

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

IN RE:

**KAREN D. RAYMOND
License No. 026-0033866**

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Docket No: NU49-1107

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, through State Prosecuting Attorney, Edward G. Adrian, and the Respondent, Karen D. Raymond, R.N., who 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, 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. §1582; the Administrative Rules of the Board of Nursing ("ARBN"); and the Rules of the Office of Professional Regulation.

Statement of Facts

2. The Respondent, Karen D. Raymond, is licensed in the State of Vermont as a registered nurse under license number 026-00033866. This license was originally issued on or about August 1, 2006 and is currently set to expire March 31, 2009.
3. At all times relevant to these charges, the Respondent was employed as a registered nurse at Springfield Hospital (the "Facility") located in Springfield, Vermont.
4. The Respondent was terminated from employment at the Facility on or about November 20, 2007 based on a number of practice errors, including, but not limited to the following:
 - a. On or about October 4, 2007, the Respondent failed to follow proper dressing standards when caring for patient E.L. E.L. was bleeding heavily from a failed IV site. The Respondent dressed the wound with one layer of Kleenex and tape and a second layer of gauze with the tape wrapped completely around E.L.'s wrist.
 - b. On or about November 10, 2007, the Respondent failed to properly document for a patient who had been on continuous epidural analgesia since the morning of November 7, 2007. The Respondent failed to document an assessment of the epidural site from 8:31 a.m. to 4:40 p.m. The Respondent failed to document the patient's condition and

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vital signs during that time period as well. Finally, the Respondent failed to document the discontinuation of the epidural, which was ordered to take place at 9:55 a.m. on that day. Pursuant to Facility policy, patients receiving epidural analgesia are to be assessed every four (4) hours after the first twenty-four (24) hours of receiving the medication until the epidural is discontinued, and again four (4) hours after discontinuation.

c. On or about November 15, 2007, the Respondent failed to administer a patient's antibiotic. The Respondent documented the medication as given at 4:42 p.m., but the IV tubing was found clamped at 10:45 p.m. and the medication was never received by the patient. The medication was administered to the patient at 11:00 p.m. by another nurse.

5. In an interview with State Investigator Stephen Kennedy conducted on or about January 2, 2008, the Respondent admitted to the errors described above. The Respondent advised Investigator Kennedy that she had gotten sloppy and should have slowed down in order to avoid making the errors. The Respondent advised that she regretted the errors and took responsibility for them.

Charges

6. The acts, omissions and/or circumstances described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of:

- i) 26 V.S.A. § 1582(a)(3) (is unable to practice nursing competently by reason of any cause) which includes performing unsafe or unacceptable patient care and failing to conform to the essential standards of acceptable and prevailing nursing practice pursuant to ARBN Chapter 4, Rule IV(II)(B)(1) and (2);
- ii) 3 V.S.A. 129a(b)(1) and (2) (failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional conduct. Failure to practice competently includes: 1) performance of unsafe or unacceptable patient or client care; and/or 2) failure to conform to the essential standards of acceptable and prevailing practice); and
- iii) 3 V.S.A. §129a(a)(3) (failing to comply with the provisions of state statutes or rules governing the practice of the profession).

Understandings

7. 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.

8. 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.

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9. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
10. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
11. 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.
12. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing and waives any right to appeal from this Stipulation and Consent Order.

ORDER

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

A. The Board of Nursing hereby **CONDITIONS** the Respondent's license to practice nursing for a minimum period of **EIGHTEEN (18) MONTHS** commencing with the date of entry of this Stipulation and Consent Order. The conditions are as follows:

(1) Re-issue of License.

Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."

(2) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed all conditions ordered. Respondent shall be subject to the conditions until Respondent completes **eighteen (18) months** of supervised nursing practice in which she works forty (40) hours every two (2) weeks as a nurse. Part time hours of less than forty (40) hours every two (2) weeks shall be credited on a prorated basis. The Respondent shall be prohibited from working more than forty (40) hours per week during the conditioned period.

(3) Medication Administration Course.

Respondent shall complete (i.e., receive a passing grade, if applicable) a course covering the subject of medication administration, with prior approval by the Board or its designee, and then submit written documentation (certificate of completion, etc.) to verify same to the satisfaction of the Board or its designee. This course must be completed within three (3) months of the date of entry of this Stipulation and Consent Order.

(4) Documentation Course.

Respondent shall complete (i.e., receive a passing grade, if applicable) a course covering the subject of documentation, with prior approval by the Board or its designee, and then submit written documentation (certificate of completion, etc.) to verify same to the satisfaction of the Board or its designee. This course must be completed within three (3) months of the date of entry of this Stipulation and Consent Order.

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(5) Notification to Employers/Nursing School.

During the conditioned period, 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 nurse and inform them of Respondent's conditional license status.

Within ten (10) days of the date of commencement of these conditions or of any subsequent nursing employment, Respondent shall cause Respondent's 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, she 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 its conditions.

(6) Reports from Employers.

Within one (1) month of the date of entry of this Order or within one (1) month of the commencement of registered nursing employment and **monthly** thereafter, Respondent shall cause every registered nursing employer the Respondent has worked for during the month to submit to the Board an evaluation of Respondent's work performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board.

In the event the Respondent is attending a nursing program, Respondent shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of her performance and attendance. This report shall be submitted in writing on forms issued by the Board and accompanied by a cover letter on the school's letterhead.

(7) Practice Under Supervision.

For the first six (6) months of the conditioned time period, the Respondent shall practice only in a setting where Respondent has direct supervision for the entire shift by a registered nurse who is licensed and in good standing with the Board. If the Respondent's employer reports are satisfactory upon completion of the first six (6) months, the Respondent may practice for the remainder of the conditioned time period in a setting where the Respondent has on-site supervision for the entire shift by a registered nurse who is licensed and in good standing with the Board.

(8) Types of Employment Prohibited.

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

(9) 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 obtain approval from the Board prior to Respondent leaving the State of Vermont. If Respondent fails to receive such approval before leaving the State, none of the time spent out-of-state will be credited toward the fulfillment of the terms and conditions of this Consent Order. The Board will approve out-

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of-state practice so long as the Respondent can still comply with the provisions of this Consent Order.

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

Within five (5) days of the date of entry of this Order, Respondent shall notify the Board, in writing, of her 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, personal address, or telephone number.

(11) License Renewal.

If the Respondent's license expires while this Order is still in effect, this Order does not automatically extend the license. In that situation, in order to continue to practice nursing, the Respondent must timely apply for renewal, pay the applicable fee and demonstrate that she has otherwise complied with the requirements for license renewal.

(12) Costs.

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

(13) Violation of this Order.

If the Respondent violates the terms of this Order in any respect, the Board, after giving the 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 the Respondent during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is concluded.

(14) Completion of Conditional License Period.

After the conditional license period, the Respondent may petition the Board to remove any and all conditions on her license. The Respondent must present proof that she has full complied with the terms of this Order.

B. Notwithstanding any provision above, the Respondent must continue to meet all Nursing Board requirements for maintaining a license, license renewal and license reinstatement.

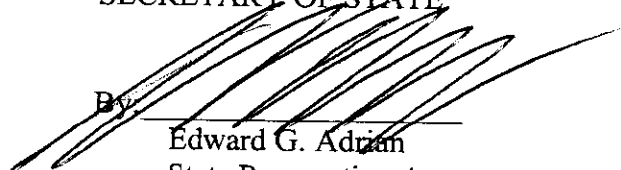
C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

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.

AGREED TO:

STATE OF VERMONT
SECRETARY OF STATE

Dated: 4/15/08

By: 

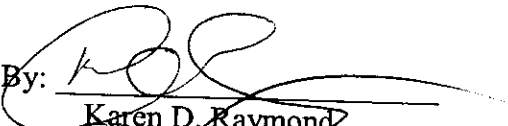
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KAREN D. RAYMOND
RESPONDENT

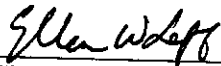
Dated: 04/05/08

By: 
Karen D. Raymond

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 5-12-08

By: 
Chairperson

Date of Entry: 5/12/08

nu.raymond.stip

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