR RESPONDENT

Dated: _____

By: _____

Ed Adrian, Esq.
Monaghan Safar Ducham PLLC

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 12/13/2021

By: _____

DocuSigned by:

Jennifer Laurent

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Board Chair

Date of Entry: 12/13/2021