

In re: Deborah Anderson }
Preliminary Denial of } NU 80 0501
Petition to Modify License }

1. This case involving Ms. Anderson started in 2001 when her license was conditioned after she entered a Stipulation and Consent Order in which she was found to have diverted drugs and falsified records.
2. The Stipulation and Consent Order conditioned Ms. Anderson's license until she completed 36 months containing a minimum of at least 40 hours every two weeks of employment in nursing.
3. Ms. Anderson was permitted to petition the Board for removal of the conditions after showing full compliance with the agreed to conditions.
4. Among the conditions were ones requiring monthly employer reports, completion of a period of supervised hours, completion of a counseling and treatment plan, reports from treating professional, continued approval for changes of treating professional, random drug testing, abstinence from non-prescribed drugs, and notification of health care providers of the contents of the Stipulation and Consent Order. The Order also contained a drug use exemption.
5. On November 1, 2004 Ms. Anderson wrote to the Board asking that the conditions on her license be removed because, she was working at Fletcher Allen Health Care in the Central Scheduling office. She said she had no patient contact. She said was anticipating a shoulder replacement operation. "I have no intention nor can I physically return to patient care."
6. On January 5, 2005 Anita Ristau, on behalf of the Board wrote to Ms. Anderson denying her request. The reasons: Ms. Anderson had completed only 676 of supervised practice, of which 160 were in a position as a service coordinator where there was no patient contact.
7. Ms. Anderson did not request an appeal of that decision.
8. On May 20, 2005 Ms. Anderson again wrote to the Board asking for removal of the conditions. She wrote that she was having problems with her knees and was scheduled for surgery on June 3, 2005. She added that her primary care physician and partners would not be able to treat her. She was speaking to another doctor to treat her. In that letter, Ms. Anderson requested an opportunity to appear before the Board to make her case.
9. Ms. Anderson's request lies primarily in her position that she is unable to comply with the conditions imposed four years ago, and that she is not engaged in patient contact or contact with "meds."
10. A committee of the Board agreed that Ms. Anderson did not need to comply with the condition requiring monthly employer reports. Ms. Anderson was advised of this in a letter dated June 23, 2005.
11. The committee did not agree to drop the remaining conditions.
12. By letter received July 19, 2005 Ms. Anderson again requested an appearance before the Board.
13. Ms. Anderson has not submitted a letter from her psychiatrist showing that she no longer requires substance abuse therapy.

Conclusions of Law:

Ms. Anderson has not persuaded the Board that her license should be fully reinstated with no conditions. The Board will determine based on her future submissions when she has shown compliance with the conditions.

Order:

Ms. Anderson's petition to remove the conditions on her license is denied.

APPEAL RIGHTS

This is a final administrative determination by the Vermont Board of Nursing.

A party aggrieved by a final decision of a Board may appeal this decision by filing a written Notice of Appeal with the Director of the Office of Professional Regulation, Vermont Secretary of State, 26 Terrace Street, Montpelier, Vermont 05609-1101 within 30 days of the entry of this order.

If an appeal is filed, the Director of the Office of Professional Regulation shall assign the case to an appellate officer. The review shall be conducted on the basis of the record created before the Board. In cases of alleged irregularities in procedure before the Board, not shown in the record, proof on that issue may be taken by the appellate officer. 3 V.S.A. §§ 129(d) and 130a.

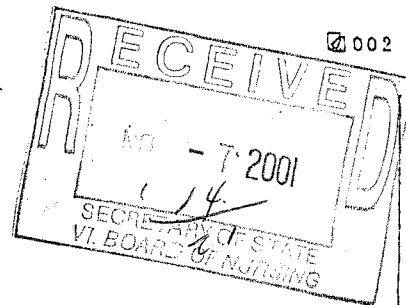
Vermont Board of Nursing

By: Laura Tyo
Laura Tyo, Acting Chair

Dated: _____

OFFICE OF PROFESSIONAL REGULATION

DATE OF ENTRY: 9/14/05



STATE OF VERMONT
BOARD OF NURSING

IN RE:

Deborah Anderson

License Nos: 25-3743

26-24944

Docket No. NU80-0501

MODIFIED STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, through its Attorney General, William H. Sorrell, and Respondent Deborah Anderson, who stipulate and agree as follows:

1. The Vermont Board of Nursing has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by nurses and nursing assistants pursuant to 3 V.S.A. §§129, 129a; 26 V.S.A. §§1574, 1582, 1595 and 1598; the Board of Nursing's Rules and the Office of Professional Regulation's Rules.
2. Respondent Deborah Anderson, of Middlebury, Vermont, is a licensed practical nurse holding license number 25-3743, issued by the State of Vermont. This license was originally issued on about May 12, 1975 and it is currently suspended.
3. Respondent is a registered nurse holding license number 26-24944, issued by the State of Vermont. This license was originally issued on about July 22, 1999 and it is currently suspended.
4. Respondent's licenses were suspended pursuant to a Specification of Charges, Stipulation and Consent Order entered by the Board on about June 11, 2001 (attached and incorporated). Respondent reiterates the stipulated facts, admissions and violations therein.

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5. Respondent admits the conclusions of unprofessional conduct as set forth below in the Board's Order.
6. Respondent understands that the Nursing 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.
7. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
8. Respondent waives any notification period and agrees to have this document reviewed by the Board during the next available meeting. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
9. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
10. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
11. Respondent voluntarily waives her right to charges and a contested hearing before the Board of Nursing.
12. Respondent agrees that the Board may set forth the order below.

ORDER

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

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A. By engaging in the conduct above, Respondent violated: Nursing Board Rules: Chapter 4, Rule IV, B.4.d (diverting supplies, equipment, or drugs for personal use or other unauthorized use) and Chapter 4, Rule IV, B.4.c (falsifying or altering clinical records or making inaccurate or misleading entries), which constitutes unprofessional conduct within the meaning of, and also further violates: 26 VSA §1582(a)(7) (engages in conduct of a character likely to deceive, defraud or harm the public); 3 VSA § 129a(a)(5) (practicing the profession when medically or psychologically unfit to do so), and; 3 VSA § 129a(a)(3) (failing to comply with the provisions of federal or state statutes or rules governing the practice of the profession).

B. The Nursing Board, taking into consideration and incorporating the prior **SUSPENSION** of Respondent's licenses, hereby, **CONDITIONS** the Respondent's licenses to practice for **THIRTY-SIX (36) MONTHS**. The **CONDITIONS** on Respondent's licenses, commencing on the date of entry, are as follows:

(1) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed **thirty six (36) months** of supervised nursing practice in which she works at least **forty (40) hours every two (2) weeks** in nursing [Part time hours of less than forty (40) hours every two (2) weeks shall be credited on a prorated basis].

(2) Administration of Medications.

For the first three (3) months of work as per paragraph B(1), Respondent is not permitted to administer any medications. If Respondent obtains prior written approval from the Board's designee, thereafter, for the next three (3)

months of work as per paragraph B(1), Respondent is permitted to administer only non-controlled medications, and only under direct supervision. If Respondent obtains prior written approval from the Board's designee, thereafter, for the next three (3) months of work as per paragraph B(1), Respondent is permitted to administer controlled medications under direct supervision only. If Respondent obtains prior written approval from the Board's designee, thereafter, (that is, after nine months of work as per paragraph (B)1 above), Respondent may administer medications under "supervision" as that term is defined by paragraph (B)16 herein.

If a complaint or charges are filed against Respondent during the term of this Consent Order, any or all medication prohibitions may be reinstated at the sole discretion of the Board (or its designee).

(3) Completion of Counseling and Treatment Plan.

Respondent shall enter into and/or continue counseling with a treating professional approved by the Board's designee until the treating professional notifies the Board's designee in writing that such counseling is no longer necessary in her/his professional opinion and the Board (or its designee) agrees, in writing.

Respondent shall comply with a treatment plan, including participation in a support group, approved by the professional and the Board (or its designee). This shall be done as soon as possible and no later than 14 days after entry.

(4) Approval of Changes of Treating Professional.

Respondent shall obtain prior approval from the Board or its designee of all changes of treating professional. Failure to obtain prior approval of a

change of treating professional may be grounds for a charge of violation of this Consent Order.

(5) Substance Abuse Therapy and Notification to Treating Professional.

Respondent shall provide a copy of this Stipulation and Consent Order to her treating professional and cause her treating professional to inform the Board, in writing and on professional letterhead, of receipt of the Stipulation and Consent Order and the treating professional's ability to comply with the conditions related to treatment and with all other terms of this Consent Order.

(6) Reports from Treating Professional.

Respondent shall authorize and cause her treating professional to submit to the Board evidence of satisfactory progress with the treatment plan during the effective period of this Consent Order. These reports shall be submitted in writing on forms issued by the Board. A preliminary report shall accompany the treatment plan and the first report thereafter is due commencing the month after the date of entry of this Consent Order and subsequent reports are due every month thereafter.

Respondent shall authorize her treating professional to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period this Consent Order is in effect.

(7) Random Drug Testing.

Respondent shall submit to random drug screening at the request of the Board. Respondent shall ensure an identified contact person, approved by the Board, shall administer random drug tests. All screens shall be negative except for

drugs prescribed for her under the care of a physician, dentist, or nurse practitioner.
(See paragraph B(9) Drug Use Exception).

(8) Abstain from Drug Use.

Respondent shall abstain completely from the consumption or the use or possession of any drugs with the exception of prescribed medications as outlined in paragraph B(9).

(9) Drug Use Exception.

Respondent may take medications lawfully prescribed for a bona fide illness or condition by a physician, dentist, or nurse practitioner whose identity shall be made known to the Board in writing by Respondent within forty-eight (48) hours of the establishment of the practitioner/patient relationship. Respondent shall ensure that the physician, dentist or nurse practitioner informs the Board, in writing and on appropriate letterhead, of knowledge of Respondent's prior drug use within one (1) week of entering into the practitioner/patient relationship. Respondent shall inform the Board in writing of all medications prescribed, including the name of the prescribing practitioner, within forty-eight (48) hours of receiving the prescription. The Board or its designee may request at any time that the practitioner document the continued need for prescribed medications. It is not anticipated that Respondent would be prescribed controlled medication(s), during the term of this Consent Order, for a period greater than 14 days, but if so, than the prior suspension may be reinstated at the discretion of the Board (or its designee), in consultation with the treating provider. Respondent shall keep a written record of medications taken,

including over the counter drugs, and produce such record upon the request of the Board or its designee.

(10) Interview with the Board or its designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(11) Re-issue of License.

Within five (5) days of the date of entry of this Consent Order, Respondent shall submit her license to the Board of Nursing for a re-issued license labeled "conditioned".

(12) Out of State Practice/Residence.

Before any out-of-state practice or residence can be credited toward fulfillment of these terms and conditions, Respondent shall first notify the Board before beginning such practice. If Respondent fails to notify the Board before, none of the time spent in out-of-state practice will be credited toward the fulfillment of the terms and conditions of this Consent Order.

(13) Notification of Place of Employment/ Personal Address/Telephone Number.

Within five (5) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of her current place of nursing employment (if she is employed as a nurse), personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number.

(14) 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 she practices as a nurse and inform them of her conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any such subsequent employment, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, 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, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt of the Stipulation and Consent Order and ability of the program to comply with the conditions in the Consent Order during clinical experience.

(15) Reports from Employers/Nursing School

Within one (1) month of the date of entry of this Consent Order and every month thereafter, Respondent shall cause every employer for which she has been employed as a nurse during that month to submit to the Board an evaluation of Respondent's performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board. In the event the Respondent attends nursing school, Respondent shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of Respondent's performance and attendance. This report shall be submitted in writing on forms issued by the Board.

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Reports must indicate, to the satisfaction of the Board, that Respondent can safely and competently administer medications.

Respondent shall authorize her employer and her nursing school administrator to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Consent Order is in effect.

(16) Practice Under Supervision.

Respondent shall practice only in a setting where she has on-site supervision for the entire shift by a registered nurse in good standing with the Vermont Board of Nursing, or is in good standing in all states that nurse is licensed.

(17) Prohibited Duties.

Respondent shall not work as a Charge Nurse.

(18) Types of Employment Prohibited.

Respondent shall not work for a nurse registry, travelling nurse agency, float-pool, home health care agency, temporary employment agency or as a personal care provider during the effective period of this Consent Order.

(19) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Consent Order is in effect, Respondent shall apply for renewal of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(20) Release of Information Forms.

Upon the establishment of all practitioner/patient relationships with (1) treating professionals for substance abuse treatment, and with (2) treating professionals who prescribe any medication to Respondent, Respondent shall execute all release of information forms which are necessary to authorize those practitioners to release information described in this Consent Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney General's Office. Respondent shall specifically execute a consent to disclosure form which meets the requirements of 42 C.F.R. §2.31 to permit disclosure of all information regarding respondent's substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by respondent of such a consent to disclosure during the term of this Consent Order shall be considered a violation of this Consent Order.

(21) Costs.

Respondent shall bear all costs of complying with this Consent Order.

(22) Violation of the Consent Order.

If Respondent violates the terms of this Consent Order in any respect, the Board, after giving Respondent notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action. If a complaint or charges are filed against Respondent during the term of this Consent Order, the conditional license period shall be extended until the matter is final.

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(23) Reevaluation of Conditions.

In the event Respondent does not work in nursing within twenty-four (24) months of the date of entry of this Consent Order, Respondent may appear before the Board for reevaluation of the conditions of this Consent Order.

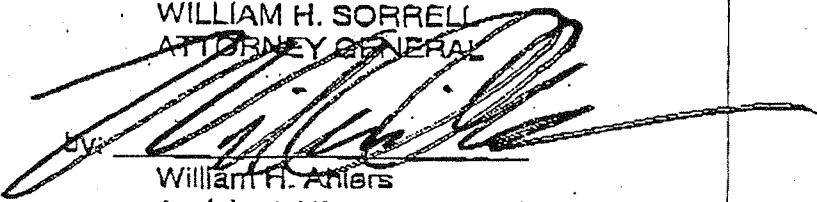
(24) Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board to remove any and all conditions on her license and after formal review by the Board, Respondent's nursing license may be fully restored by appropriate Board action. Respondent, however, must demonstrate compliance with all conditions. Furthermore, Respondent shall demonstrate, to the Board's satisfaction, that she fully complied with all the terms of this Consent Order.

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.

STATE OF VERMONT

WILLIAM H. SORRELL
ATTORNEY GENERALDated: 9/27/01by: 
William H. Sorrell
Assistant Attorney General

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RESPONDENT
DEBORAH ANDERSON

Dated: 9-27-01

by: Deborah Anderson
Deborah Anderson

Approved as to form

RESPONDENT'S ATTORNEY
WILLIAM B. MILLER, JR., ESQ.

Dated: 9-27-01

by: William B. Miller, Jr., Esq.
William B. Miller, Jr., Esq.

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 10-12-01

by: Linda Rice
Chairperson (acting)

Date of entry: 10/16/01

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