

AGENDA
BOARD OF EXAMINERS FOR NURSING
Department of Public Health
410 Capitol Avenue, Hartford, CT
April 6, 2022 - 8:30 AM

Chair Updates
Additional Agenda Items and Reordering of Agenda
Open Forum
National Council of State Boards of Nursing - Update

MINUTES

November 17, 2021; December 1, 2021; December 15, 2021

IN PERSON MEETINGS / MEETING SCHEDULE

CONNECTICUT LEAGUE FOR NURSING – Bi-Monthly Update

SCHOOL ISSUES

- *ReNurse Academy- RN Refresher Course*
- *Stone Academy (West Haven Day Program)*

SCOPE OF PRACTICE

January 2022 and February 2022

MEMORANDUM OF DECISION

- *Angel Predzimirski, LPN* *Petition No. 2020-1221*
- *Sara Smith, RN* *Petition No. 2021-181*
- *Amy Saunders, LPN* *Petition No. 2021-518*
- *Audrey Smarrelli, RN* *Petition No. 2019-424*
- *Patricia Fryer, RN* *Petition No. 2021-572*

MOTION FOR SUMMARY SUSPENSION

- *Nicholas O'Brien, APRN, RN* *Petition Nos. 2021-603; 2021-1174* *Staff Attorney Joelle Newton*
- *Stephanie Ryan, R.N* *Petition No.: 2019-326* *Staff Attorney Linda Fazzina*
- *Kimberly Anglin RN* *Petition No. 2022-12* *Staff Attorney Joelle Newton*
- *Nicole M. Holiday a/k/a Desrosiers, R.N., A.P.R.N.* *Petition No. 2022-175* *Staff Attorney Craig Sullivan*

CONSENT ORDERS

- *Sabrina J. Ernst, RN* *Petition No. 2019-62* *Staff Attorney Linda Fazzina*
- *Angela Waskiewicz, RN* *Petition No. 2021-497* *Staff Attorney Joelle Newton*
- *Jennifer Schad, RN* *Petition No. 2019-924* *Staff Attorney Joelle Newton*
- *Donna Monticone, RN* *Petition No. 2020-1112* *Staff Attorney Joelle Newton*

FACTFINDING

- *Corey Richmond, RN* *Petition No. 2021-48*

HEARINGS

- *Cindy Jean Featherston, RN* *Petition No. 2020-391* *Staff Attorney Linda Fazzina*
- *Amanda L. Espinosa, LPN* *Petition No. 2021-1222* *Staff Attorney Aden Baume*

Board of Examiners for Nursing - Meeting/Hearings via Microsoft TEAMS

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 860-840-2075](tel:+18608402075) - Phone Conference ID: 489 732 930#

The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on November 17, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT: Patricia C. Bouffard, RN, D.N.Sc. - (RN Member, Chair)
Cynthia L. Arpin, RN, MSN – (RN Member)
Jason Blando - (Public Member)
Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member)

Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member)
Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP - (RN Member)
Rebecca Martinez, LPN – (LPN Member)
Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)

BOARD MEMBERS ABSENT: Lisa S. Freeman, BA - (Public Member)

ALSO PRESENT: Stacy Schulman, Legal Counsel to the Board, DPH
Dana Dalton, RN, Supervising Nurse Consultant, DPH
Helen Smith, RN, Nurse Consultant, DPH
Linda Fazzina, Staff Attorney, DPH
Joelle Newton, Staff Attorney, DPH
Diane Wilan, Staff Attorney, DPH
Leslie Scoville, Staff Attorney, DPH
Jeffrey Kardys, Board Liaison, DPH
Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:30 a.m. All participants were present via Microsoft TEAMS.

CHAIR UPDATES

Chair Bouffard and Geraldine Marrocco gave an update on the workgroup discussions pertaining to the nursing licensure compacts.

APPROVAL OF AGENDA

Gina Reiners made a motion, seconded by Rebecca Martinez to add a Department of Public Health Motion to Withdraw Charges in the matter of Chanelle Walker, RN to the agenda. The motion passed unanimously.

Gina Reiners made a motion, seconded by Cynthia Arpin, to approve the agenda as revised. The motion passed unanimously.

Stone Academy - West Haven Campus Day Program

Deputy Associate Attorney General, Daniel Shapiro and Assistant Attorney General Elizabeth Bannon were present to provide advice to the Board concerning whether the Board may grant a nursing program conditional approval beyond two years.

OPEN FORUM

Nothing to report.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Chair Bouffard reported that the State of New Jersey has recently implemented the nurse licensure compact.

MINUTES

Jennifer Long made a motion, seconded by Geraldine Marrocco, to approve the minutes from September 15, 2021. The motion passed unanimously.

CONNECTICUT LEAGUE FOR NURSING – Monthly Update

Marcia Proto and Audrey Beauvais provided an update from the Connecticut League for Nursing and the Deans and Directors.

REGULATIONS - NURSING EDUCATION PROGRAMS AND LICENSURE REQUIREMENTS

Jill Kennedy-Kentfield, Health Program Associate, Department of Public Health, had discussion with the Board regarding the Board's desire to review and update the current nursing education regulations.

Ms. Kentfield explained the regulatory approval process.

Current draft changes proposed by the Department of Public Health will be shared with the Board for review.

REQUEST FOR RECONSIDERATION

Kristin Brice, LPN addressed the Board requesting the Board reconsider her Memorandum of Decision adopted on October 20, 2021.

Jennifer Long made a motion, seconded by Geraldine Marrocco to grant Ms. Brice's request. The Board will issue an Amended Memorandum of Decision in which Ms. Brice's license probation will be effective retroactive to March 17, 2021. The motion passed unanimously.

MOTION FOR SUMMARY SUSPENSION

Sarah Croteau, LPN - Petition No. 2021-739

Staff Attorney Aden Baume presented the Board with a Motion for Summary Suspension for Sarah Croteau. Respondent was not present and was not represented.

Jennifer Long moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety, and welfare.

The motion was seconded by Geraldine Marrocco and passed unanimously. A hearing will be scheduled for December 15, 2021.

Corey Richmond, RN - Petition No. 2021-48

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Corey Richmond. Attorney Ellen Costello was present with Respondent.

The Board entered executive session from 11:08 a.m. to 11:35 a.m. to discuss confidential medical treatment records. No motions were made, and no votes were taken during executive session.

Following the executive session Geraldine Marrocco moved to reject the Department's Motion for Summary Suspension. The motion was seconded by Gina Reiners and passed unanimously.

Martine Pyram, RN, APRN - Petition Nos. 2021-70; 2021-17

Staff Attorney Joelle presented the Board with a Motion for Summary Suspension for Martine Pyram. Respondent was not present and was not represented.

Jennifer Long moved to grant the Department's Motion for Summary Suspension of respondent's registered nurse and advanced practice registered nurse licenses in that her continued practice is a clear and immediate danger to public health, safety, and welfare. The motion was seconded by Gina Reiners and passed unanimously. A hearing will be scheduled for December 15, 2021.

CONSENT ORDERS

Kelly M. Bucci, APRN - Petition No. 2020-1067

Staff Attorney, Aden Baume, Department of Public Health presented a Consent Order in the matter of Kelly Bucci, APRN. Respondent was not present and was not represented.

Gina Reiners moved, and Geraldine Marrocco seconded, to approve the Consent Order which imposes a reprimand, a \$2,500.00 civil penalty and a practice restriction. The motion passed unanimously.

Susan Dunnigan, RN - Petition No. 2020-244

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Susan Duncan, RN. Attorney Ellen Costello was present with Respondent.

Gina Reiners moved, and Jennifer Long seconded, to approve the Consent Order. Following discussion the motion failed with all in favor except Gina Reiners and Jennifer Long who voted to approve the Consent Order.

Chanise Harris, RN - Petition No. 2020-1148

Staff Attorney, Aden Baume, Department of Public Health presented a Consent Order in the matter of Chanise Harris, RN. Respondent was present but was not represented.

Gina Reiners moved, and Jennifer Long seconded, to approve the Consent Order which imposes a reprimand. The motion passed unanimously.

MOTION TO WITHDRAW STATEMENT OF CHARGES

Chanelle Walker, RN - Petition No. 2021-516

Staff Attorney, Diane Wilan, Department of Public Health presented a Motion to Withdraw the Statement of Charges in this matter based on Ms. Walker's surrender of her license. Attorney Mary Alice Moore Leonhardt was present on behalf of the respondent.

Gina Reiners moved, and Rebecca Martinez seconded, to grant the withdrawal of the Statement of Charges. The motion passed unanimously.

HEARINGS

Donna Duncan, RN - Petition No. 2020-1231

Staff Attorney Aden Baume was present for the Department of Public Health. Respondent was not present and was not represented.

Gina Reiners made a motion, seconded by Jennifer Long, to grant the Department's oral motion to deem allegations admitted. The motion passed unanimously.

Following close of the hearing the Board conducted fact-finding.

Jennifer Long made a motion seconded by Gina Reiners, that Ms. Duncan be found as charged. The motion passed unanimously.

Jennifer Long made a motion seconded by Gina Reiners, that Ms. Duncan's license be revoked. The motion passed unanimously.

Stone Academy - West Haven Campus Day Program

The board commenced a hearing regarding the nursing program's failure to correct the deficiencies which caused the Program to be placed on conditional approval on June 19, 2019 and June 17, 2020. Attorney Aaron Bayer was present on behalf of Stone Academy.

The Board accepted testimony from Helen Smith, RN on behalf of the Department of Public Health, and from Linda Dahlin, Executive Director, on behalf of Stone Academy.

Following testimony the Board continued the hearing for supplemental evidence to be submitted by Stone Academy.

Geraldine Marrocco left the meeting at this time

Dazella Peoples, LPN - Petition No. 2020-588

Staff Attorney Joelle Newton was present for the Department of Public Health. Respondent was present but was not represented.

Following close of the hearing the Board conducted fact-finding.

Gina Reiners made a motion, seconded by Jennifer Long, that Ms. Peoples be found as charged. The motion passed unanimously.

Gina Reiners Jennifer Long made a motion, seconded by Jennifer Long, that Ms. Peoples' license be reprimanded. The motion passed with Gina Reiners, Jason Blando, Cynthia Arpin and Chair Bouffard in favor. Jennifer Long and Rebecca Martinez were opposed.

Sara Smith, RN - Petition No. 2021-557

Staff Attorney Joelle Newton was present for the Department of Public Health. Respondent was present with Attorney Cody Guarnieri.

Following close of the hearing the Board conducted fact-finding.

Jennifer Long made a motion, seconded by Gina Reiners, that Ms. Smith be found as charged on paragraphs 1, 2 and 3 of the Statement of Charges and not found on paragraphs 4, 5 and 6. The motion passed unanimously.

Jennifer Long made a motion, seconded by Gina Reiners, that Ms. Smith continue with the probation as set forth in a Memorandum of Decision dated January 20, 2021 and that no further discipline be imposed. The motion passed unanimously.

ADJOURNMENT

Upon a motion by Lisa Freeman it was the unanimous decision to adjourn this meeting at 3:40 p.m.

Patricia C. Bouffard, D.N.Sc., Chair
Board of Examiners for Nursing

The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on December 1, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT: Patricia C. Bouffard, RN, D.N.Sc. - (RN Member, Chair)
Jason Blando - (Public Member)
Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member)
Lisa S. Freeman, BA - (Public Member)
Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member)
Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP - (RN Member)
Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)

BOARD MEMBERS ABSENT: Cynthia L. Arpin, RN, MSN – (RN Member)
Rebecca Martinez, LPN – (LPN Member)

ALSO PRESENT: Stacy Schulman, Legal Counsel to the Board, DPH
Dana Dalton, RN, Supervising Nurse Consultant, DPH
Helen Smith, RN, Nurse Consultant, DPH
Linda Fazzina, Staff Attorney, DPH
Joelle Newton, Staff Attorney, DPH
Diane Wilan, Staff Attorney, DPH
Aden Baume, Staff Attorney, DPH
Jeffrey Kardys, Board Liaison, DPH
Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:30 a.m. All participants were present via Microsoft TEAMS.

CHAIR UPDATES

Nothing to report

APPROVAL OF AGENDA

Gina Reiners made a motion, seconded by Geraldine Marrocco to approve the agenda. The motion passed unanimously.

OPEN FORUM

Nothing to report.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Chair Bouffard reported that mid-year meeting is scheduled for March 15-17, 2022

CONNECTICUT LEAGUE FOR NURSING – Monthly Update

Marcia Proto provided an update from the Connecticut League for Nursing and the Connecticut Center for Nursing Workforce.

SCOPE OF PRACTICE

Helen Smith, Nurse Consultant, DPH provided a summary of 43 nursing scope of practice inquiries received by the Department of Public Health during October 2021.

MEMORANDUM OF DECISION

Kristin Brice, LPN - Petition No. 2020-1239

Jennifer Long made a motion, seconded by Geraldine Marrocco to adopt an Amended Memorandum of Decision in which Ms. Brice's license probation is effective retroactive to March 17, 2021. The motion passed unanimously.

REQUEST TO TERMINATE PROBATION

Dana Gibson, RN

Ms. Gibson was present but was not represented. Staff Attorney Joelle Newton was present and spoke in objection to Ms. Gibson's request.

Lisa Freeman made a motion, seconded by Jennifer Long, to grant Ms. Gibson's request to terminate the probation of her license.

Following discussion the motion to grant Ms. Gibson's request was denied unanimously.

MOTION FOR SUMMARY SUSPENSION

Ashley Lambert, LPN - Petition No. 2021-931

Staff Attorney Linda Fazzina presented the Board with a Motion for Summary Suspension for Ms. Lambert. Respondent was not present and was not represented.

Gina Reiners moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety, and welfare.

The motion was seconded by Mary Dietmann and passed unanimously. A hearing will be scheduled for December 15, 2021.

CONSENT ORDERS

Miranda Defelice aka Miranda Junk, RN - Petition No. 2020-222

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Miranda Defelice aka Miranda Junk, RN. Attorney Richard Brown was present on behalf of respondent.

Gina Reiners moved, and Lisa Freeman seconded, to approve the Consent Order which imposes a reprimand, and probation for a period of one year. The motion passed unanimously.

Michelle Fiala, R.N. - Petition No. 2019-234

Staff Attorney, Aden Baume, Department of Public Health presented a Consent Order in the matter of Michelle Fiala, R.N. Respondent was not present and was not represented.

Jennifer Long moved, and Lisa Freeman seconded, to approve the Consent Order which imposes a reprimand, a \$500.00 civil penalty and probation for a period of one year. The motion passed unanimously.

ADJOURNMENT

Upon a motion by Lisa Freeman it was the unanimous decision to adjourn this meeting at 9:47 a.m.

Patricia C. Bouffard, D.N.Sc., Chair
Board of Examiners for Nursing

The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on December 15, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT:	Patricia C. Bouffard, RN, D.N.Sc. - (RN Member, Chair) Cynthia L. Arpin, RN, MSN – (RN Member) Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member) Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member) Rebecca Martinez, LPN – (LPN Member) Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)
BOARD MEMBERS ABSENT:	Jason Blando - (Public Member) Lisa S. Freeman, BA - (Public Member) Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP - (RN Member)
ALSO PRESENT:	Stacy Schulman, Legal Counsel to the Board, DPH Helen Smith, RN, Nurse Consultant, DPH Linda Fazzina, Staff Attorney, DPH Joelle Newton, Staff Attorney, DPH Diane Wilan, Staff Attorney, DPH Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:30 a.m. All participants were present via Microsoft TEAMS.

CHAIR UPDATES

Chair Bouffard gave an update on the workgroup discussions pertaining to the nursing licensure compacts.

APPROVAL OF AGENDA

Gina Reiners made a motion, seconded by Cynthia Arpin to add the Connecticut League for Nursing update to the agenda. The motion passed unanimously.
Gina Reiners made a motion, seconded by Rebecca Martinez, to approve the agenda as revised and reordered. The motion passed unanimously.

OPEN FORUM

Staff Attorney Joelle Newton informed the Board that National Public Radio has a locally produced podcast pertaining to the nursing profession which is very informative.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Chair Bouffard reported that the Virgin Islands has recently implemented the nurse licensure compact.
Mary Dietmann reported on the Education Committee teleconference from December 9, 2021 regarding fraudulent nursing programs.

CONNECTICUT LEAGUE FOR NURSING – Monthly Update

Marcia Proto provided an update from the Connecticut League for Nursing and the Connecticut Center for Nursing Workforce. Audrey Beauvais provided an update from the Deans and Directors.

MEMORANDA OF DECISION

Pamela Franklin, RN - Petition No. 2020-1211

Gina Reiners made a motion, seconded by Mary Dietmann to affirm the Memorandum of Decision in the matter of Pamela Franklin, RN which imposes license revocation. The motion passed unanimously.

Meagan Frederick, LPN - Petition No. 2021-206

Jennifer Long made a motion, seconded by Mary Dietmann to affirm the Memorandum of Decision in the matter of Meagan Frederick LPN which imposes license revocation. The motion passed unanimously.

Alexis Young, LPN Petition - No. 2020-331

Gina Reiners made a motion, seconded by Mary Dietmann to affirm the Memorandum of Decision in the matter of Alexis Young, LPN which imposes a period of probation. The motion failed unanimously in that Board minutes reflect that the Board's decision was for a dismissal of charges. The decision will be redrafted and presented at a future meeting.

MOTION TO WITHDRAW STATEMENT OF CHARGES

Pamela Faulkner, RN - Petition Nos. 2021-377

Staff Attorney, Aden Baume, Department of Public Health presented a Motion to Withdraw the Statement of Charges in this matter based on respondent's surrender of her license.

Mary Dietmann moved, and Cynthia Arpin seconded, to grant the withdrawal of the Statement of Charges. The motion passed unanimously.

Martine Pyram, RN, APRN - Petition Nos. 2021-70; 2021-17

Staff Attorney, Joelle Newton, Department of Public Health presented a Motion to Withdraw the Statement of Charges in that respondent recently passed away.

Mary Dietmann moved, and Rebecca Martinez seconded, to grant the withdrawal of the Statement of Charges. The motion passed unanimously.

Amanda Shanley a/k/a Amanda V. Hart, R.N. - Petition No 2021-1051

Staff Attorney, Craig Sullivan, Department of Public Health presented a Motion to Withdraw the Statement of Charges in this matter based on respondent's surrender of her license. Attorney Mary Alice Moore Leonhardt was present on behalf of respondent.

Jennifer Long moved, and Mary Dietmann seconded, to grant the withdrawal of the Statement of Charges. The motion passed unanimously.

CONSENT ORDERS

Tiona Stewart, L.P.N. - Petition No. 2017-1275

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Tiona Stewart, RN. Respondent and her attorney were not present.

Jennifer Long moved, and Gina Reiners seconded, to approve the Consent Order which imposes a reprimand, and probation for a period of two years. The motion passed unanimously.

Susan Dunnigan, RN - Petition No. 2020-244

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Susan Dunnigan, RN. Attorney Ellen Costello was present with Respondent.

Jennifer Long moved, and Gina Reiners seconded, to approve the Consent Order which imposes a reprimand, and probation for a period of one year. The motion passed unanimously.

HEARINGS

Stone Academy - West Haven Campus Day Program

The Board continued the hearing which commenced on November 17, 2021 regarding the nursing program's failure to correct the deficiencies which caused the Program to be placed on conditional approval on June 19, 2019 and June 17, 2020. Attorney Aaron Bayer was present on behalf of Stone Academy.

The Board heard additional testimony from Linda Dahlin, Executive Director, on behalf of Stone Academy. Additional documentary evidence was also accepted.

Following close of the hearing the Board conducted fact-finding.

Mary Dietmann made a motion, seconded by Cynthia Arpin, that Stone Academy West Haven Campus failed to correct deficiencies which caused the Program to be placed on conditional approval on June 19, 2019 and June 17, 2020. Specifically, the Program failed to establish an 80% NCLEX pass rate during the conditional approval period. The motion passed unanimously.

Mary Dietmann made a motion, seconded by Jennifer Long, that the Stone Academy West Haven Campus be removed from the list of approved nursing programs for the training of licensed practical nurses. Mary Dietmann, Cynthia Arpin and Rebecca Martinez voted in favor of the motion, Jennifer Long, Gina Reiners and Chair Bouffard were opposed.

Jennifer Long made a motion, seconded by Cynthia Arpin, that the Program remain on conditional approval for one additional year. In addition, the Program shall submit end of semester reports that include student, faculty and administration attrition and their reasons for leaving; status of faculty positions; updates and validation of NCLEX scores; modifications to the curriculum; analysis of high stakes examinations; tuition schedules, and any additional follow-up information requested by the Board.

The motion passed with all in favor except Mary Dietmann and Rebecca Martinez who were opposed.

Break 11:05 – 11:15

Adwoa A. Darko, LPN - Petition No. 2020-351

Staff Attorney Joelle Newton was present for the Department of Public Health. Respondent was present with Attorney Jamaal Johnson.

The Board entered executive session to accept testimony regarding confidential records. No motions were made and no votes were taken during executive session.

Following close of the hearing the Board conducted fact-finding.

Jennifer Long made a motion, seconded by Gina Reiners, that Ms. Darko be found on paragraphs 1 and 3 and for speaking inappropriately as alleged in paragraph 2. The allegation of assault in paragraph 2 was not proven by a preponderance of evidence. The motion passed unanimously.

Jennifer Long made a motion, seconded by Gina Reiners, that Ms. Darko's license be reprimanded. The motion passed unanimously.

Ashley Lambert, LPN - Petition No. 2021-931

Staff Attorney Diane Wilan was present for the Department of Public Health. Respondent was present but was not represented by counsel.

Ms. Lambert orally answered the Statement of Charges.

The Board entered executive session to accept testimony regarding confidential health records. No motions were made, and no votes were taken during executive session.

Following close of the hearing the Board conducted fact-finding.

Gina Reiners made a motion, seconded by Jennifer Long, that Ms. Lambert be found as charged. The motion passed unanimously.

Gina Reiners made a motion, seconded by Mary Dietmann, that Ms. Lambert continue with the probation as set forth in a Consent Order dated January 15, 2020, and that no further discipline be imposed. The motion passed unanimously.

Michael Presnick, RN - Petition No. 2017-1071

Staff Attorney Diane Wilan was present for the Department of Public Health. Respondent was present with Attorney William Paetzold.

Respondent orally answered the Statement of Charges.

Jennifer Long left the meeting at 4:15 p.m.

The Board entered executive session to accept testimony regarding confidential health records. No motions were made, and no votes were taken during executive session.

The hearing did not conclude and will continue on January 19, 2022.

ADJOURNMENT

Upon a motion by Mary Dietmann the meeting adjourned at 5:15 p.m.

Patricia C. Bouffard, D.N.Sc., Chair
Board of Examiners for Nursing

BOEN meeting 04/06/2022

1. ReNurse Academy- RN Refresher Course:

ReNurse Academy is requesting approval of a RN Refresher course. The course includes 145 hours didactic/theory in an online format and 80 hours clinical experiences. ReNurse Academy provided information on the admission requirements, course objectives, educational topics for each unit, testing/evaluation methods, clinical components, completion time frame and successful course completion. The cost of the program is \$2,350.00.

2. Stone Academy:

Additional information regarding the teach-out plan for the Practical Nursing Day Program at Stone Academy's West Haven campus includes:

- The students enrolled in the Practical Nursing (PN) Day Program at the West Haven campus can transfer to the day or evening programs at other campuses or the evening program at the West Haven campus.
- A suggestion to the BOEN to extend the Conditional Approval for the PN Day Program at the West Haven campus until Stone Academy has completed the planned teach out.
 - During the 12/15/2021 meeting, the BOEN requested selected information be provided at the end of each semester including:
 - Attrition rates for faculty, staff & administration
 - Reasons for staff turnover
 - Any modified curriculums and the status of the modification
 - Current exam scores
 - Tuition schedule
 - Stone Academy will provide the requested information or any additional requests if it remains relevant to the BOEN considering the impending closure.
 - Stone Academy is requesting when would the BOEN want this information to be presented-either at the time of the teach-out or with an interim report before the program closes?
- Stone Academy stopped enrolling new students in the PN Day program at the West Haven campus on 04/26/2021.
- Stone Academy provided the communication to all students and faculty related to the teach-out.



COURSE SYLLABUS
Registered Nurse Refresher Course

COURSE TITLE	<i>Registered Nurse Refresher Course</i>
COURSE LENGTH	225 Clock Hours
DIDACTIC (Lecture):	145 Clock Hours
CLINICAL HOURS	80 Clock Hours
PRE-REQUISITE	NONE

Office Hours:

The program coordinator Brittany Faison can be reached for questions email at bfaison@renurseacademy.com, or by phone at 203-491-6118, weekdays from 8:00AM - 8:00PM. You may also schedule a zoom meeting by appointment. The program coordinator will get back to you as soon as possible, usually within three business days.

Course Format:

This course is offered as a self-paced online learning experience, including but not limited to, background and historical information, interactive modules, online resources and case reviews, additional links and articles, comprehension quizzes, online discussion groups, and the Final Exam. All components of the course have been designed with your success in mind. Participants should be prepared to spend on average three (3) months on coursework, based entirely upon the time and attention each participant is able to put toward the course. Online course materials will be available to participants for nine (9) months.

Course Description:

The registered nurse refresher course provides individualized teaching and learning experiences to update the clinical skills and competency of registered nurses and to provide support and encouragement for the Refresher's return to active nursing. The theory course takes place online and at various affiliated clinical facilities. This course is approved by the Connecticut Board of Examiners for Nursing and meets the requirements for an RN Refresher Course. Participants will complete 145 online theory hours and 80 required clinical hours.

Course Objectives: Upon successful completion of this course, the participants will have an understanding of, and be capable of discussing and demonstrating competence in the following subjects:

- ✦ Review the current role of an RN according to the State Nursing Practice Act.
- ✦ Review current philosophy, social and economic trends, and objectives in nursing today.
- ✦ Review previously acquired nursing knowledge and clinical skills.
- ✦ Understand the function of the RN in evaluating patient needs and in planning individualized care.
- ✦ Review and increase knowledge of selected medical and surgical conditions, therapies and procedures, current diagnostic and treatment measures and patient care needs.
- ✦ Demonstrates knowledge and safe administration of medications and treatments.
- ✦ Discuss current management concepts utilized in the following areas:
 - Basic Concepts in Nursing
 - Nursing Concepts and Challenges in Clinical Practice
 - Concepts in Clinical Practice and Related skills



Tip for Success:

- ✦ Organize and manage time effectively
- ✦ Set realistic goals for yourself regarding how much you want to accomplish each week
- ✦ Plan to spend a dedicated amount of time to the course and your studies each week
- ✦ Dedicate a space for quiet, uninterrupted study and concentration
- ✦ Manage stress levels with self-care: exercise, good nutrition, sleep, fresh air

Participant Learning Outcomes: Upon successful completion of this course, the participant will have an understanding of, and be capable of discussing and demonstrating competence in the following subjects:

1. Participants will be able to demonstrate knowledge and competency of the nursing process and key nursing intervention for adult care. This will be measured by the participants achievement of a passing grade in both the theory and clinical portion of the course.
2. Participants will be able to demonstrate competency and compliance with the standards of practice for registered nurses. This will be measured by content examination, clinical skills demonstration and performance in core elements of practice such as privacy, safety, dignity, and patient rights.
3. Participants will be able to demonstrate competence of key nursing skills required to provide safe, and competent nursing care in numerous environments. This will be measured by an administered skills competency test, that contains key elements for required skills.

Required Course Materials and Textbooks: (included in Program Fee)

Potter, P., Perry, A., Stockert, P., & Hall, A. (2020). Fundamentals of Nursing (10th ed): Elsevier

Elsevier Inc. (2020). Evolve HESI RN Case Studies

Assessment Technologies Institute (ATI) Supported Modules

Skills Modules 3.0

Dosage Calculation and Safe Medication Administration 3.0

Pharmacology Made Easy 3.0

Recommended:

RN Notes: Nurse's Clinical Pocket Guide

Nursing Diagnosis Handbook

Required Technology

All course materials and theory module exams are delivered online through Evolve Learning Management, Elsevier, and Assessment Technologies Institute (ATI) supported modules. The participant will complete course review and exams at a time and location of their choosing.

Participants are required to have camera access on their computer when taking a module exam **proctor exam**. This webcam may be included in the participant's computer, or an added accessory. A webcam is not provided by ReNurse Academy and will be an additional cost to the participant. When logging in to take an exam in Evolve (LMS) the participant will initially download the safe and free software application ProctorFree. This application



will provide participant verification and testing security measures, and video the participant while an exam is taken. This application will provide participant verification and testing security measures, and video the participant while an exam is taken to allow for review of any unethical concerns during testing.

A desktop or laptop computer is required when taking exams. iPads, iPhones, Tablets, etc. are **not** permissible. The system requirements are:

- Windows 10, 8, 7
- MacOS 10, 12 or higher

It may not be possible to access exams when using a computer operating system that is not listed above.

Web Browser

Participants need to make sure their browser is properly configured to use the Canvas LMS. The following checks ensure that the browser is properly configured to use the system. A desktop or laptop computer is recommended when taking exams. iPads, iPhones, Tablets, etc. are discouraged.

- JavaScript
- Cookies enabled
- Screen resolution recommendation –1024 by 768 pixels
- Rich content editing

ReNurse Academy Technical Support can be reached at support@reurseacademy.com

Electronic Device Policy

Electronic devices should be turned off or placed on vibrate during participation in any ReNurse Academy's course activities. Devices are not to be handled in any patient care areas. In an event of an emergency the participant should utilize their devices in non-patient care areas. Electronic devices can be used in designed break areas during break time.

Test-Taking Policy:

There are ten (10) unit exams, one for each instructional unit, a medication calculation test, and virtual skills lab exams.

The examination is timed, and automatically submitted and graded with immediate feedback on the score. Participants will be required to use software application ProctorFree for proctoring of ten (10) Unit Exams and one (1) medication calculation exam.

Two opportunities are allowed to successfully complete each module post-test with a **score of 76% or greater**. If a score of less than 76% is attained on post-test A, the participant will review incorrect answers, refer to textbook content as noted in rationale and review the module material again before completing post-test B. If a score of 76% or greater is not obtained on either post-test A or B, the participant will be **dismissed from the program**.

Participants are required to take a medication calculation exam at the end of Unit ten (10). The participant must obtain an 100% to pass the exam. Participants will be given (3) three attempts to



successfully complete the medication calculation exam. If the participant does not obtain a 100% on exam, A, B, or C then this will result is **dismissal from the program.**

Test-Environment Policy:

You must **close and restart** computers before logging into the proctored test environment. All other programs and/or windows on the testing computer **MUST** be closed prior to logging into the proctored test environment and must remain closed until the exam is completed.

You **MUST** establish identity using an **Identification card** or an **official Driver License**

360-degree Exam Environment View Process (REQUIRED)

- Must be completed prior to **each** exam
- **Ensure the camera view is free from obstruction or limitation of view.**
- You must provide a slow and steady 360-degree angle of your testing environment; being sure to include your desk, walls, floors, and all surrounding areas etc. It is permissible for you to use a mirror to show the testing environment behind, and on the desktop surface in front of, the computer screen (including above and on the floor in front of you)

Test Environment Requirements: The online testing environment should mimic the 'in class' testing environment, and **MUST** conform to the following:

Testing Area

- Sit at a clean desk or table if available. In the event a desk is not available, you may utilize a seating bench (not on the bed or floor).
- Be sure the desk or table is cleared of all other materials. This means the removal of all books, papers, notebooks, calculators, phones, tablets, etc. No materials are allowed during the exam.
- No other computer monitors, screens or tablets should be on during the exam.
- No watches (any type) are allowed to be worn during the testing period or in the testing environment.
- **No use of headsets, ear plugs (or similar audio devices) are permitted. This includes Bluetooth earbuds.**
- No computer programs should be open at any time while proctor free is in use for examination or review.
- No radio or television should be operating in the background.
- No other persons except the test-taker is permitted in the room or allowed to enter the room during testing. There should be no communication with others by any means during testing.

Behavior

- Dress as if in a public setting.



- Under no circumstances should you exit from the proctor site during the exam or review.
- No exam items should be copied, saved, or shared during or following the exam. Screenshots of exam information are prohibited.
- Do not leave the room during the testing period at any time. Do not take the computer into another room to finish testing (exam must be completed in the same room the "Exam Environment View" is completed).

Policy Violation Consequences

- You are required to adhere to the policy as listed above.
- Policy violations recognized by the proctor will be flagged, and you and your program director will be notified.
- Each exam is reviewed for policy violations. Your final Exam grade can take up to 24 to 48 hours to result on Evolve. Any minor or major violation may result in several consequences ranging from participant notifications to course dismissal.
- If you deviate from this policy during the exam, the student must email the instructor as soon as the exam is complete to explain the nature of the policy violation. Failure to do so could result in a violation and/or dismissal from the course.

Evaluation of Participant Performance:

Participants are required to complete all course work, tests and assignments by the assigned due dates. The participant must achieve a **cumulative grade of 76% or above** to successfully pass this course.

Evaluation Methods

- Unit Exam (10)
- Medication calculation test
- Virtual skills lab exams
- In-person skills lab exam
- Clinical Evaluation completed by Clinical Instructor
- Comprehensive Care Plan completed on one client co-assigned to during clinical (satisfactory/unsatisfactory)
- Skills Checklist signed by the Clinical Instructor and participant
- Final Participant Evaluation completed by course coordinator
- Course Evaluation completed by participant

Theory Component: The online theory component of the RN Refresher Course utilizes an eBook and online interactive Elsevier and ATI products. The theory portion is arranged into ten major modules in Evolve with an examination at the end of each module. ATI activities are assigned in modules five (5) through ten (10) to augment the textbook learning. Three (3) ATI products included with the course will focus on skills, pharmacology, and dosage calculation. Completion of theory involves successful completion of all required Evolve and ATI module tests.

Theory Overview:



All course materials and theory module exams are delivered online through Evolve, Elsevier, and Assessment Technologies Institute (ATI) supported modules.

Instructional Methods

- Course orientation
- Periodic conferences, as needed
- Independent Learning Guide (online)
- Clinical skills lab
- Clinical experience

Orientation

Participants will complete orientation modules for ReNurse Academy and its instructional resources such as Evolve, ATI, and Proctor Free.

Unit 1

Professional Concepts

Section 101: The Profession of Nursing

Section 102: Healthcare Delivery System

Section 103: Values, Ethics, and Legal Issues

Section 104: Evidence-Based Practice

Section 105: Theoretical Foundations and Critical Thinking in Nursing Practice

Unit Exam #1: 25 multiple choice questions

Unit 2

Nursing Process

Section 201: Nursing Assessment

Section 202: Nursing Diagnosis

Section 203: Planning Nursing Care

Section 204: Implementing and Evaluating Nursing Care

Section 205: Managing Patient Care

Section 206: Informatics and Documentation

Section 207: Focus Studies in Leadership and Management, Delegation, Informatics

Unit Exam #2: 25 multiple choice questions

Unit 3

Healthcare Delivery Concepts

Section 301: Health and Wellness

Section 302: Community-Based Nursing Practice

Section 303: Communication in the Nurse Patient Relationship

Section 304: Patient Education and Health Promotion

Section 305: Caring for Older Adults

Unit Exam #3: 25 multiple choice questions

Unit 4

Psychosocial Basis for Nursing Practice



- Section 401: Self-Concept
- Section 402: Family Dynamic
- Section 403: Developmental Theories
- Section 404: Sexuality
- Section 405: Stress and Coping
- Section 406: Loss and Grief
- Section 407: Spiritual Health

Unit Exam #4: 25 multiple choice questions

Unit 5

Clinical Care and assigned ATI Pharmacology & ATI Skills

- Section 501: Patient Safety and Quality
- Section 502: Health Assessment and Physical Examination
- Section 503: Vital Signs
- Section 504: Infection Prevention and Control

Unit Exam #5: 25 multiple choice questions

Unit 6

Physiological Basis for Nursing Practice (Part1) and assigned ATI Pharmacology & ATI Skills

- Section 601: Hygiene
- Section 602: Skin Integrity and Wound Care
- Section 603: Perioperative Nursing Care

Unit Exam #6: 25 multiple choice questions

Unit 7

Physiological Basis for Nursing Practice (Part2) and assigned ATI Pharmacology & ATI Skills

- Section 701: Activity, Exercise, and Immobility
- Section 702: Pain Management
- Section 703: Sensory Alterations

Unit Exam #7: 25 multiple choice questions

Unit 8

Physiological Basis for Nursing Practice (Part3) and assigned ATI Pharmacology & ATI Skills

- Section 801: Nutrition
- Section 802: Urinary Elimination
- Section 803: Bowel Elimination
- Section 804: Sleep

Unit Exam #8: 25 multiple choice questions

Unit 9

Physiological Basis for Nursing Practice (Part4) and assigned ATI Skills

- Section 901: Oxygenation and Respiratory Function
- Section 902: Cardiac Function



Section 903: Fluid, Electrolyte, and Acid-Base Balance

Unit Exam #9: 25 multiple choice questions

Unit 10

Clinical Care and Safe Medication Administration and ATI Skills

Section 1001: Medication Administration

Section 1002: Complementary, Alternative, and Integrative Therapies

Unit Exam #10: 25 multiple choice questions

Final Medication Calculation Exam: 10 math questions that require the participant to calculate and document their answer. **(3 attempts to pass)**

Virtual Skills Lab Exam: Participants will complete five (5) virtual ATI Skill scenarios: HIPAA, Nutrition, Blood Administration, Pain Assessment and Vital Signs.

Module Tests: A reading outline is provided for the participant to use to guide learning, for test preparation and may be used for testing. Modules one (1) through ten (10) contain multiple choice examinations. Each examination contains twenty-five (25) questions in varying formats such as true/false, multiple choice, or multiple select. Two opportunities are allowed to successfully complete each module post-test with a **score of 76% or greater**. If a score of less than 76% is attained on post-test A, the participant will review incorrect answers, refer to textbook content as noted in rationale and review the module material again before completing post-test B. If a score of 76% or greater is not obtained on either post-test A or B, the participant will be **dismissed from the program**.

ATI Pharmacology Made Easy: Twelve (12) pharmacology modules are assigned in modules five (5) through seven (7). Each pharmacology module includes a welcome/introductory, lessons, activities, and case study. The post-test contains twenty-five (25) NCLEX-style questions to assess knowledge acquisition.

ATI Skills: twenty-one (21) required ATI Skills provide learning opportunities related to the requirements of a nurse in various clinical settings and are assigned in modules eight (8) through ten (10). The ATI Skills provide in-depth information and visual cues for each learning experience. ATI Skills are designed with a pre-test, completion of learning modules, then followed by a post-test. Case studies in the form of practice challenges are included with each module. The modules will support the participant's skill-building, apply the theoretical and evidence-based information, and instill confidence in the understanding of skills.

Participants will also complete five (5) virtual ATI Skill scenarios: HIPAA, Nutrition, Blood Administration, Pain Assessment and Vital Signs.

ATI Dosage Calculation and Safe Medication Administration: This ATI product is an interactive, media-rich, online tutorial that is designed to help the participant learn the basics of safe medication administration. The dosage calculation series improves comprehension and critical thinking skills in relation to safely calculating medication dosages. The seven (7) assigned modules include activity questions interspersed throughout the material to provide practice problems, in which the participant receives immediate feedback with rationales provided for both correct and incorrect answer choices along with equations to reinforce learning.

For all ATI exams, the participant must receive a **score of 76% or greater**. If a 76% is not attained on the first attempt, participants will re-take the test as often as needed until a passing score of 76% or greater is achieved.



Final Medication Calculation Test: The participant will take a medication calculation test in Evolve at the end of theory in module ten (10), and before proceeding to clinical. The test includes ten (10) questions that require the participant to calculate and document their answer. A practice medication calculation test is available for participants to help prepare for the final test and may be utilized as many times as needed.

Three (3) opportunities are allowed to successfully complete the medication calculation test with a **score of 100%**. The participant will take test A. If a score of less than 100% is attained on test A, the participant will review questions answered incorrectly noting their rationale, and review ATI modules as needed. After review, the participant will take test B. If a score of less than 100% is attained on test B, the participant will review questions answered incorrectly noting their rationale and review ATI modules as needed. When participant is ready for the final attempt, test C, the participant will email instructor the date and time they request to take test C. The instructor will open test C for participant completion. If a score of less than 100% is attained on medication calculation tests A, B and C, the participant will be dismissed from the program.

Clinical Component:

Clinical experiences can be held in various clinical settings including but not limited to nursing homes, hospitals, surgery centers, urgent care centers, rehabilitation centers, adult daycare facilities, home health, hospice agencies, group homes, rehabilitation centers, or Health Departments, etc.

Enrollment in the clinical portion of the course requires success completion of all required theory hours and content, 4-hour hands on skills lab, and pre-clinical requirements through Castle Branch.

The participants clinical experience **must be completed within 8 weeks** of starting the experience. Only under unusual circumstances will this time period be extended. Should such an extension become necessary, it must be agreed upon in writing by the Clinical Instructor, the Course Coordinator, and the Nurse Refresher Participant.

Required Clinical Hours

A *minimum* of 80 clinical hours is required for course completion.

Missed Clinical Time

Once a participant has scheduled their clinical experience it cannot be changed. Missed clinical time can be rescheduled **once**. To reschedule missed clinical time there is a **non-refundable fee \$150**.

License

When required, a limited license must be obtained from the Connecticut State Department of Public Health during the clinical component of the refresher course that allows nursing practice only under the direct personal supervision of a licensed registered nurse identified as the clinical instructor. The limited license is only valid for a specific time period and may not be used for gainful employment.

Clinical Plan and Pre-Clinical Requirements

Participants that elect to complete only the theory portion of the course *will not* need to submit the above pre-admission or pre-clinical requirement. However, these applicants must submit a copy of a government issued identification card with the enrollment application.



When preparing for clinical, the participant must submit the following **required** documents and allow at least two (2) weeks for the documents to be approved and for the participant to receive an approval to attend the clinical portion of the course.

The following pre-clinical requirements must be uploaded and approved to the participants Castlebranch account in order to received approval for clinical.

1. Copy of Government issued photo identification card (submitted with application)
2. FBI Background Check with Fingerprinting (completed with application)
3. Online Background Check (completed with application)
4. Completed ReNurse Academy provided Physical Form
 1. Multi-Waiver Release Form
 2. Measles (Rubeola) Immunity
 3. Mumps Immunity
 4. Rubella (German Measles) Immunity
 5. Varicella Immunity
 6. Hepatitis B Immunity or Waiver
 7. TB skin test or (Chest X-Ray)
 8. Tetanus, Diphtheria, Pertussis Immunity
 9. Influenza Vaccination – required during flu season October – March
 10. Proof of COVID-19 Vaccination
5. CPR Certification for the Professional Rescuer / Health Care Provider
6. Proof of Personal Health Insurance Coverage
7. Professional Liability Insurance
8. Drug Screening (12 panel – current within 3 months of beginning clinical)
9. Temporary Permit or Limited License (when required)

Once all of the above items have been successfully completed, received and approved by ReNurse Academy, the participant then shall use the scheduling link on ReNurse Academy's website to plan and schedule clinical hours with the clinical instructor. A minimum of two (2) weeks scheduling notice is required for scheduling.

For example, Today is 1/1/2021 clinical experience scheduling cannot be made until at least 1/16/2021.

Participants will be given the opportunity to schedule their clinical experience and given all necessary instructions to schedule the hours via ReNurse Academy's clinical scheduling link.

Participants must schedule a **minimum of twenty (20) hours a week**. Clinical instructors will be available between the hours of 8:00 am to 9:00 pm, Monday to Friday.

Full-time participants can complete clinical experience in approximately 2 to 2 ½ weeks and part-time participants can complete the clinical experience in approximately 4 to 4 ½ weeks.

Once a participant has scheduled their clinical experience it **cannot** be changed. Missed clinical time can be rescheduled **once**. **The reschedule fee is \$150**

Clinical Evaluation Procedure

The clinical experience will be evaluated by:



1. The clinical instructor using ReNurse Academy's provided evaluation form
2. Clinical Hours Log
3. The participants typed clinical experience reflecting summary on what was learned during the experience (400 words or more).

The clinical experience requires a satisfactory performance evaluation by the clinical instructor. If the participant's performance is unsatisfactory on any given clinical day, it will be the discretion of the clinical instructor whether or not to count that clinical day towards the participants total required hours for the clinical component.

If the participants overall clinical performance is unsatisfactory, the clinical instructor and program director will determine if the participant requires further experience beyond the required clinical hours or if a dismissal from program is necessary.

Participants needing further clinical experience will be determine on a case-by-case basis. For further clinical experiences the participant must pay \$50/per hour for any extra hours needed.

Successful Course Completion

The participant must successfully pass both the theory and clinical components to complete the refresher course. Upon successful completion, the participant will be mailed a certificate. A copy of the certificate will also be sent to the Connecticut State Department of Public Health to document successful completion of the course.

If a participant is unable to successfully complete either the theory or the clinical portion, this will result in failure of the refresher course.

Appeals to have the opportunity to retake course exams or the clinical experience are not guaranteed and will be handled on a case-by-case basis. No participant will be allowed more than two opportunities to successfully complete clinical.

Completion Time Frame

The theory portion of course is self-paced. Once enrolled, the participant has nine (9) months to complete the RN Refresher Course. If the course is not completed within the nine-month deadline, participants may purchase a one-time extension for \$300. The extension adds **three months** for course completion. A request to extend must be received within thirty (30) days of the course end date.

After this period of time, re-enrollment with payment of the program fee and background check is required.

Course Enrollment

Admission Requirements

The refresher course considers enrollment from prospective participants in the following circumstances:

- Formerly licensed RNs who wish to reapply for their nursing licensure.
- Currently licensed RNs who desire to refresh their knowledge or skills in the profession, due to time away from practice.



- Graduate Practical Nurses who have successfully completed an RN education program however have not yet successfully completed the NCLEX-RN exam. Admission for this participant is accompanied by the requirement that s/he must successfully complete the NCLEX-RN exam.
- A nurse who has been directed by the State Board of Examiners for Nursing (BOEN) to complete a Refresher Course.

The following must be completed:

1. Contact Castle Branch to submit Pre-Admission and Pre-Clinical requirements
 - a. *The online background check conducted by Castle Branch is commonly completed within five to ten business days. This check must provide a minimum history of seven years. The online background check must be updated yearly.
2. Provide Copy of Government issued photo identification card
3. Submit a copy of your verification of past/present licensure.
 - a. This information may be obtained free of charge from Nursys:
 - i. Select Quick Confirm Option
 - ii. Enter your information to conduct the search
 - iii. Download and email your personal report to the program coordinator
4. Complete the enrollment application.
5. Submit non-refundable application fee \$50

Conditional Admission

Admission to the clinical portion of the refresher course is conditioned on the results of the background checks completed through Castlebranch.

If a prospective participant has been convicted, pled guilty or no contest to, or received a suspended imposition of sentence for a felony or other criminal offence, or is under disciplinary action with their current or former Board of Nursing, the participant is advised it may not be possible to be accepted into the refresher course at ReNurse Academy. Participants may be denied reinstatement from the Department of Public Health, from taking the required licensure exam, and/or may be prevented from gaining employment in the field of nursing.

***NOTE:** Prospective participants whose background search indicates a prior felony conviction **will not** be admitted to the refresher course.

Course Costs

The program cost for the RN Refresher Course is \$2,350.00. This fee includes ALL learning resources and materials to be successful in the course.

- Required course materials, books, and lab supplies
- Test Proctoring and Monitoring
- Supervision and coordination of the course
- Program advising
- Regular communication
- Correction of exams
- Record keeping
- Consultation for course participants



- Postage and handling for initial and regular course materials/communication
- Certificate of completion

50% (\$1,175) of tuition is due with the enrollment application. The remaining 50% (\$1,175) is due at the time of program acceptance and before access to any course material.

Available Payment plan:

30% (\$705) due with the enrollment application.

35% (\$822.50) of tuition is due at the time of course acceptance.

35% (\$822.50) is due prior to starting the course or before access to any course material.

Payments may be made via Debit/Credit card. The accepted credit cards are Mastercard, VISA, American Express, and Discover.

Castle Branch

All participants must establish an account with Castle Branch, the chosen vendor for document management. Castle Branch has been endorsed by the AACN-American Association of Colleges of Nursing, and it's the source to submit program pre-admission and the fore-mentioned clinical requirements.

The Castle Branch Clinical package is \$140. This fee is an additional cost and is **not** included in the overall program cost.

This fee is paid directly to Castle Branch for the following services:

Background Screening Package:

Residence History

Social Security Check

Connecticut Statewide Search

Federal Criminal Check

Nationwide Healthcare Fraud and Abuse Check (OIG, and many others are included here)

Search of all counties of residence outside of state (flat rate)

Sex Offender Registry

12 Panel Drug Test:

Includes the following panels - Amphetamine (Methamphetamine), Barbiturates, Benzodiazepine, Cocaine, Marijuana, Methadone, Methaqualone, Opiates (Codeine & Morphine), Phencyclidine, Propoxyphene, Oxycodone, MDMA, Validity Testing.

Compliance Tracker- Includes tracking of all requirement documents for 1 year, with review of documents by Castlebranch.

These additional costs are additional cost and should be paid directly to Castle Branch.

Participants that choose only to complete the theory component of this course do not have to open a Castle Branch account.

Withdrawal or Refund



The participant has 48 hours from the initial payment to request 50% of the course fee. If the participant receives the course materials and decides against continuing, a refund **will not** be granted.

Participants who are eligible for the Payment Plan **will not** be granted a refund.

Participants will not be granted a refund if s/he is dismissed from the refresher course.

ReNurse Academy may offer a refund for special or compelling personal circumstances including but not limited to:

- ⇒ Documented serious illness or disability.
- ⇒ Disability, serious illness, or death of an immediate family member.
- ⇒ Conditions that are unforeseeable and beyond participant's control that make completing the course unreasonably difficult or impossible (e.g., natural disaster, strike, relocation of spouse)
- ⇒ Military service obligations.

Compelling personal circumstances do NOT include:

- ⇒ Enrolling in another course or institution of higher education
- ⇒ Obtaining employment; or due to
- ⇒ Dissatisfaction with the program.

Any participant who feels they are eligible for a refund should submit a request via email to refund@renurseacademy.com and include the compelling circumstance. All requests will be forwarded to the executive director who determines approval.

A participant who withdraws from the course for any reason will not be eligible for a Certificate of Completion and will not pass the course. Please notify the Program Coordinator if you are withdrawing from the course. Keep in mind, you have 9 months to complete the online program, and may apply for a one (1) time extension to 12 months for special circumstances.

General Information

- Children are not allowed to attend classes with parents.
- Participants should clean-up work area throughout the duration of the course.
- ReNurse Academy is a Smoke-Free Environment; we are promoting a better health environment for all. Thank you for your cooperation.
- Food is not allowed in clinical and laboratory areas. CLEAN UP AFTER YOURSELVES. If these areas are left a mess these privileges will be immediately removed. Beverages need to be in closed containers. During clinicals food and beverages will be allowed only during breaks.
- Drugs of any form, including alcohol, are not allowed. Any participant who is found using illegal drugs or alcohol or who arrives to class under the influence of drugs or alcohol will automatically be dismissed with no refund.
- Any participant found cheating will be dismissed with no refund. Cheating is a serious violation of academic integrity.
- Participants should cooperate with instructors and other participants.
- Please plan ahead to take care of your health throughout the course by eating right and resting adequately.
- Participants should expect to spend time out of class for homework assignments and practicing skills. Any participant unable or unwilling to complete the necessary out-of-class work should not expect to be successful in the course.
- Please have a back-up plan for both childcare and if your vehicle were to break down.

Confidentiality:

Confidentiality pertaining to all patient matters shall be strictly enforced. Under NO circumstances may a participant divulge any information concerning a patient's medical, social or financial condition, type of care, diagnosis, prognosis or other matters to the public.



Accidents:

Any accident, incident, or injury to a patient or participant must be reported to the Instructor immediately. Appropriate action will be taken upon receiving a report.

Grounds for Dismissal:

The dismissal of a participant is an individual matter, and the reasons may be complicated and complex. In making a determination to remove a participant, the participants knowledge, skills, and attitude will be considered. Following are examples of valid reasons for discharge and by no means constitute an all-inclusive list. Certain issues may be reported to authorities if warranted. Refunds won't be given to participants who are dismissed.

- ⇒ Inability to meet course objectives
- ⇒ Inability to care for residents in a safe and effective manner
- ⇒ Repeated tardiness
- ⇒ Missing more than the approved number of classroom training
- ⇒ Missing any of the scheduled clinical hours
- ⇒ Disruptive, indecent or immoral conduct or behavior
- ⇒ Possession or use of un-prescribed drugs or alcohol
- ⇒ Theft of property of the ReNurse Academy, clinical facility, staff, participants, or patients
- ⇒ Cheating
- ⇒ Neglect of duty
- ⇒ Patient abuse
- ⇒ Indiscretion concerning facility or patient affairs
- ⇒ Discourteous treatment or incompatibility with patients, public, instructor, staff, or other participants
- ⇒ Obtaining or conveying confidential information
- ⇒ Falsifying information on records
- ⇒ Use of personal cell phone
- ⇒ Receipt of two participant memorandums from the instructor

Online Conduct and Professional Behavior

Appropriate online behavior, also known as netiquette, is defined by ReNurse Academy and includes all electronic communication in the course. Course faculty reserves the right to determine whether a post or other entry is unsuitable. Inappropriate contributions may be deleted.

Harassment ReNurse Academy prohibits harassment on the basis of race, religion, sex, gender identity, color, creed, national origin, citizenship, ancestry, age, genetic information, physical or mental disability, veteran status, political ideology, marital status, pregnancy or maternity, or any other status protected by applicable state or local law. Violation of this policy may result in participant expulsion from the RN Refresher Course. Participants who feel that another participant is harassing them based on any of the factors above, contact the program coordinator at bfaison@renurseacademy.com immediately.

Reasonable Accommodations ReNurse Academy does not discriminate on the basis of disability, in accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. All participants interested in receiving accommodations must contact Brittany Faison by email at bfaison@renurseacademy.com or phone at 203-491- 6118 and request the Reasonable Accommodations Request form and policy.



Assessment Appeals Participants wishing to appeal assessment content, or scores may do so by emailing bfaison@renurseacademy.com or by calling 203-491- 6118 to arrange a date and time to speak with ReNurse Academy Program Director.

Completion Requirements:

To successfully complete this program the participant must:

- ⇒ Attend and participate fully and safely in all scheduled course and clinical sessions.
- ⇒ Score at least 76% on each Unit Exam given in the course.
- ⇒ Perform all core skills correctly in the skill lab portion of the course.
- ⇒ Demonstrate mastery of skills and knowledge by providing quality care to residents during clinical assignments. Mastery shall be demonstrated by performing skills at the 100% level, using judgment which indicates an understanding of the course content and a dedication to the safety and dignity of the resident, and attending and behaving appropriately in the clinical setting.

Certification:

Upon successful completion of course requirements, the participant receives the following certificates: ReNurse Academy RN Refresher Course Certificate of Completion – (8 ½ X 11” certificate for framing)

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PROGRAM OVERVIEW

Registered Nurse (RN) Refresher Course

This Registered Nurse refresher course was developed to bridge the gap between safe high quality healthcare services and nursing incompetency and self-confidence. The program is also designed to help inactive registered nurses review and update their nursing knowledge and skills, thus allowing them to move confidently and competently into a nursing orientation program or return to active practice.

This RN Refresher Course is not a college credit granting program. This course is taken to pursue professional growth and to improve competency to perform key nursing skills across numerous nursing specialties.

Course Objectives:

Upon successful completion of this course, the participant will have an understanding of, and be capable of discussing and demonstrating the following course objectives:

- ✦ Review the current role of an RN according to the State Nursing Practice Act.
- ✦ Review current philosophy, social and economic trends, and objectives in nursing today.
- ✦ Review previously acquired nursing knowledge and clinical skills.
- ✦ Understand the function of the RN in assessing patient needs and in planning individualized care.
- ✦ Review and increase knowledge of selected medical and surgical conditions, therapies and procedures, current diagnostic and treatment measures and patient care needs.
- ✦ Demonstrates knowledge and safe administration of medications and treatments.
- ✦ Discuss current management concepts utilized in the following areas:
 - Basic Concepts in Nursing
 - Nursing Concepts and Challenges in Clinical Practice
 - Concepts in Clinical Practice and Related skills

Faculty

Brittany Faison RN, MSN (Program Developer), is responsible for the development, management and coordination of the program.

ReNurse Academy Instructors are qualified Registered Nurses with verified licensure, credentials, and experience. All ReNurse Academy clinical instructors are required to complete an 8-hour Skills Booster prior to attending clinical with any participant.

Course Approval

This course is approved by the Connecticut Board of Examiners for Nursing and meets the requirements for an RN Refresher Course.

Course Start

Participants will be accepted on an ongoing basis. Individuals may enroll at any time.

(please see admission requirements)

Successful Course Completion



The participant must successfully pass both the theory and clinical components to complete the refresher course. Upon successful completion, the participant will be mailed a certificate. A copy of the certificate will also be sent to the Connecticut State Department of Public Health to document successful completion of the course.

If a participant is unable to successfully complete either the theory or the clinical portion, this will result in failure of the refresher course.

Appeals to have the opportunity to retake course exams or the clinical experience are not guaranteed and will be handled on a case-by-case basis. No participant will be allowed more than two opportunities to successfully complete the course.

Completion Time Frame

The theory portion of the course is self-paced. Once enrolled, the participant has nine (9) months to complete the RN Refresher Course. If the course is not completed within the nine (9)-month deadline, participants may purchase a **one-time extension for \$300**. The extension adds **three months** for course completion resulting in the course being completed by the twelfth (12) month. A request to extend must be received within thirty (30) days of the course end date.

After this period of time, re-enrollment with payment of the program fee and background check is required.

Required Technology

All course materials and theory module exams are delivered online through Evolve Learning Management, Elsevier, and Assessment Technologies Institute (ATI) supported modules. The participant will complete course review and exams at a time and location of their choosing.

Participants are required to have camera access on their computer when taking a module **proctor exam**. The required camera access (webcam) may be included in the participant's computer, or as an added accessory. A webcam is not provided by ReNurse Academy and will be an additional cost to the participant.

When logging in to take an exam in evolve the participant will initially download the safe and free software application ProctorFree. This application will provide participant verification and testing security measures, and video the participant while an exam is taken. This application will provide participant verification and testing security measures, and video the participant while an exam is taken to allow for review of any unethical concerns during testing.

A desktop or laptop computer with a camera is **required** when taking exams. iPads, iPhones, Tablets, etc. are not permissible. The system requirements are:

- Windows 10, 8, 7
- MacOS 10, 12 or higher

Web Browser Requirements

Participants need to make sure their browser is properly configured to use the Evolve LMS. The following checks ensure that the browser is properly configured to use the system. A desktop or laptop computer is recommended when taking exams. iPads, iPhones, Tablets, etc. are discouraged.

- JavaScript
- Cookies enabled
- Screen resolution recommendation –1024 by 768 pixels
- Rich content editing

Reasonable Accommodations ReNurse Academy does not discriminate on the basis of disability, in accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. All participants interested in receiving



accommodations must contact Brittany Faison RN, MSN by email (bfaison@renurseacademy.com) or phone at 203-491- 6118 and request the Reasonable Accommodations Request form and policy.

Essential Functions

The participant must be able to independently, with or without reasonable accommodation, meet the identified Essential Functions for enrollment in and successful profession through ReNurse Academy's RN Refresher Course. These requirements pertain to participants conduct regardless of the setting (i.e., theory, clinical, email communication etc. *(Please review Essential Functions)*)

Course Content

This course is flexible and can be completed at the participants own pace. The course must be completed within 9 months from the date of enrollment. All of the theory module exams, virtual and hands-on skills lab must be *successfully* completed before being approved to attend the clinical component of the course.

Instructional Methods

- Course orientation
- Periodic conferences, as needed
- Independent Learning Guide (online)
- Hands on skills lab
- Clinical experience

Evaluation Methods

- Unit Exam (10)
- Medication calculation test
- Virtual skills lab exam
- In-person skills lab exam
- Clinical Participant Evaluation completed by clinical instructor
- Comprehensive Care Plan completed on one client co-assigned to during clinical (satisfactory/unsatisfactory)
- Skills Checklist signed by the clinical instructor and participant
- Final Participant Evaluation completed by course coordinator
- Course Evaluation completed by participant

Theory Component

The theory component is based on a textbook that will help direct and reinforce the participants learning. *(Potter, P., Perry, A., Stockert, P., & Hall, A. (2020). Fundamentals of Nursing (10th ed): Elsevier)*. The participant will have access to HESI Case studies and Simulations such as Hand-Off Report – SBAR, Environmental Safety Assessment, Hand Washing, Vital Signs Assessment, Administering an Oral Medication, Orthostatic Blood Pressure Assessment, Peak Flow Testing, Prioritization of Patient Care, Pain Assessment, Pressure Ulcer Identification, Cognitive Assessment.

The theory component of the course has been organized into ten (10) major instructional units, a medication calculation exam, and a virtual skills lab. *(See Course Syllabus)* After successful completion, the participant will be awarded 145 theory hours. Continuing into the clinical component of the course is only granted upon successfully completing the theory component of the course.

Theory Evaluation and Examination Procedure

There are ten (10) unit exams, one for each instructional unit, a medication calculation test, and five (5) virtual skills lab exam.

The unit examination is timed, and automatically submitted. Participants will be required to use software application ProctorFree for proctoring of ten 10 Unit Exams and one (1) medication calculation exam. Exam grades can take up to 24 to 48 hours after submission to post.



Two opportunities are allowed to successfully complete each module post-test with a **score of 76% or greater**. If a score of less than 76% is attained on post-test A, the participant will review incorrect answers, refer to textbook content as noted in rationale and review the module material again before completing post-test B. If a score of 76% or greater is not obtained on either post-test A or B, the participant will be **dismissed from the program**.

Participants are required to take a medication calculation exam at the end of Unit ten (10). The participant must obtain an 100% to pass the exam. Participants will be given three attempts to successfully complete the medication calculation exam. If the participants do not obtain a 100% on exam, A, B, or C then this will result in dismissal from the program.

Clinical Component

Clinical experiences can be held in various clinical settings including but not limited to nursing homes, hospitals, surgery centers, urgent care centers, rehabilitation centers, adult daycare facilities, home health or hospice agencies.

Enrollment in the clinical portion of the course requires successful completion of all required theory hours and content, 4-hour hands on skills lab, and Pre-clinical requirements through Castle Branch.

The participants clinical experience **must be completed within 8 weeks** of starting the experience. Only under unusual circumstances will this time period be extended. Should such an extension become necessary, it must be agreed upon in writing by the Clinical Instructor, the Course Coordinator, and the Nurse Refresher Participant.

Required Clinical Hours

A *minimum* of 80 clinical hours is required for course completion.

License

When required, a limited license must be obtained from the Connecticut State Department of Public Health during the clinical component of the refresher course that allows nursing practice only under the direct personal supervision of a registered nurse identified as the clinical instructor. The limited license is only valid for a specific time period and may not be used for gainful employment.

Clinical Plan and Pre-Clinical Requirements

Participants that elect to complete only the theory portion of the course *will not* need to submit the above pre-admission or pre-clinical requirement. However, these applicants must submit a copy of a government issued identification card with the enrollment application.

When preparing for clinical, the participant must submit the following **required** documents and allow at least **two (2) weeks** for the documents to be approved and for the participant to receive an approval to attend the clinical portion of the course.

The following pre-clinical requirements must be uploaded and approved to the participants Castlebranch account in order to receive approval for clinical.

1. Copy of Government issued photo identification card (submitted with application)
2. FBI Background Check with Fingerprinting (completed with application)
3. Online Background Check (completed with application)
4. Completed ReNurse Academy provided Physical Form
 1. Multi-Waiver Release Form
 2. Measles (Rubeola) Immunity
 3. Mumps Immunity



4. Rubella (German Measles) Immunity
 5. Varicella Immunity
 6. Hepatitis B Immunity or Waiver
 7. TB skin test or (Chest X-Ray)
 8. Tetanus, Diphtheria, Pertussis Immunity
 9. Influenza Vaccination – required during flu season October – March
 10. Covid Vaccination
5. CPR Certification for the Professional Rescuer / Health Care Provider
 6. Proof of Personal Health Insurance Coverage
 7. Professional Liability Insurance
 8. Drug Screening (12 panel – current within 3 months of beginning clinical)
 9. Temporary Permit or Limited License (when required)

Once the above required items have been successfully completed, received, and approved by ReNurse Academy, the participant then shall use the scheduling link on ReNurse Academy's website to plan and schedule clinical hours with the clinical instructor. A minimum of two (2) weeks scheduling notice is required for scheduling.

For example, Today is 1/1/2021 clinical experience scheduling cannot be made until at least 1/16/2021.

Participants will be given the opportunity to schedule their clinical experience and given all necessary instructions to schedule the hours via the ReNurse Academy's clinical scheduling link.

Participants must schedule a **minimum of twenty (20) hours a week**. Clinical instructors will be available between the hours of 8:00 am to 9:00 pm, Monday to Friday.

Full-time participants can complete clinical experience in approximately 2 to 2 ½ weeks and part-time participants can complete the clinical experience in approximately 4 to 4 ½ weeks.

Once a participant has scheduled their clinical experience it cannot be changed. Missed clinical time can be rescheduled once. The reschedule fee is \$150

Clinical Evaluation Procedure

The clinical experience will be evaluated by:

1. The clinical instructor using the ReNurse Academy provided evaluation form
2. Clinical Hours Log
3. The participants typed clinical experience reflecting summary on what was learned during the experience (400 words or more).

The clinical experience requires a satisfactory performance evaluation by the clinical instructor. If the participant's performance is unsatisfactory on any given clinical day, it will be the discretion of the clinical instructor whether or not to count that clinical day towards the participants total required hours for the clinical component.

If the participants overall clinical performance is unsatisfactory, the clinical instructor and program director will determine if the participant requires further experience beyond the required clinical hours or if a dismissal from program is necessary.

Participants needing further clinical experience will be determine on a case-by-case basis. For further clinical experiences the participant must pay \$50/per hour for any extra hours needed.



Admission Requirements

The refresher course considers enrollment from prospective participants in the following circumstances:

- Formerly licensed RNs who wish to reapply their nursing licensure.
- Currently licensed RNs who desire to refresh their knowledge or skills in the profession, due to time away from practice.
- Graduate Registered Nurses who have successfully completed an RN education program however have not yet successfully completed the NCLEX-RN exam. Admission for this participant is accompanied by the requirement that s/he must successfully complete the NCLEX-RN exam prior to receiving approval to begin the clinical component of the course.
- A nurse who has been directed by the State Board of Examiners for Nursing (BOEN) to complete a Refresher Course.

Conditional Admission

Admission to the clinical portion of the refresher course is conditioned on the results of the background checks completed through Castlebranch.

If a prospective participant has been convicted, pled guilty or no contest to, or received a suspended imposition of sentence for a felony or other criminal offence, or is under disciplinary action with their current or former Board of Nursing, the participant is advised it may not be possible to be accepted into the refresher course at ReNurse Academy. Participants may be denied reinstatement from their state Board of Nursing, from taking the required licensure exam, and/or may be prevented from gaining employment in the field of nursing.

NOTE: Prospective participants whose background search indicates a prior felony conviction will not be admitted to the refresher course.

How to Enroll

An enrollment request is reviewed when all of the following items are received by the admission coordinator:

1. Print and completed enrollment application
2. Licensure verification (Nursys.com)
3. Completed online background search and FBI fingerprint background search via Castle Branch

A prospective participant will not be considered for enrollment into the refresher course until both the online background check and FBI background checks are completed.

The results of the background checks will be accessible to ReNurse Academy via the prospective participants castle branch account.

Cost

Program Cost

The program cost for the RN Refresher Course is \$2,350.00. This fee includes:

- Required course materials, books, and lab supplies
- 1 (4) hour hands-on skills lab
- Test Proctoring and Monitoring
- Liability Insurance (NSO)



- Supervision and coordination of the course
- Correction of exams
- Record keeping
- Consultation for course participants
- Postage and handling for initial and regular course communication
- Certificate of completion

Available Payment plan:

30% (\$705) due with the enrollment application.

35% (\$822.50) of tuition is due at the time of program acceptance.

35% (\$822.50) is due prior to starting the course or before access to any course material.

Payments may be made via debit /credit card or ACH bank payment. The accepted credit cards are Mastercard, VISA, American Express, and Discover.

Castle Branch

All participants must establish an account with Castle Branch, the chosen vendor for document management. Castle Branch has been endorsed by the AACN-American Association of Colleges of Nursing, and it's the source to submit program pre-admission and the fore-mentioned clinical requirements.

The Castle Branch Clinical package is \$140. This fee is an additional cost and is not included in the overall program cost. This fee is paid directly to Castle Branch for the following services:

Background Screening Package:

Residence History

Social Security Check

Connecticut Statewide Search

Federal Criminal Check

Nationwide Healthcare Fraud and Abuse Check (OIG, and many others are included here)

Search of all counties of residence outside of state (flat rate)

Sex Offender Registry

12 Panel Drug Test:

Includes the following panels - Amphetamine (Methamphetamine), Barbiturates, Benzodiazepine, Cocaine, Marijuana, Methadone, Methaqualone, Opiates (Codeine & Morphine), Phencyclidine, Propoxyphene, Oxycodone, MDMA, Validity Testing.

Compliance Tracker- Includes tracking of all requirement documents for 1 year, with review of documents by Castlebranch, ReNurse Academy, and the participant.

These costs are an additional cost and should be paid directly to Castle Branch.

Participants that choose only to complete the theory component of this course does not have to open a Castle Branch account.

Textbook

The participants will receive the following textbook included in their program fee:

Potter, P., Perry, A., Stockert, P., & Hall, A. (2020). Fundamentals of Nursing (10th ed): Elsevier)

Assessment Technologies Institute (ATI) Supported Modules

Skills Modules 3.0

Dosage Calculation and Safe Medication Administration 3.0

Pharmacology Made Easy 3.0



Recommended:

Nurse's Drug Guide

Nursing Diagnosis Handbook

Withdrawal or Refund

The participant has 48 hours from the initial payment to request 50% of the course fee. If the participant receives the course materials and decides against continuing, a refund **will not** be granted.

Participants who are eligible for the Payment Plan **will not** be granted a refund.

Participants will not be granted a refund if s/he is dismissed from the refresher course.

ReNurse Academy may offer a refund for special or compelling personal circumstances including but not limited to:

- ⇒ Documented serious illness or disability.
- ⇒ Disability, serious illness, or death of an immediate family member.
- ⇒ Conditions that are unforeseeable and beyond participant's control that make completing the course unreasonably difficult or impossible (e.g., natural disaster, strike, relocation of spouse)
- ⇒ Military service obligations.

Compelling personal circumstances do NOT include:

- Enrolling in another course or institution of higher education
- Obtaining employment; or due to
- Dissatisfaction with the program.

Any participant who feels they are eligible for a refund should submit a request via email to refund@reurseacademy.com and include the compelling circumstance. All requests will be forwarded to the executive director who determines approval.

A participant who withdraws from the course for any reason will not be eligible for a Certificate of Completion and will not pass the course. Please notify the Program Coordinator if you are withdrawing from the course. Keep in mind, you have 9 months to complete the online program, and may apply for a one (1) time extension to 12 months for special circumstances.

References

Refresher Course - RN. South Dakota State University. (n.d.). <https://www.sdstate.edu/nursing/refresher-course-rn>



STONE ACADEMY

March 18, 2022

State of Connecticut
Department of Public Health
Practitioner Licensing & Investigations Section
410 Capitol Avenue
P.O. Box 340308, MS #12 HSR
Hartford, CT 06134-0308
Attention: Helen Smith, RN

Dear Ms. Smith:

This letter and attached exhibits are provided in response to your March 3, 2022 letter specifying the information that the Board of Examiners for Nursing requested at its March 2, 2022 Meeting regarding the teach-out of the Practical Nursing Day Program at Stone's West Haven Campus.

- a.) Transferability.** *Can the students enrolled in the Practical Nursing Day program at the Stone Academy West Haven campus "transfer" to the other Stone Academy Practical Nursing program campus locations?*

Students enrolled in the Practical Nursing Day Program at the West Haven Campus can, if they choose, transfer out of the West Haven day program and enroll in the PN Day or PN Evening programs at either East Hartford or Waterbury campuses or the PN Evening program at the West Haven campus, to complete the PN program they started.

- b.) BOEN Conditional Approval.** *How does the teach out program timeline and plan for the Practical Nursing Day Program at the Stone Academy West Haven campus fit with BOEN's Conditional Approval of that day program at the West Haven campus, including the requested information after a hearing that concluded on December 15, 2021?*

At its December 15, 2021 meeting, the BOEN placed Stone Academy West Haven campus PN Day Program on Conditional Approval. In the ordinary course, that approval would expire around May 2022. Students enrolled in the Practical Nursing Day program at the West Haven campus will be able to complete their program by February 2023. Stone Academy's priority is to ensure that all the current students have the opportunity to

complete the program and graduate. Since the Conditional Approval would expire in May 2022, before the teach out of the West Haven Day program is completed, Stone Academy suggests that the Board extend the Conditional Approval so that it remains in place until Stone Academy has completed the planned teach out.

The BOEN also requested that Stone Academy provide the following information related to the West Haven Day program at the end of each semester:

- Attrition rates for faculty, staff, and administration
- Reasons for staff turnover
- Any modified curriculums and status of the modification
- Current exam scores
- Tuition schedule

Stone Academy will provide the requested information pertaining to the West Haven Day program if it remains relevant to the board in light of the impending closure of the program. If the Board wishes to modify any of those information requests, please let us know. Also, please let us know if the Board would like Stone Academy to provide the requested information at the time the teach-out is completed or if it would like an interim report with that information before the program closes.

c.) Admission. *What is the date that Stone Academy stopped admissions to the Practical Nursing Day program at the Stone Academy West Haven campus?*

Stone Academy stopped enrolling new students in the Practical Nursing Day Program at the West Haven Campus on April 26, 2021. The usual enrollment deadline for the PN day would have been June 21, 2021. (See Exhibit 1)

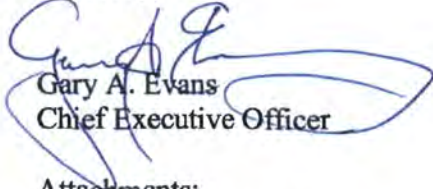
d.) Teach-Out Communication. *Provide documentation that Stone Academy informed students and others about the closure and teach out plan for the Practical Nursing Day program at Stone Academy West Haven campus.*

Stone Academy presented to the BOEN on March 2, 2022 to receive acknowledgement of and initial feedback from the Board related to the teach-out of students. Notice was then promptly provided to all students and faculty beginning March 3, 2022 via Stone Academy's online gradebook and school management system, IGrade or by instructor e-mail addresses (See Exhibit 2).

In addition, Chief Executive Officer (CEO) Gary Evans, key members of the corporate administration, and management level staff from the West Haven campus met in-person with instructors to answer questions. CEO Evans, and Executive Vice President (EVP) Dr. Linda Dahlin have also made themselves available to students with questions.

We welcome continued discussion if you have additional questions about Stone Academy's plans for the teach out.

Sincerely,



Gary A. Evans
Chief Executive Officer

Attachments:

Exhibit 1: Diamond Document

Exhibit 2: Teach Out Communication

EXHIBIT 1

Diamond Document

Custom Toolbars

Student Report Selection

Unselected Students Unselected Count: 0

Selected Students Selected Count: 0

Student SSM

Student	Status	Start Date	End Date

- Add All
- Add
- Remove
- Remove All

Reset All To Default

Main	Dates	Events	Probation	Other	More	Custom	Saved Parameters	Notes	Additional	Academics	Testing
First Term Date	Program	Funding	Program Group	Group	Status	Session	Full/Part Time	Drop Reason			
08/21/2021	PH-D19-2	All Funding Codes	All Program Group	All Groups	All Status Codes	All	All	All Drop Reasons			

EXHIBIT 2

Teach Out

Communication

.. PN Teach Out

Erin Walton <ewalton@stone.edu>

Thu 3/3/2022 6:31 PM

PN Teach Out Communication to Students.pdf;

See below. PN Teach-Out Communication went out 3/3 as requested.

Compose Email Drafts Sent Address Book Templates Signature

Date	Subject	Recipients
2022-03-03 @ 06:29 pm	PN Teach Out	Walton, Erin
2022-03-03 @ 06:27 pm	PN Teach Out	Carr, Lauren Dubreuse, Yvelyne 26 more
2022-03-03 @ 06:26 pm	PN Teach Out	Bashi, Brisilda Sanchez, Kimberly 34 more
2022-03-03 @ 06:25 pm	PN Teach Out	Alexandre, Itrelaine Mitchell, Tywana 34 more
2022-03-03 @ 06:24 pm	PN Teach Out	Ortiz, Yalismarie Weston, Alex 12 more
2022-03-03 @ 06:23 pm	PN Teach Out	Labbe, Jenny Planchet, Judith 5 more
2022-03-03 @ 06:22 pm	PN Teach Out	Chacon, Byron Solomon, Tasha
2022-03-03 @ 06:21 pm	PN Teach Out	Rafray Rodriguez, Charmaine Philippe, Anna 3 more
2022-03-03 @ 06:20 pm	PN Teach Out	Liscio, Lisa

From: ewalton@stone.edu <mailer@igradeplus.com>

Sent: Thursday, March 3, 2022 6:29 PM

To: Erin Walton <ewalton@stone.edu>

Subject: PN Teach Out

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Practical Nursing Students:

In an effort to address the nursing shortage in the state of Connecticut, Stone Academy is excited to announce we will be creating a pilot program at the West Haven Campus. This new program will have a shorter graduation timeframe, but requires a more rigorous and intensive curriculum.

Stone Academy is in the process of fully developing the coursework and will seek approval from the State and accrediting agencies over the next year. As such, we will no longer enroll individuals in the West Haven Practical Nursing Day program, effective January 31, 2023. We will be implementing a "teach out" of the that program, beginning March 3, 2022, to ensure that all students currently enrolled in the program have the opportunity to graduate and obtain their diplomas.

What Does this Mean to Students?

Successfully completing your education is important to us. Staff have reviewed existing schedules and timelines for the West Haven Day program cohorts. Rest assured, the current program and all of the practical nursing courses, including remedial classes and support services, will be available until January 31, 2023. This will allow you to complete the required coursework as planned at the time of your enrollment with us.

Again, Stone Academy is committed to providing students in the West Haven Day PN program the opportunity to complete the program and obtain your diploma. The teach-out period will give you the opportunity to complete the requirements successfully and graduate. Students may be eligible to transfer to a different Stone Academy campuses, if needed, with approval from the administration.

What Do I Need to Do Next?

Continue on with your studies. No specific action is needed by you at this time. During the teach-out period, we ask that you work closely with the PN Program Manager and program faculty to ensure you are aware of all program requirements as well as the availability of required courses. You will be provided with an academic plan that, if followed, will permit you to complete the program within the teach-out period.

Job placement assistance and transcript requests will continue to be available to PN graduates once the teach-out program is fulfilled.

Who Does this Impact?

This will only effect students currently enrolled in Stone Academy West Haven campus day PN program. Evening PN programs and PN programs at all other campuses will remain fully operational. This decision is to evolve only our existing West Haven campus day PN program going forward for any new cohorts.

Stone Academy administration, staff, and faculty will ensure that the dedication and effort you have devoted thus far towards the success of your education produce the results you require to become a successful practical nurse. Stone Academy is committed to serving you while completing the Practical Nursing program.

Sincerely,
Gary Evans
CEO

PROVIDED FOR
03-02-2022
BLEN meeting



STONE ACADEMY

January 31, 2022



Board of Examiners for Nursing
410 Capitol Avenue, MS #13PHO
P. O. Box 340308
Hartford, CT 06134-0308

To Whom It May Concern:

Over the course of the past year, the impact from the pandemic has been realized in a nursing shortage in the State of Connecticut. The concern is evidenced by Governor Lamont's Executive Orders that specifically target aiding the exhausted healthcare workforce. It is further demonstrated by statements from hospital associations and individual healthcare employers. As a result, the healthcare system is creating a paradigm shift that seeks to increase capacity with the intention of improving the delivery of services. In order to provide appropriate patient care, the State of Connecticut will need to address the nursing deficit expeditiously.

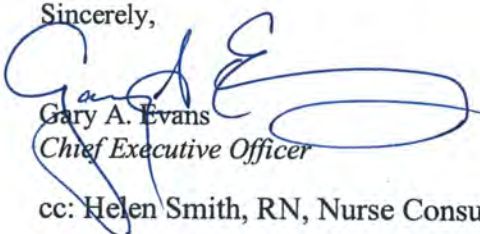
During the past six months, Practical Nursing and positions for Practical Nurses have evolved from being largely limited to long-term care facilities and homecare services to a substantial number of opportunities in urgent care facilities and hospitals. Griffin, Waterbury, Hartford, and St. Francis Hospitals have begun hiring Practical Nurses to complement their workforce. Long-term care and other facilities have also increased staffing of Practical Nurses to meet demand over the past 18 months. It is evident by hiring practices that these facilities understand the value of the Practical Nursing designation to address statewide gaps in nursing.

The current Practical Nursing programs in Connecticut has an average training timeframe of sixteen months (1.3 years). Based on known turn-over rates in nursing and the continued strain on the healthcare workforce caused by the pandemic, Connecticut's institutions of higher learning and career training schools must step forward to creatively resolve the staffing deficiency. As such, Stone Academy will present to the Board of Examiners for Nursing a pilot program for an intensive Practical Nursing Program that has been developed with insights from Connecticut hospitals.

Once proven successful, we believe this pilot program will create an effective model to be replicated at other campuses. This is a calculated evolution in our academic offerings and is necessary to relieve systemic issues of fatigue and attrition within the healthcare industry. To properly initiate this pilot, the institution will relinquish its West Haven Day Program to devote resources to the new program.

However, Stone Academy will provide continued instruction to students actively within the existing day program. Administrative staff will ensure to meet obligations of affected students. In accordance with 20-90-47(h) of the *Nursing Education Programs and Licensure Requirements*, Stone Academy shall provide a written plan and timetable for program termination.

Sincerely,


Gary A. Evans
Chief Executive Officer

cc: Helen Smith, RN, Nurse Consultant, Dept. Public Health



STONE ACADEMY

January 31, 2022



Department of Public Health
Attn: Helen Smith, RN
410 Capitol Ave,
Hartford, CT 06134

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Sincerely,


Gary A. Evans
Chief Executive Officer

cc: Board of Examiners for Nursing, PO Box 340308 MS #13PHO

STONE ACADEMY

Teach-Out Plan

Stone Academy West Haven Campus
560 Saw Mill Crossing, West Haven, CT

Practical Nursing – Day Program

February 9, 2022

Background

Over the course of the past year, the impact from the pandemic has been realized in a nursing shortage in the State of Connecticut. The concern is evidenced by Governor Lamont's Executive Orders that specifically target aiding the exhausted healthcare workforce. It is further demonstrated by statements from hospital associations and individual healthcare employers. As a result, the healthcare system is creating a paradigm shift that seeks to increase capacity with the intention of improving the delivery of services. In order to provide appropriate patient care, the State of Connecticut will need to address the nursing deficit expeditiously.

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Once proven successful, we believe this pilot program will create an effective model to be replicated at other campuses. This is a calculated evolution in our academic offerings and is necessary to relieve systemic issues of fatigue and attrition within the healthcare industry. To properly initiate this pilot, the institution will relinquish its West Haven Day Program to devote resources to the new program.

As such, Stone Academy respectfully submits the following teach-out plan to address the termination of Stone Academy's Practical Nursing program at the West Haven campus day division. This teach-out does not affect any other program currently offered by Stone Academy.

The West Haven campus has been offering the Practical Nursing program in the day division since 2005, enrolling a total of 1263 students. This teach-out plan addresses the equitable treatment of active Practical Nursing day students enrolled at the West Haven campus and ensures they will enjoy educational continuity.

Active Enrollment

There are currently 133 active students. Below is a chart indicating each student's cohort and expected graduation date:

Student	Cohort	Expected Grad Date
Jean Baptiste, Desmith	06/24/2019	04/16/2022
Ratray Rodriguez, Charmaine	06/24/2019	03/04/2022
Tilus, Marie	06/24/2019	03/06/2022
Goode-Ward , Andran T.	06/24/2019	11/19/2022
Chacon, Byron	09/03/2016	02/26/2022
Anderson, Annette	01/06/2020	03/05/2022
Dyer, Courtney L.	01/06/2020	07/09/2022
Labbe, Jenny	01/06/2020	03/05/2022
Lafond, Jennifer	01/06/2020	03/05/2022
Laforest, Rachelle	01/06/2020	03/05/2022
Planchet, Judith	01/06/2020	03/05/2022
Rapuano, Patrizia	01/06/2020	10/22/2022
Charles, Franson	04/27/2020	03/12/2022
Cummings, Abigail	04/27/2020	10/24/2022
David, Elga I.	04/27/2020	10/24/2022
Davy, Marsha	04/27/2020	03/12/2022
Dononcourt, Robens	04/27/2020	03/12/2022
Edwards, Jasmin	04/27/2020	07/23/2022
Fraser, Donique	04/27/2020	10/24/2022
Kumar, Pawan	04/27/2020	03/12/2022
Lagout, Sylva	04/27/2020	03/12/2022
Lince, Marie	04/27/2020	06/04/2022
Okezue, Christian U.	04/27/2020	03/12/2022
Ortiz, Yalismarie	04/27/2020	07/23/2022
Simon Cede, Otilia	04/27/2020	03/12/2022
Suglo, Gertrude	04/27/2020	03/12/2022
Terry, Christa	04/27/2020	07/23/2022
Thomas, Aldene	04/27/2020	03/12/2022
Weston, Alex	04/27/2020	07/23/2022
Fils Aime, Rose	06/22/2020	06/04/2022
Hampton, Jasmyne	06/22/2020	09/03/2022
Jean- Pierre, Cassandra	06/22/2020	06/04/2022
Leon, Johane	06/22/2020	06/04/2022
Lewis, Cluda	06/22/2020	06/04/2022
Louissaint, Shedly	06/22/2020	06/04/2022
McQueen, Leonie	06/22/2020	06/04/2022
Noailles, Amanda	06/22/2020	06/04/2022
Rosa, Angelica M.	06/22/2020	06/04/2022
Savage, Halima	06/22/2020	06/04/2022
Swindell, Destahni	06/22/2020	06/04/2022

Alexandre, Irelaine	08/31/2020	07/02/2022
Alikor, Gideon	08/31/2020	07/02/2022
Anastasio, Brianna Amber	08/31/2020	07/02/2022
Anderson, Jessica	08/31/2020	07/02/2022
Aragbada, Adeola	08/31/2020	07/02/2022
Brown, Celise	08/31/2020	07/02/2022
Coke, Cidonne	08/31/2020	07/02/2022
Cole, Cheriffa	08/31/2020	11/05/2022
Covington, Ranika Nyree	08/31/2020	07/02/2022
Dagrin, Kathy	08/31/2020	07/02/2022
Diaz, Nitza	08/31/2020	07/02/2022
Fabre, Vanessa	08/31/2020	07/02/2022
Fenwick, Monica	08/31/2020	07/02/2022
Freelove, Dorothy	08/31/2020	07/02/2022
Jean, Gabiola	08/31/2020	07/02/2022
Kwadan-Naab, Beatrice	08/31/2020	07/02/2022
Lorusso, Rachel	08/31/2020	07/02/2022
Louis, Gerda	08/31/2020	07/02/2022
Louissaint, Yrvicah	08/31/2020	07/02/2022
McKenzie, Harold	08/31/2020	07/02/2022
Mitchell, Tywana	08/31/2020	11/05/2022
Ozuem, Joy	08/31/2020	07/02/2022
Perez, Rachell M.	08/31/2020	07/02/2022
Phillip, Neressa	08/31/2020	11/05/2022
Salomon, Nadine	08/31/2020	07/02/2022
Sanjurjo, Mariah	08/31/2020	07/02/2022
Santamauro, Jade	08/31/2020	07/02/2022
Soto, Estefanie	08/31/2020	07/02/2022
Vilsaint, Rodeline	08/31/2020	07/02/2022
Zavala, Nancy	08/31/2020	07/02/2022
Mbelu, Jeffrey N.	10/19/2020	07/02/2022
Morales, Ashley	12/14/2020	07/02/2022
Barnes, Davette C.	01/04/2021	09/17/2022
Bashi, Brisilda	01/04/2021	09/17/2022
Benbow, Kimberly	01/04/2021	09/17/2022
Benbow, Lorna	01/04/2021	09/17/2022
Boothe, Keshia L.	01/04/2021	09/17/2022
Bryant, Tiffany	01/04/2021	09/17/2022
Capone, Kelly	01/04/2021	09/17/2022
Carrenard, Marie	01/04/2021	09/17/2022
Cherenfant, Jenny	01/04/2021	09/17/2022
Cherubin, Valerie	01/04/2021	09/17/2022
Cocroft, Lougenia A.	01/04/2021	09/17/2022
Ferrari, Kelly	01/04/2021	09/17/2022

Gachelin, Lilianne	01/04/2021	09/17/2022
Gary, Pearlene	01/04/2021	09/17/2022
Gaskins, Kashonia	01/04/2021	09/17/2022
Hunter, Natoya	01/04/2021	09/17/2022
Hylton, Deidre	01/04/2021	09/17/2022
Josma, Siencia	01/04/2021	09/17/2022
Looby, Ebony	01/04/2021	09/17/2022
Louis, Yamilee	01/04/2021	09/17/2022
Mauranssi, Vochena	01/04/2021	09/17/2022
McBean, Carol	01/04/2021	09/17/2022
Moales, Fallon	01/04/2021	09/17/2022
Nwokonta-Chukwu, Uchechi	01/04/2021	09/17/2022
Richards, Latisha	01/04/2021	09/17/2022
Ruiz, Naysha	01/04/2021	09/17/2022
Saint-Hilaire, Marie	01/04/2021	09/17/2022
Sanchez, Kimberly	01/04/2021	09/17/2022
Sebastian, Debra	01/04/2021	09/17/2022
St. Hilaire, Kassandra	01/04/2021	09/17/2022
Thomas, Nadege	01/04/2021	09/17/2022
Thomas-Guirand, Yvena	01/04/2021	09/17/2022
Tuck, Damiana	01/04/2021	09/17/2022
Williams, Isiah	01/04/2021	09/17/2022
Wright, Mikeya	01/04/2021	09/17/2022
Annatone, Laure	04/26/2021	08/13/2022
Bailey, Sharnette	04/26/2021	08/13/2022
Brown, Jadel	04/26/2021	08/13/2022
Carr, Lauren	04/26/2021	08/13/2022
Daley, Shamique	04/26/2021	08/13/2022
Dawson, Dominique	04/26/2021	08/13/2022
Dubreuse, Yvelyne	04/26/2021	08/13/2022
Fenelus, Ruth	04/26/2021	08/13/2022
Ferraro, Jacquelyn	04/26/2021	08/13/2022
Gooden, Sylvia	04/26/2021	08/13/2022
Hylton Cover, Meleisa A.	04/26/2021	08/13/2022
Iham, Lekbir	04/26/2021	08/13/2022
Israel, Amatha	04/26/2021	08/13/2022
Khun, Moleka	04/26/2021	08/13/2022
Kwao, Patience	04/26/2021	08/13/2022
Laurent, Nataika	04/26/2021	08/13/2022
Mason, Janessa	04/26/2021	08/13/2022
Mayeza, Vuyokazi	04/26/2021	08/13/2022
Melendez, Emilio	04/26/2021	08/13/2022
Rodriguez, Kevin	04/26/2021	08/13/2022
Saintlouis, Sabrina	04/26/2021	08/13/2022

Sheehan, Pamela	04/26/2021	08/13/2022
Sylvain, Dieula	04/26/2021	08/13/2022
Thomas, Milcah	04/26/2021	08/13/2022
Thompson, Coleen	04/26/2021	08/13/2022
Tyrell, Nicquet	04/26/2021	08/13/2022

Timetable for Teach Out of the PN Day Program

As indicated by the last Expected Grad Date (11/19/2022), we expect that the program will end by 12/31/2022. During this teach-out, the day program will continue to be overseen by the PN Site Administrator, the Clinical Supervisor, and the PN Program Administrator. Inventory of needed supplies and equipment will be maintained as usual. The timeframe for teaching out the day students may be extended due to students needing to repeat courses and the availability of clinical sites.

Pathway for Students

Stone Academy will provide the required courses for students enrolled in the Practical Nursing program as outlined in the Stone Academy Catalog. Students who fail a Practical Nursing course will be able to retake each course one time.

Communication Plan

The Campus Director will inform staff and faculty of the teach-out plan immediately. Details of this teach-out plan will be shared to ensure that the message is clearly communicated and the details of the plan are understood by all parties.

The Practical Nursing students will be notified in writing of the teach-out plan. Students will be informed that all courses will be offered to allow them to successfully complete their program. They will also be given available options in the event of the failure to pass a Practical Nursing course.

Additionally, the Campus Director will speak with each Practical Nursing cohort to address any questions or concerns. The PN Site Administrator and PN Program Administrator will be available to meet with students to discuss any individual concerns.

Governing Principles

A well-formulated set of rules is required to govern a teach-out, which are provided in this document. However, there will always be exceptional cases that must be addressed; and students may require a more detailed interpretation of these rules. In those instances, the student may ask to present a case for consideration. The PN Site Administrator, PN Program Administrator, and Executive Vice President will honor the request for a meeting to render a decision or suggest an

optimal solution that does not diminish academic standards and will confer as needed to maintain fairness and uniformity of decisions.

Authority and Accreditation

Stone Academy will be diligent in maintaining accreditation and authorities associated with the delivery of higher education and financial aid during this teach-out.

Diploma granting authority will continue to rest with the Accrediting Bureau of Health Education Schools (ABHES).

Records Retention

Stone Academy takes seriously its obligations to preserve information relating to litigations, audits, and investigations. This policy provides guidance, review, and retention of student documents for academic and financial aid records received or created by Stone Academy.

The Records Retention Policy applies to all records and documents regardless of physical form and contains guidelines on how long documents should be kept. This policy is designed to promote compliance with applicable laws and regulations from accrediting agencies.

File Category	Record	Retention Period
Student Academic Records	Student Admission Records - Cancels	2 years
	Student Admission Records – Enrolled	5 years
	Disciplinary Files – Less than Termination	5 years
	Disciplinary Files – Termination	Permanent
	Academic Action Authorizations	5 years from date of graduation or date of end of last enrollment
	Academic Progress Reports	5 years from date of graduation or date of end of last enrollment
	Transcripts	Permanent
	Evidence of Grad Date	Permanent
	Enrollment Verifications	Permanent
	Clinical Evaluations	5 years from date of graduation or date of end of last enrollment
	Final Grades	Permanent
	Grade Books	5 years from end of semester
	Withdrawal from School	5 years
	Externship Records	5 years from date of graduation or date of end of last enrollment
	Name Change Records	5 years
	Transcript Request	1 year from date of request

	Transfer Credit Records	5 years from date of graduation or date of end of last enrollment
Financial Aid Records	Pell and Campus Based Programs	3 years
	Fiscal Operations Report (FISAP) and Supporting Records	3 years from the end of the award year in which the report was submitted
	Direct Loans – Records Related to Borrower’s Eligibility and Participation	3 years from the end of the award year in which the student last attended
	Direct Loans – all other reports	3 years from the end of the award year in which the report was submitted
Career Services	Documents of Placement	3 years from date of graduation
Accreditation	Accreditation Records	5 years from date of accreditation or until next accreditation, whichever is later
Federal Disclosure Records	Crime Statistics and Security Report Records	3 years from annual required disclosure
	Graduation and Completion Rates	3 years from annual required disclosure
	Institutional Information Records	3 years from annual disclosure date
	VA Certifications	5 years from date of graduation or date of end of last enrollment
Technology	Software Licenses and Support Agreements	7 years after all obligation end

Person Responsible for Keeping Records	
File Category	Person Responsible for Keeping Records
Student Academic Records & References	Quentin Pugh Registrar 560 Saw Mill Road West Haven CT 203-288-7474
Financial Aid Records	Julie Henry Financial Aid Director 745 Burnside Avenue East Hartford, CT 860-569-0618
Career Services Records	Thomasina Tatum Career Services Manager 560 Saw Mill Road West Haven, CT

Accreditation and Federal Disclosure Records	Judy Scire Director of Compliance 560 Saw Mill Road West Haven, CT 203-288-7474
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Storage of Records

- Academic records for Active students are kept in the Registrar's office.
- Financial aid records for Active students are kept in the Financial Aid office.
- Technology Records are kept in the Information Technology Manager's office.
- Career Services Records are kept in the Career Services Manager's office.
- Accreditation and Federal Disclosure Records are kept in the Director of Compliance's office.
- All offices are secure and locked when the responsible person is not in the office.
- When students withdraw, graduate or are dropped or terminated, the student academic records and financial aid records for the student are transferred to the file room. The folders are audited and then placed together and filed alphabetically. These files are maintained in the file room for three years. Then the files are transferred to storage.

PHONE CALLS/SCOPE OF PRACTICE QUESTIONS

SUMMARY – MONTH: January 2022 (42 calls)

Answered with or without written documents

APRNs 11 calls:

- 2-Request information on collaborative practice agreements. *Refer to the Department website, Practitioner Licensing and APRN Collaborative Agreements.*
- 5-Request a copy of the APRN scope of practice. *Refer to the Board of Examiners for Nursing (BOEN) website and the Connecticut (CT) Nurse Practice Act (NPA).*
- 4-Can an APRN certified in one practice area, practice in a “new” area with education, verification of competency and a collaborative agreement with a CT licensed physician in the “new” practice area? *Yes.*

RNs 9 calls:

- 3-Request a copy of the RN scope of practice. *Refer to the BOEN website and the CT NPA.*
- 3-RN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- RN seeking employment opportunity at the Department of Public Health. *Direct to the Department’s website then career opportunities (then will be directed to the CT State Department of Administrative Services).*
- Can an RN prescribe medications? *No, refer to the CT NPA.*
- Can a RN licensed in CT work in New York? *Refer the New York Department of Public Health and/or New York Board of Nursing.*

LPNs 10 calls:

- 4-Request a copy of the LPN scope of practice. *Refer to the BOEN website and the CT NPA.*
- LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- 2-Can an LPN work in a Medical Spa and complete cosmetic medical procedures? *No, refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 368ll, Section 19a-903 c.*
- Can an LPN complete a patient assessment? *No, the LPN can contribute objective and subjective data in an accurate and timely manner (please refer to the BOEN website and the Declaratory Ruling titled “Licensed Practical Nurse” and the CT NPA).*
- 2-Can an LPN be “supervised or directed” by a physician? *No, refer to the BOEN website and the CT NPA.*

ULAP No calls.

Schools No calls.

Guidelines/Other 12 calls:

- 6-In the process of setting up a Medical Spa requesting guidance. *Refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 368ll, Section 19a-903 c.*
- 3-Request information on Certified Nursing Assistant programs in CT. *Refer to Department staff who works with the CNA programs in CT (provide e-mail address).*
- Nursing student complaint about program issues, she failed the exit exam three times and has been dismissed from the program. *Refer to the school policy & procedure for grievances to submit a grievance (to the school), may want to participate in the Public Forum portion of a BOEN meeting, and may want to send a complaint to the Office of Higher Education.*
- Owner of a private educational school for Certified Nursing Assistants, requesting information on the approval process to offer a Practical Nurse Program at that private school. *Discussion and refer to the BOEN website, the Nursing Education Programs and Licensure Requirements General (the Regulations), Feasibility Study, the CT NPA, and list of Nursing Programs.*
- NCSBN survey- Regulatory fees for Nursing Education Programs.

PHONE CALLS/SCOPE OF PRACTICE QUESTIONS

SUMMARY – MONTH: February 2022 (37 calls)

Answered with or without written documents

APRNs 6 calls:

- Request information on collaborative practice agreements. *Refer to the Department website, Practitioner Licensing and APRN Collaborative Agreements.*
- Request a copy of the APRN scope of practice. *Refer to the Board of Examiners for Nursing (BOEN) website and the Connecticut (CT) Nurse Practice Act (NPA).*
- 3-Can an APRN certified in one practice area, practice in a “new” area with education, verification of competency and a collaborative agreement with a CT licensed physician in the “new” practice area? *Yes.*
- Can a CRNA practice in a dental office? *No, CGS, Section 20-123b permits the administration of anesthesia in dental office by only properly credentialed and permitted dentists.*

RNs 6 calls:

- 3-Request a copy of the RN scope of practice. *Refer to the BOEN website and the CT NPA.*
- 2-RN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- Caller requesting information on how to participate in the BOEN meeting. *Refer to the BOEN website, meeting agenda then directions on how to join the virtual meeting.*

LPNs 13 calls:

- 9-Request a copy of the LPN scope of practice. *Refer to the BOEN website and the CT NPA.*
- LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- Caller requesting the list of BOEN approved LPN Refresher Programs. *Refer to the BOEN website and Practical Nursing programs.*
- 2-LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*

ULAP 1 call:

- Request a copy of the scope of a Medical Assistant (MA). *As the Department does not license MA the Department cannot provide a scope but may want to refer to the BOEN website and the Declaratory Ruling of Delegation to ULAP.*

Schools 1 call:

- George Mason University, Virginia: Does the BOEN or Department have oversight of post-licensure programs? *No.*

Guidelines/Other 10 calls:

- 6-In the process of setting up a Medical Spa requesting guidance. *Refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 368ll, Section 19a-903 c.*
- 3-Request information on Certified Nursing Assistant programs in CT. *Refer to Department staff who works with the CNA programs in CT (provide e-mail address).*
- Nursing student complaint about program issues. *Refer to the school policy & procedure for grievances to submit a grievance (to the school), may want to participate in the Public Forum portion of a BOEN meeting, and may want to send a complaint to the Office of Higher Education.*

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Angel Predzimirski, R.N.
License No. 137001

Petition No. 2020-1221

MEMORANDUM OF DECISION

I

Procedural Background

On June 10, 2021, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing. Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege that Angel Predzimirski ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting her registered nurse ("R.N.") license number 137001 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b) (4) and/or 20-99(b)(5). *Id.*

On June 10, 2021, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2. Based on the allegations in the Charges, and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on June 16, 2021, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered Respondent's registered nurse license number 137001 be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On June 18, 2021, the Department mailed the Summary Suspension Order, Charges, and Notice of Hearing ("Notice") to Respondent's email address of record on file with the Department at atpredzimirski@gmail.com. Bd. Ex. 4. The Notice informed the parties that a hearing was scheduled for July 21, 2021. *Id.*

The hearing convened on July 21, 2021 via video conference. Respondent was present at the hearing and was self-represented. Transcript ("Tr.") p. 3. Attorney Joelle Newton represented the Department. *Id.*

At the hearing, Respondent requested a continuance of the hearing in order to retain an attorney to represent her. Tr. p. 4. With no objection from the Department, the Board granted

Respondent a continuance. Tr. pp. 4-6. The Summary Suspension Order remained in effect. Tr. p. 5.

On August 25, 2021, the Board sent a Notice of Continuance to the Respondent and the Department informing that a rescheduled hearing would be held on October 20, 2021. Bd. Ex. 6. On October 20, 2021, the hearing reconvened. Respondent was present and was not represented by counsel. Tr. p. 3. Attorney Joelle Newton represented the Department. Tr. p. 4. Respondent orally answered the Charges on the record. Tr. pp. 6-8.

Following the close of the record, the Board conducted fact finding. Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

I

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Naugatuck, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 137001.
2. In paragraph 2 of the Charges, the Department alleges that on multiple occasions from approximately 2020 through April 2021, Respondent abused or utilized alcohol, marijuana, cocaine, amphetamines, benzodiazepines and/or Adderall ("polysubstance abuse") to excess.
3. In paragraph 3 of the Charges, the Department alleges that from approximately 2020 through the present, Respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
4. In paragraph 4 of the Charges, the Department alleges that Respondent's diagnoses and/or polysubstance abuse does, and/or may, affect her practice of nursing.
5. In paragraph 5 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b) including, but not limited to, 20-99(b) (4) and/or 20-99(b)(5).

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III

Findings of Fact

1. Respondent, of Naugatuck, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 137001. Tr. 10/20/2021, p. 7.
2. On multiple occasions from approximately 2020 through April 2021, Respondent abused or utilized alcohol to excess. Tr. 10/20/2021, pp. 11-13, 17 (under seal).
3. From approximately 2020 to the present, Respondent had or continues to have emotional disorders and/or mental illnesses. Tr. 10/20/2021, pp. 4-10, 14-17, 19-22, 28, 30-31 (under seal).
4. Respondent's diagnoses, and/or past polysubstance abuse, does, and/or may, affect her practice of nursing. Tr. 10/20/2021, pp. 14-17, 19-22, 28, 30-31 (under seal).
5. The record is insufficient to establish by a preponderance of the evidence that Respondent abused or utilized marijuana, cocaine, amphetamines, benzodiazepines and/or Adderall to excess during the period of 2020 through April 2021. Tr. 10/20/2021, pp. 8, 13-14 (under seal).

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with regard to the allegations contained in the paragraphs 2, 3 and 4 of the Charges. With respect to the paragraph 2 of the Charges, the Department sustained its burden of proof as to the portion of the allegation pertaining to the use and/or abuse of alcohol to excess.

Conn. Gen. Stat. § 20-99 provides, in pertinent part,

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (4) emotional disorder or mental illness; (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

Specifically, under Conn. Gen. Stat. § 20-99(b)(4) and 20-99(b) (5), a licensee whose conduct fails to conform to the accepted standards of the nursing profession which includes, but is not limited to, emotional disorder, mental illness, abuse, or excessive use of drugs, including alcohol, narcotics, or chemicals, may after a hearing, have his or her license revoked or suspended.

Respondent admitted to the allegations contained in paragraphs 1 and 3 of the Charges, but denied the allegations contained in paragraphs 2 and 4 of the Charges. Tr. 10/20/2021, pp. 7-8. Nonetheless, the Board finds that with respect to the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence with respect to all of the Charges, with the exception the allegations contained in paragraph 2 concerning use and/or excessive use of marijuana, cocaine, amphetamines, benzodiazepines and/or Adderall during the period of approximately 2020 through April 2021. Findings of Fact (“FF”) 1-5.

With respect to the allegations contained in paragraph 2 of the Charges, Respondent admitted that she has a history of polysubstance abuse but testified that such abuse occurred prior to the timeframe alleged in the Charges. Tr. 10/20/2021, pp. 10, 27 (under seal). Thus, the Board finds that the Department failed to establish by a preponderance of the evidence that Respondent’s polysubstance abuse took place on multiple occasions during the period of approximately 2020 through April 2021.

Respondent testified that in 2020 through April 2021, she was not actively using any of the polysubstances as alleged, except medical marijuana and alcohol. Tr. 10/20/2021, pp. 13-14 (under seal). However, Respondent admitted to the allegations contained in paragraph 2 in the Charges regarding excessive use or abuse of alcohol. Tr. 10/20/2021, p. 11 (under seal). On October 20, 2020, Respondent was diagnosed with active alcohol use disorder based on her score on an alcohol use assessment test. Dept. Ex. 2, pp. 12-13 (under seal).

Respondent testified that in October 2020, she drank alcohol with dinner after abstaining from alcohol for a period of time. Tr. 10/20/2021, pp. 11-12 (under seal). Respondent testified that she knew she had made a “poor decision” when she gave herself permission to have a few drinks that night. Tr. 10/20/2021, p. 12 (under seal). During her testimony, Respondent acknowledged that “once you’re an alcoholic, you’re an alcoholic,” even when not actively using. Tr. 10/20/2021, p. 13 (under seal). Respondent admitted that in January 2021 and again

in March 2021, she abused alcohol and tested positive for the same. Tr. 10/20/2021, p. 17 (under seal).

Respondent further testified, and the documentary evidence establishes, that she uses medical marijuana as prescribed. Tr. 10/20/2021, pp. 14-15 (under seal); Dept. Ex. 2, pp. 6, 10, 17-18 (under seal). Although Respondent is aware of the risk of dependence on, and withdrawal symptoms from, cannabis, she remains ambivalent about ceasing the use of cannabis because she claims it helps her control her feelings of anxiety and her cravings for alcohol. Dept. Ex. 1, p. 2 (under seal); Dept. Ex. 2, pp. 17-18 (under seal); Dept. Ex. 3, pp. 20, 27, 33, 38, 52 (under seal).

Since October 2020, Respondent has continued outpatient therapy, with the frequency of visits as she and her therapist deem appropriate, and she is currently taking prescribed medication for depression. Tr. 10/20/2021, pp. 8-9, 15-18 (under seal)

The allegations contained in paragraph 3 of the Charges are not in dispute. With respect to such allegations, the record establishes that in 2015, 2017, and 2020, Respondent experienced episodes of mental illness that required hospitalization. Dept. Ex. 1, p. 2 (under seal); Tr. 10/20/2021, pp. 5-6, 8-9.

Respondent testified that she has consistently been in counseling with the same therapist, with weekly or monthly sessions, from February 2021 to the present. Tr. 10/20/2021, pp. 23-25 (under seal). Respondent also testified that she is undergoing weekly random urine screens. Tr. 10/20/21, pp. 25-27. Respondent testified that all of her urine screens have been negative for all drugs except marijuana, for which she has a medical prescription certified by the State of CT. Tr. 10/20/2021, pp. 25-27 (under seal). Based on the Respondent's testimony and the documentary evidence, the Board finds that the Department established by a preponderance of the evidence that from 2020 to the present Respondent has had or has emotional disorders and/or mental illnesses.

Regarding the allegations contained in paragraph 4 of the Charges, the Department sustained its burden of proof that Respondent's polysubstance abuse, even if she is not currently using these substances, and mental and/or emotional disorders may affect her practice of nursing.

Respondent admitted that she has a long history, dating back to when she was 17 years old, of using and/or abusing alcohol, controlled substances, and certain illicit drugs. Dept. Ex. 1, p. 2 (under seal). In carrying out her nursing duties, Respondent's use and/or abuse of alcohol could impair her ability to make rational, accurate, and appropriate assessments, judgments, and

decisions regarding patient care, thereby impacting the safety of patients and placing them in potential danger. Dept. Ex. 1, p. 2 (under seal); Dept. Ex. 2, pp. 4-6, 11, 16 (under seal).

Respondent testified that she is no longer using any controlled substances except certain prescribed antidepressants and medical marijuana. Respondent's therapist's reports and drug screen reports document Respondent's current sobriety. Tr. 10/20/2021, pp. 12-16 (under seal).

The conduct admitted, in conjunction with the Department sustaining its burden of proof, renders Respondent's license subject to sanctions including, among others, revocation, suspension, or probation. *See*, Conn. Gen. Stat. § 19a-17(a) (1), (2) and (5). Nonetheless, based on the totality of the evidence, and Respondent's credible testimony concerning her improved mental health and on-going sobriety, her consistent participation in individual psychotherapy and psychotropic medication management (Tr. 10/20/2021, pp. 33-34 (under seal); Dept. Ex. 2, p. 18 (under seal)), her willingness to participate in random observed urine screen testing and attend AA meetings and other support groups (Tr. 10/20/2021, pp. 34-35 (under seal)), the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders, with respect to Respondent's R.N. license number 137001, as follows:

1. Respondent's license shall be placed on probation for a period of four years under the following terms and conditions. If any of the conditions of probation are not met, Respondent's R.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
 - A. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
 - B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse during the probationary period.
 - C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be

notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.

- D. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of the month following employment as a nurse. Employer reports shall be submitted at least monthly for the first and fourth years of the probationary period and, at least quarterly for the second and third years of the probationary period.
- E. The employer reports cited in Paragraph D above shall include documentation of Respondent's ability to practice nursing safely and competently. Employer reports shall be submitted directly to the Department at the address cited in Paragraph P below.
- F. Should Respondent's employment as a nurse be involuntarily terminated or suspended, Respondent and her employer shall notify the Department within 72 hours of such termination or suspension.
- G. If Respondent pursues further training in any subject area that is regulated by the Department, Respondent shall provide a copy of this Decision to the educational institution or, if not an institution, to Respondent's instructor. Such institution or instructor shall notify the Department in writing as to receipt of a copy of this Decision within 15 days of receipt. Said notification shall be submitted directly to the Department at the address cited in Paragraph P below.
- H. At her expense, Respondent shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire probationary period. Additionally, Respondent shall participate in AA substance abuse support groups at least eight to ten times per month for the entire probationary period and shall submit to the Department written documentation of her participation and/or attendance.
- I. Respondent shall provide a copy of this Decision to her therapist. The Department shall be notified in writing by her therapist, within 30 days of the effective date of this Decision, as to receipt of a copy of this Decision.

- J. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted at least monthly for the first and fourth years of the probationary period and, at least quarterly for the second and third years of the probationary period.
- K. The therapist reports cited in Paragraph J above shall include documentation of dates of treatment and an evaluation of Respondent's progress, including alcohol and drug free status, and ability to practice nursing safely and competently. Therapist reports shall be submitted directly to the Department at the address cited in Paragraph P below.
- L. Observed random urine screens
- (1) At her expense, Respondent shall be responsible for submitting to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period at a testing facility approved by the Department. Random alcohol/drug screens shall be legally defensible in that specimen donor and chain of custody can be identified throughout the screening process.
 - (2) Respondent shall be responsible for notifying the laboratory, her therapist, the Department and her prescribing practitioner of any drug(s) she is taking. For any prescription of a controlled substance(s) for more than two consecutive weeks, Respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department until such time as the controlled substance(s) are no longer prescribed. The reports shall include the following:
 - a. A list of controlled substances prescribed by this provider;
 - b. A list of controlled substance(s) prescribed by other providers;
 - c. An evaluation of Respondent's need for the controlled substance(s); and
 - d. An assessment of Respondent's continued need for the controlled substance(s).
 - (3) There must be at least one such observed, random alcohol/drug screen on a weekly basis during the first and fourth years of the probationary period

and at least twice a month during the second and third years of the probationary period.

- (4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs, excluding the drugs that Respondent's providers prescribe. All urine screens for alcohol will be tested for Ethyl Glucuronide (EtG) and Ethyl Sulfate (EtS) metabolites. All positive screen results shall be confirmed by the Gas Chromatograph Mass Spectrometer (GC/MS) testing method. Chain of custody documentation must accompany all laboratory reports and/or the laboratory reports must indicate that chain of custody procedures have been followed.
- (5) Random alcohol/drug screens must include testing for the following substances:

Amphetamines	Methadone
Barbiturates	Methaqualone
Benzodiazepines	Opiates (Metabolites)
Cannabinoids (THC Metabolites)	Phencyclidine (PCP)
Cocaine	Propoxyphene
Meperidine (Demerol)	Ethanol (alcohol)
Fentanyl	Stadol
Tramadol	

- (6) Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department, at the address cited in Paragraph P below, by Respondent's therapist, personal physician, or the testing laboratory.
- M. Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose by a licensed health care practitioner authorized to prescribe medications. Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.
- N. Respondent is hereby advised that the ingestion of poppy seeds may produce a positive drug screen result indicating the presence of opiates/morphine. The ingestion of mouthwash, over the counter cough suppressants and cold/flu remedies may produce a positive result indicating the presence of alcohol. For

that reason, any food substance containing poppy seeds, mouthwash, and over the counter cough suppressants and cold/flu remedies should be avoided during the probationary period. In the event that a drug/alcohol screen is positive for opiates/morphine and/or alcohol, the ingestion of poppy seeds, mouthwash, and over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.

- O. The Department must be informed in writing prior to any change of address.
- P. All communications, payments, if required, correspondence, and reports are to be addressed to:

Practitioner Monitoring and Compliance Unit
Department of Public Health
Division of Health Systems Regulation
410 Capitol Avenue, MS #12HSR
P. O. Box 340308
Hartford, CT 06134-0308

- 2. Any deviation from the terms of probation, without prior written approval by the Board, shall constitute a violation of probation which will be cause for an immediate hearing on charges of violating this Order. Any finding that Respondent has violated this Order will subject Respondent to sanctions under Conn. Gen. Stat. §§ 19a-17(a) and (c) including, but not limited to, the revocation of her license. Any extension of time or grace period for reporting granted by the Board shall not be a waiver, or preclude the Board's right, to take subsequent action. The Board shall not be required to grant future extensions of time or grace periods. Notice of revocation or other disciplinary action shall be sent to Respondent's address of record which is deemed to be the most current address reported by Respondent to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
- 3. This document has no bearing on any criminal liability without the written consent of the Director of Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Angel Predzimirski, and the Department of this decision.

Dated at _____ Connecticut this _____ day of April 2022.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Sara Smith, R.N.
License No. 122048

Petition No. 2021-181

MEMORANDUM OF DECISION

I

Procedural Background

On March 17, 2021, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege that Sara Smith ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting Respondent's registered nurse ("R.N.") license number 122048 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On May 12, 2021, the Department sent the Charges and Notice of Hearing ("Notice") to Respondent's legal counsel, Attorney Cody Guarnieri, at 100 Pearl Street, Hartford, CT 06103 and by email to Respondent's counsel's email address at cguarnieri@bpslawyers.com. Bd. Ex. 2.

The Notice informed that a hearing was scheduled for July 21, 2021. *Id.*

On May 13, 2021, Respondent filed a Motion for Extension of Time for Hearing. Bd. Ex. 3.

On September 1, 2021, the Department notified the parties that the hearing was rescheduled to October 20, 2021. Bd. Ex. 4.

On October 5, 2021, Respondent filed a second Motion for Extension of Time for Hearing. Bd. Ex. 5.

On October 7, 2021, without objection from the Department, the Board granted Respondent's request for a continuance of the hearing to November 17, 2021. Bd. Ex. 6.

On November 17, 2021, the Board convened the hearing. Respondent was present at the hearing with her legal counsel, Attorney Cody Guarnieri. Transcript ("Tr.") p. 3. Attorney Joelle Newton represented the Department. *Id.*

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Shelton, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 122048.
2. In paragraph 2 of the Charges, the Department alleges that on January 20, 2021, the Board issued a Memorandum of Decision in Petition No. 2020-373 ("Order") based upon Respondent's abuse of controlled substances. The Order placed Respondent's license on probation for four years and required her, in part, to submit to random urine screens which shall be negative for the presence of drugs and alcohol.
3. In paragraph 3 of the Charges, the Department alleges that on or about February 11, 2021, Respondent's urine tested positive for fentanyl and/or norfentanyl.
4. In paragraph 4 of the Charges, the Department alleges that on or about February 11, 2021, Respondent abused and/or utilized to excess fentanyl and/or norfentanyl.
5. In paragraph 5 of the Charges, the Department alleges that Respondent's abuse and/or excessive use of fentanyl and/or norfentanyl does, and/or may, affect her practice of nursing.
6. In paragraph 6 of the Charges, the Department alleges that Respondent's conduct as described constitutes violations of the probationary terms required by the Order and subjects her license to revocation or disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b), including, but not limited to, §§ 20-99(b)(2) and/or 20-99(b)(5).

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III

Findings of Fact

1. Respondent, of Shelton, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 122048. Bd. Ex. 1.
2. On January 20, 2021, the Board issued an Order in Petition No. 2020-373 based upon Respondent's abuse of controlled substances. The Order placed Respondent's license on probation for four years and required her, among other mandated requirements, to submit to random urine screens. The Order required the results of the random urine screens to be negative for the presence of drugs and alcohol. Department ("Dept.") Ex. 3.
3. On February 11, 2021, Respondent's urine tested positive for fentanyl, but tested negative for norfentanyl. Dept. Ex. 1, p. 1(under seal); Dept. Ex. 2, p. 12.
4. The evidence in the record is insufficient to establish by a preponderance of the evidence that on or about February 11, 2021, Respondent abused and/or utilized fentanyl and/or norfentanyl to excess.
5. The evidence in the record is insufficient to establish by a preponderance of the evidence that Respondent's alleged abuse and/or excessive use of fentanyl and/or norfentanyl does, and/or may, affect her practice of nursing.
6. The evidence in the record is insufficient to establish by a preponderance of the evidence that Respondent's conduct constituted illegal conduct, incompetence, or negligence in carrying out usual nursing functions.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

Conn. Gen. Stat. § 20-99 provides, in pertinent part,

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

The Board finds that with respect to the allegations contained in paragraphs 1 through 3 of the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact (“FF”) 1-3. However, with respect to the allegations in paragraphs 4 through 6, the Board finds that the Department did not demonstrate by a preponderance of the evidence that Respondent’s conduct violated the probationary terms of the January 20, 2021, Order.

Specifically, the Department was unable to establish that Respondent engaged in illegal conduct, incompetence, or negligence in carrying out usual nursing functions as proscribed by Conn. Gen. Stat. § 20-99(b)(2) or abused or excessively used drugs as proscribed by Conn. Gen. Stat. § 20-99(b)(5). FF 4-6.

There is no dispute that Respondent, of Shelton, Connecticut is, and has been at all times, as referenced in paragraph 1 of the Charges, the holder of Connecticut R.N. license number 122048 (FF1). Further, there is no dispute that on January 20, 2021, the Board issued an Order in Petition No. 2020-373 as a result of Respondent’s abuse of controlled substances. FF 2.

The record also establishes that the Order placed Respondent’s license on probation for four years and required her, among other mandated requirements, to submit to random urine screens. *Id.* The Order specifically required that the results of all random urine screens be negative for the presence of drugs and alcohol. *Id.*

On February 17, 2021, the Department monitor assigned to monitor Respondent’s compliance with the Order learned that Respondent’s urine tested positive on February 11, 2021, for fentanyl, but tested negative for norfentanyl. FF 3.

On February 17, 2021, the Department contacted Respondent and requested that she submit to another random urine screen. Respondent complied with the Department’s request. On February 17, 2021, in email correspondence with the Department monitor, the Respondent denied ever using fentanyl. Dept. Ex. 1, p. 1 (under seal); Dept. Ex. 2, pp. 13, 15.

On February 24, 2021, the Department monitor learned that the urine specimen Respondent submitted on February 17, 2021, was negative for fentanyl. Dept. Ex. 1, p. 1 (under seal); Dept. Ex. 2, pp. 6-7 (under seal).

On February 24, 2021, due to the discrepancy between the test results of Respondent’s February 11, 2021 urine specimen, indicating a positive result for fentanyl and Respondent’s February 17, 2021, urine specimen, indicating a negative result for fentanyl, the Department

monitor initiated an investigation. The purpose of the investigation was to determine whether Respondent had a prescription for fentanyl, or if Respondent was in violation of her probation. Dept. Ex. 1, pp.1-3.

Ultimately, the issue in this matter is the integrity of the chain of custody of Respondent's urine specimen. Respondent stated in her February 17, 2021, email to the Department monitor that she has never taken nor used fentanyl in her lifetime and that such positive result was not possible. Dept. Ex. 2, pp. 13, 15 (under seal).

On February 17, 2021, and February 18, 2021, Respondent requested that the laboratory retest the February 11, 2021 and February 17, 2021 urine specimens to specifically identify whether the urine samples were produced by a male or female. Additionally, Respondent requested that the laboratory compare the February 11, 2021, and February 17, 2021 specimens by conducting a DNA match to determine if the two specimens were produced by the same person. Dept. Ex. 2, pp. 18-20, 29, 30, 35, 50 (under seal).

Subsequent to the Respondent's requests to the testing laboratory, the Department confirmed with the testing laboratory that such requests must be made by the Department, not the Respondent. On March 2, 2021, the Department authorized the testing laboratory to retest Respondent's urine specimens. Dept. Ex. 2, p. 34 (under seal). If retesting of the Respondent's February 11, 2021, urine sample was performed by the testing laboratory, there is no evidence of the results of such testing in the record.

On March 3, 2021, a toxicology specialist from the testing laboratory reported in writing that the February 11, 2021, positive test results, indicating the presence of fentanyl, were confirmed by mass spectrometry. The specialist reported that the only source of fentanyl is fentanyl which was consistent with the drug test results. Dept. Ex. 2, pp. 37-39 (under seal).

At the hearing, Respondent testified that the results of her random urine screens had been negative for over a year, with the exception of the February 11, 2021, positive test result. Respondent further testified that all subsequent tests were also negative. Tr. p. 21.

The collection protocol form (Dept. Ex. 5) required Respondent to sign the form *after* the package containing the sample was sealed in Respondent's presence. However, Respondent testified that on February 11, 2021, she signed the collection protocol form *before* she provided the sample. She testified that she left the facility shortly thereafter, trusting the facility to process her specimen appropriately. Tr. pp. 18-20. While Respondent does not dispute that she signed

the collection form on February 11, 2021 (Dept. Ex. 4, p. 50 (under seal)), Respondent immediately questioned the February 11, 2021, positive fentanyl test results. Further, in emails Respondent wrote to the Department, dated February 17, 2021, February 18, 2021, February 24, 2021, and March 8, 2021, she repeatedly requested that the February 11, 2021, specimen be retested. Dept. Ex. 1, pp. 1 (under seal); Dept. Ex. 2, pp. 19, 28-29, 32, 34-35. The record is devoid of any evidence that retesting of the February 11, 2021, sample was ever conducted.

Thus, the Board finds that the Department did not prove by a preponderance of the evidence that Respondent abused and/or utilized fentanyl and/or norfentanyl to excess on February 11, 2021. FF 4. The Board further finds that the Department also failed to meet its burden of proof that Respondent's practice as a nurse would be affected by her alleged abuse and/or excessive use of fentanyl and/or norfentanyl. FF 5. Therefore, the Board finds that Respondent's conduct as alleged, but not proven by a preponderance of the evidence, does not constitute a violation of the terms of her probation as required by the January 20, 2021, Order.

V

Order

Based on the record in this case, the above findings of fact, and the conclusions of law, the Board hereby orders with respect to Respondent's R.N. license number 122048 that the Charges filed in Petition No. 2021-181 are dismissed.

Respondent's license shall remain on probation for the remainder of the four-year probationary period as set forth in the January 20, 2021, Order in Petition No. 2020-373.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Sara Smith, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of April 2022.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Amy Saunders, L.P.N.
License No. 031466

Petition No. 2021-518

MEMORANDUM OF DECISION

I

Procedural Background

On September 2, 2021, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") and a Motion for Summary Suspension with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1, 3. The Charges allege that Amy Saunders ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting Respondent's license as a licensed practical nurse ("L.P.N.") to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

Based on the allegations in the Charges, and the affidavits and reports attached to the September 2, 2021, Motion for Summary Suspension, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on September 15, 2021, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Respondent's licensed practical nurse license be summarily suspended, pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On September 16, 2021, the Charges, a Notice of Hearing ("Notice") and the Summary Suspension Order were sent by first class mail to Respondent at 461 Spring Street, Apt, 5F, Naugatuck, Connecticut, Respondent's address of record on file with the Department (Bd. Ex. 4) and by email to Metool1670@gmail.com (Bd. Ex. 5), Respondent's email address of record on file with the Department. The first-class mail was not returned and there is no evidence in the record that Respondent did not receive the first-class mail or the email.

The hearing was held on October 20, 2021. Transcript ("Tr.") p. 1. Respondent failed to appear for the hearing and was not represented by an attorney. Tr. p. 3. Attorney Linda Fazzina represented the Department. Tr. p. 3. Insofar as Respondent did not file an Answer to the Charges, Attorney Fazzina orally moved to deem the allegations admitted ("Motion") during the hearing. Tr. p. 6. Given that the Board determined that Respondent had sufficient notice of the hearing, the Board granted the Motion. Tr. pp. 6 -7.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that the Respondent of Naugatuck, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut licensed practical nurse license number 031466.
2. In paragraph 2 of the Charges, the Department alleges that on or about April 21, 2021, the Board issued a Consent Order in Petition Number 2019-619 ("the Order") that placed Respondent's nursing license on probation for a period of one year. Such disciplinary action was based, in part, upon allegations that Respondent provided a single dose of Zofran to a patient without a physician's order; Respondent took twice the amount of prescribed controlled substance while on duty in December 2018 and was sent home sick due to her sluggish behavior; and in or about August 2019, Respondent utilized marijuana.
3. In paragraph 3 of the Charges, the Department alleges that the Order specifically provided, in part, that Respondent: engage in therapy and counseling with a licensed therapist, approved by the Department, submit to observed, random chain of custody urine screens for alcohol and drugs, at a testing facility approved by the Department; submit to at least one such urine screen on a monthly basis during her probation and have laboratory reports of random alcohol and drug screens submitted directly to the Department; and complete coursework in Professional Ethics and Boundaries within the first three months of her probation.
4. In paragraph 4 of the Charges, the Department alleges that Respondent failed to:
 - (a) engage in therapy and counseling;
 - (b) cause her therapist to provide quarterly reports to the Department;
 - (c) engage the services of a screening monitor;
 - (d) submit to observed, random chain of custody urine screens for alcohol and drugs;
 - (e) cause laboratory reports of urine screens for alcohol and drugs to be submitted directly to the Department; and/or
 - (f) complete coursework in Professional Ethics and Boundaries.
5. In paragraph 5 of the Charges, the Department alleges that Respondent's conduct as described above constitutes violations of the terms of probation as set forth in the Order, and subjects Respondent's license to revocation or other disciplinary action authorized by Conn. Gen. Stat, §§ 19a-17 and 20-99(b).

III

Findings of Fact

1. Respondent, of Naugatuck, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut licensed practical nurse license number 031466.
2. On April 21, 2021, the Board issued an Order in Petition Number 2019-619. The Order placed Respondent's L.P.N. license on probation for one year. The Board issued the Order after finding that Respondent provided a single dose of Zofran to a patient without a physician's order, ingested twice the amount of a controlled substance prescribed to her while on duty in 2018, resulting in her being sent home sick due to her sluggish behavior, and used marijuana in August 2019. The Board also found that Respondent's use of marijuana and/or controlled substances, does, and/or may, affect her nursing practice. The Order resulted from the Board's findings. Department ("Dept.") Ex. 1, pp. 2, 6-19.
3. On May 28, 2021, the Department notified Respondent via a Notice of Non-Compliance that she had failed to comply with certain terms and conditions of the April 2021 Order. The Notice of Non-Compliance specified that Respondent had failed to engage in therapy and counseling and have a therapist submit quarterly reports of the same directly to the Department, submit to observed, random chain of custody urine screens for alcohol and drugs and have such reports submitted directly to the Department, and complete coursework in Professional Ethics and Boundaries within the first three months of the probationary period. Dept. Ex. 1, pp. 2, 21-22.
4. On June 10, 2021, the Respondent and the Department corresponded via email regarding the Respondent's non-compliance with the terms of her probation. On July 22, 2021, and August 2, 2021, the Respondent and the Department's monitor communicated via telephone regarding the Respondent's non-compliance with the terms of her probation. Following these written and oral communications, Respondent remained non-compliant with the Order. Dept. Ex. 1, pp. 3, 23-29.
5. On June 10, 2021, Respondent emailed the Department to inform the Department monitor that she would surrender her nursing license due to her inability to pay the costs involved with complying with the terms of probation. Dept. Ex. 1, pp. 2, 4.
6. On July 9, 2021, July 10, 2021, July 22, 2021, and August 2, 2021, the Department contacted Respondent by telephone regarding her request to surrender her license and sign the Voluntary Surrender Agreement. Dept. Ex. 1, p. 5.
7. As of August 6, 2021, Respondent had not submitted to the Department a signed Voluntary Surrender Agreement. Dept. Ex. 1, p. 5.

8. On August 6, 2021, the Department issued a second Notice of Non-Compliance to Respondent for failure to comply with the probationary terms and conditions of the Order. Dept. Ex. 1, pp. 3, 20.
9. On September 16, 2021, the Department sent the Charges, Notice, and the Summary Suspension Order by first class mail to Respondent's address of record on file with the Department, 461 Spring Street, Apt. 5F, Naugatuck, Connecticut and by email to Metool670@gmail.com, Respondent's email address of record on file with the Department. Bd. Ex. 4, 5.
10. The hearing was held on October 20, 2021. Respondent failed to appear for the hearing and was not represented by an attorney. Tr. p. 3. Respondent did not request a continuance.
11. The record is devoid of any evidence that the Charges, Notice, and Summary Suspension Order sent to Respondent's email address were not delivered.
12. The Department provided Respondent with reasonable and adequate written notice of the hearing and the allegations contained in the Charges. Bd. Ex. 4.
13. The factual allegations contained in paragraphs 1 through 4 of the Charges are deemed admitted and true. Tr. pp. 6-7.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013). The Department sustained its burden of proof for all the allegations contained in the Charges. Findings of Fact ("FF") 1-13.

Conn. Gen. Stat. § 20-99 provides, in pertinent part,

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . . [and] (5) abuse or excessive use of drugs, including alcohol, narcotics, or chemicals.

The Department sustained its burden of proof concerning the allegations in paragraphs 1 through 5 of the Charges. In accordance with Conn. Agencies Regs. § 19a-9-20, the Department provided Respondent with reasonable and adequate written notice of the hearing and the allegations contained in the Charges. Respondent did not file an Answer to the Charges. Therefore, the Board deemed the allegations to be admitted and true. *See* Conn. Agencies Regs. § 19a-9-20. Respondent was not present at the hearing to contest the allegations. Tr. p. 3.

The record establishes that on April 21, 2021, the Board issued an Order in Petition Number 2019-619, placing Respondent's L.P.N. license on probation for one year. The Order resulted from the Board's findings that Respondent failed to conform to the accepted standards of the nursing profession. Specifically, the Board found that Respondent provided a single dose of Zofran to a patient without a physician's order, ingested twice the amount of a controlled substance that had been prescribed to her while on duty in 2018, resulting in her being sent home due to her sluggish behavior, used marijuana in August 2019. In addition, the Board found that Respondent's use of marijuana and/or controlled substances, does, and/or may, affect her nursing practice. FF 2.

The record further establishes that on May 28, 2021, the Department notified Respondent via a Notice of Non-Compliance that she had failed to comply with certain terms and conditions of the April 21, 2021, Order. The Notice of Non-Compliance specified that Respondent had failed to engage in therapy and counseling and have a therapist submit quarterly reports of the same directly to the Department, submit to observed, random chain of custody urine screens for alcohol and drugs, and have such reports submitted directly to the Department, and complete coursework in Professional Ethics and Boundaries within the first three months of the probationary period. FF 3.

Thus, the Board concludes that Respondent's conduct, as alleged in paragraphs 1 through 5 of the Charges, is deemed to be admitted and true and constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(2), 20-99(b)(5) and 19a-17.

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Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders that Amy Saunders's license number 031466 to practice as a L.P.N. in the State of Connecticut is hereby revoked.

This Order becomes effective on the date of signature.

The Board of Examiners for Nursing hereby informs Respondent, Amy Saunders, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of April 2022.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING

Audrey Smarrelli, R.N.
License No. 104179

Petition No. 2019-424

MEMORANDUM OF DECISION

I

Procedural Background

On June 22, 2021, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege that Audrey Smarrelli ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting Respondent's registered nurse ("R.N.") license number 104179 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(2).

On July 7, 2021, the Charges and Notice of Hearing ("Notice") were sent by electronic mail to aesmarrelli@gmail.com, Respondent's email address of record on file with the Department, and by first class mail to 45 Simsbury Landing, Simsbury, CT 06070, Respondent's address of record on file with the Department. Bd. Ex. 2. The Notice informed the parties that a hearing was scheduled for October 20, 2021. *Id.*

The hearing was held on October 20, 2021. Respondent appeared at the hearing and was not represented by counsel. Transcript ("Tr."), p. 3. Attorney Linda Fazzina represented the Department. *Id.*

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

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II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Simsbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 104179.
2. In paragraph 2 of the Charges, the Department alleges that at all relevant times, Respondent was employed as a nurse at John Dempsey Hospital, Farmington, Connecticut.
3. In paragraph 3 of the Charges, the Department alleges that on or about November 8, 2018, while working as a nurse at John Dempsey Hospital, Respondent inappropriately accessed the medical records of an emergency room patient who Respondent knew from work at another healthcare institution. Respondent did not have a treatment relationship with said patient and/or otherwise have permission to view said patient's protected health information ("PHI").
4. In paragraph 4 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(2).

III

Findings of Fact

1. Respondent, of Simsbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 104179. Department ("Dept.") Ex. 1, p. 3; Tr. pp. 5-6.
2. At all relevant times, Respondent was employed as a nurse at John Dempsey Hospital, Farmington, Connecticut. Respondent worked from 7 p.m. to 7 a.m. Dept. Ex. 1, p. 4 (under seal); Tr. pp. 6, 42.
3. On November 8, 2018, Respondent was assigned to perform triage in the emergency department. Dept. Ex. 2. However, Respondent's duties did not include triaging patients that arrived by ambulance. Those duties were performed by another nurse Dept. Ex. 1, p. 4 (under seal); Tr. pp. 26-27.
4. On November 8, 2018, at approximately 11:30 p.m., while Respondent was performing her triage duties in the emergency department, a patient was brought into the emergency department by ambulance. Respondent had previously worked with this patient at another healthcare institution (Eastern Connecticut Health Network ("ECHN")). Dept. Ex. 1, pp. 4-5 (under seal); Tr. pp. 17-18.

5. The hospital's electronic health record system ("Epic") documents that on November 9, 2018, at approximately 1:28 a.m., Respondent, while working as a triage nurse in the emergency department, accessed the medical records of the emergency room patient with whom Respondent had previously worked at ECHN. Dept. Ex. 1, pp. 5-6 (under seal); Dept. Ex. 2; Tr. pp. 18-20, 41-42.
6. On November 8, 2018, and at all other times while performing her duties as a triage nurse in the emergency department, it was standard practice for Respondent to access the medical records of any patient receiving triage care in the emergency room, regardless of whether Respondent, or another nurse, was performing triage on the patient Tr. pp. 18-20, 41-42.
7. The record is insufficient to establish that when Respondent accessed her former co-worker's PHI at approximately 1:28 a.m. on November 9, 2018, Respondent did not have a treatment relationship with her former co-worker and/or to establish that Respondent did not have permission to view her former co-worker's PHI. Tr. pp. 7, 18-20, 37.
8. On November 9, 2018, at approximately 3:00 a.m., Respondent's floor assignment changed from performing triage to providing care for a group of patients, one of whom included her former ECHN co-worker. Dept. Ex. 2; Tr. pp. 18-20.
9. Shortly after 3:00 a.m. on November 9, 2018, when Respondent was assigned to provide care for the patient who was her former ECHN co-worker, Respondent realized that the patient was her former co-worker. Respondent then recused herself from treating her former ECHN co-worker. Dept. Ex. 2; Tr. pp. 12-13, 18, 38, 42.
10. On November 9, 2018, at 3:00 a.m. and thereafter, Respondent was no longer performing triage duties. Accordingly, Respondent no longer had any reason to access the medical records of any emergency department patients who were not assigned to Respondent for care. Tr. pp. 20-22, 29. As Respondent had recused herself from caring for her former co-worker shortly after 3:00 a.m. on November 9, 2018, Respondent was not assigned to care for her former co-worker after approximately 3:00 a.m. on that date. Dept. Ex. 2. Accordingly, Respondent would not have had any reason to access her former co-worker's PHI after 3:00 a.m. on November 9, 2018. *Id.*
11. The record establishes by a preponderance of the evidence that on November 9, 2018, at 5:50 a.m., and for 24 seconds thereafter, Respondent's former co-worker's PHI was accessed via Respondent's log-in to Epic. Tr. pp. 23-25, 29-31, 43, 47. Respondent could not recall if she logged out of Epic after accessing her former co-worker's PHI at 1:28 a.m., as required. Thus, Respondent's former co-worker's PHI was accessed by Respondent logging in to Epic at 5:50 a.m. or, alternatively, was accessed by Respondent or someone else, without the need to log in to Epic, as a result of Respondent's failure to log out of Epic after accessing the patient's PHI at 1:28 a.m.

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V

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

In this case, the Board finds that the Department sustained its burden of proof with regard to paragraphs 1 and 2 of the Charges. With respect to paragraph 3 of the Charges, the Board finds that the Department sustained its burden of proof to the portion of paragraph 3 that alleges that Respondent inappropriately accessed the medical records of an emergency room patient whom Respondent knew from having previously worked with said patient at another health care institution. The Board finds that the Department failed to sustain its burden of proof regarding the portion of paragraph 3 of the Charges that allege that Respondent did not have a treatment relationship with said patient and/or otherwise have permission to view said patient's PHI. Findings of Fact ("FF") 1-11.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, . . . (2) illegal conduct, incompetence, or negligence in carrying out usual nursing functions. . . .

With regard to the Charges alleged in paragraphs 1 and 2, there is no dispute, and Respondent admits, that she is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 104179 and was employed as a nurse at John Dempsey Hospital, Farmington, Connecticut. The record shows that Respondent worked the night shift from 7 p.m. to 7 a.m. FF 1-2. Thus, the Department met its burden of proof with regard to these allegations.

With respect to the allegations contained in paragraph 3 of the Charges, the Board finds that the Department established by a preponderance of the evidence that on November 8, 2018, Respondent inappropriately accessed the medical records of her former ECHN co-worker when he was a patient in John Dempsey's emergency department, and while she was no longer performing triage duties. However, the Board also finds that the Department failed to establish

by a preponderance of the evidence that Respondent did not have a treatment relationship with said patient and/or otherwise have permission to view said patient's PHI while performing triage.

The Department relied on its investigative report, petitioner's complaint, correspondence from UConn Health's privacy specialist, and Debra Abromaitis' testimony to satisfy its burden of proof. Two witnesses testified, Ms. Abromaitis and Respondent.

Ms. Debra Abromaitis is currently the senior director of accreditation and regulatory affairs at UConn Health. She is also a licensed nurse. She has been an employee at UConn Health for forty (40) years. For approximately twelve (12) of those years, Ms. Abromaitis worked in quality and regulatory affairs. Tr. pp. 15-16.

Ms. Abromaitis testified regarding the chronology of events that took place on November 8, 2018, through the early morning hours of November 9, 2018, as they were documented by the hospital's Epic system. Ms. Abromaitis testified that it was within standard practice for Respondent, while assigned to perform triage duties, to access the records of the patients that were in the emergency department. Tr. pp. 26-28. The purpose of such access is to determine who the patients are, the rooms to which they are assigned, what level of care is required for the patient, and any applicable medical orders that were given for a patient. *Id.*

The record establishes that on November 8, 2018, Respondent was assigned to perform triage in the emergency department. Respondent's duties did not include performing triage on patients that arrived by ambulance. FF 3. Those duties were performed by another nurse. *Id.*

On November 8, 2018, at approximately 11:30 p.m., a patient who was Respondent's former co-worker at ECHN was brought into John Dempsey's emergency department by ambulance while Respondent was performing triage in the emergency department. FF 4.

On November 9, 2018, at approximately 1:28 a.m., while working as a triage nurse in the emergency department, Epic documents that Respondent accessed the medical records of said emergency room patient with whom Respondent had previously worked at ECHN. FF 5. On November 8, 2018, while performing her duties as a triage nurse, it was standard practice for Respondent to access the medical records of her assigned patients. FF 6. The record is insufficient to establish that when Respondent accessed her former co-worker's PHI at approximately 1:28 a.m. on November 9, 2018, Respondent did not have a treatment relationship with her former co-worker. Likewise, the record is insufficient to establish that when Respondent accessed her former co-worker's PHI at approximately 1:28 a.m. on November 9, 2018, that Respondent did not have permission to view said patient's PHI while she was performing triage. FF 7.

On November 9, 2018, at approximately 3:00 a.m., Respondent's floor assignment changed. At 3:00 a.m., Respondent was assigned to provide care for a group of patients, one of whom included her former ECHN co-worker. FF 8. As a result, in this change in assignments, from 3:00 a.m. onward, Respondent was no longer performing triage in the emergency department. FF 10. Ms. Abromaitis testified that at this point, Respondent had no reason to access her former co-worker's records and she no longer had any reason to access the medical records of anyone who was not assigned to her as a patient. FF10. Tr. pp. 20-22. 29. Shortly after being assigned to provide care for her former ECHN co-worker, Respondent realized that the patient was her former co-worker. Respondent then recused herself from treating her former co-worker. It is not in dispute that Respondent never assumed care of her former ECHN co-worker. FF 10.

Respondent testified that she worked per diem at ECHN for approximately one year, but she did not necessarily work the same shifts as her former co-worker. Respondent testified that she did not recall whether she saw her former co-worker's name in the records, or if she recognized him after seeing him. Tr. pp. 41-42. Respondent acknowledged in her testimony that after 3:00 a.m. on November 9, 2018, she no longer had any reason to access the medical records of anyone who was not her assigned patient. However, Respondent testified that she may have accessed her former co-worker's PHI records after 3:00 a.m. on November 9, 2018, in order to assist a current co-worker. Respondent testified that if another nurse asked her to pull up his chart, she may have done so in order to assist another coworker. Tr. pp. 12-13, 40-41. Throughout her testimony, Respondent consistently and vehemently denied that she accessed her former co-worker's PHI records for inappropriate reasons. Dept. Ex. 1, p. 4 (under seal). She also denied that she shared any of her former co-worker's PHI with his co-workers at ECHN. *Id.*

The record establishes that at 5:50 a.m. and for 24 seconds thereafter, Respondent's former co-worker's PHI records were accessed. This occurred by one of three ways. First, Respondent logged in to Epic at 5:50 a.m. on November 9, 2018, and accessed her former co-worker's PHI. Second, Respondent logged in to Epic at 1:28 a.m., accessed her former co-worker's PHI, neglected to close out and/or log out of Epic, leaving the patient's record open, and accessed the patient's record once again at 5:50 a.m. Third, and last, Respondent logged in to Epic at 1:28 a.m., accessed her former co-worker's PHI, neglected to close out and/or log out of Epic, leaving the patient's record open, and someone else accessed the patient's PHI. FF 11. Neither Respondent nor Ms. Abromaitis knew how long Epic can remain open if the user does

not log out of the system. Tr. pp. 24-25, 31-32, 41. Although Epic documented that Respondent's former co-worker's PHI records were accessed at 5:50 a.m. for 24 seconds, Respondent could not recall whether she accessed his records for another nurse, or if she did not log out of Epic, as she was required to do, allowing Respondent or someone else to access her former co-worker's PHI records. Under any of these scenarios, the Department has satisfied its burden of demonstrating by a preponderance of the evidence that Respondent inappropriately accessed the medical records of an emergency room patient whom Respondent knew from work at another healthcare institution.

V

Order

Based on the record in this case, the above findings of fact, and conclusions of law, and pursuant to the authority vested in it by Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5) and 20-99(b)(2), the Board finds that the conduct alleged and proven warrants the disciplinary action imposed by this Order, as set forth below:

1. Respondent's license number 104179 to practice as a registered nurse in the State of Connecticut is hereby reprimanded.
2. This document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Audrey Smarrelli, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of April 2022.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Patricia Fryer, R.N.
License No. 079638

Petition No. 2021-572

MEMORANDUM OF DECISION

I

Procedural Background

On July 16, 2021, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege that Patricia Fryer ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting Respondent's registered nurse ("R.N.") license number 079638 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b), including, but not limited to, § 20-99(b)(5).

On July 16, 2021, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2.

Based on the allegations in the Charges, and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. On July 21, 2021, the Board granted the Department's Motion. Accordingly, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Respondent's R.N. license be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On July 22, 2021, the Summary Suspension Order, Charges, and Notice of Hearing ("Notice"), were sent by first class mail to 156 Fitch Street, New Haven, CT 06515, Respondent's address of record on file with the Department. On the same date, the Summary Suspension Order, Charges and Notice were emailed to Respondent at tricia84@gmail.com.

The hearing was held on August 11, 2021. Respondent appeared at the hearing and was not represented by an attorney. Attorney Linda Fazzina represented the Department. During the hearing, Respondent testified that tricia84@gmail.com was not her correct email address. Respondent testified that her correct email address is tricia84RN@gmail.com. The

printout from the licensee database was corrected, marked for identification, and entered into the record as a full exhibit. Bd. Ex. 5; Transcript (“Tr.”) pp. 4-5.

At the hearing, Respondent orally answered the Charges on the record. Transcript (“Tr.”) pp. 10-13.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

Count One

1. In paragraph 1 of the Charges, the Department alleges that Respondent of New Haven, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 079638.
2. In paragraph 2 of the Charges, the Department alleges that on or about May 25, 2021, Respondent abused and/or utilized cannabis or marijuana in excess.
3. In paragraph 3 of the Charges, the Department alleges that on or about June 29, 2021, Respondent abused and/or utilized alcohol to excess.
4. In paragraph 4 of the Charges, the Department alleges that Respondent’s abuse and/or excessive use of cannabis, marijuana and/or alcohol does, and/or may, affect her practice as a nurse.
5. In paragraph 5 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action authorized by Conn. Gen. Stat. §§ 20-99(b) including, but not limited to, 20-99(b)(5).

Count Two

6. In paragraph 6 of the Charges, the Department incorporates herein by reference paragraph 1 of the Charges as if set forth in full.
7. In paragraph 7 of the Charges, the Department alleges that on October 16, 2019, the Board ordered a Consent Order in Petition No. 2019-760 (“the Consent Order”) that placed Respondent’s nursing license on probation for a period of four (4) years. Such disciplinary action was based on Respondent’s admitted abuse or excessive use of marijuana and cocaine.

8. In paragraph 8 of the Charges, the Department alleges that the Consent Order required, in part, that Respondent shall not obtain or use controlled substance unless prescribed for a legitimate therapeutic purpose by a licensed health care professional and that all urine screens be negative for the presence of drugs and alcohol.
9. In paragraph 9 of the Charges, the Department alleges that on or about May 30, 2021, Respondent tested positive for cannabinoid and/or marijuana.
10. In paragraph 10 of the Charges, the Department alleges that on or about July 7, 2021, Respondent test positive for ethanol and/or alcohol.
11. In paragraph 11 of the Charges, the Department alleges that Respondent's conduct as described above constitutes violations of the terms of probation as set forth in the Consent Order and subjects her nursing license to revocation or other disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

III

Findings of Fact

Counts One and Two

1. Respondent, of New Haven, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 079638. Tr. p. 11.
2. On October 16, 2019, the Board issued a Consent Order in Petition No. 2019-760 ("Consent Order") that placed Respondent's nursing license on probation for a period of four years. Such disciplinary action was based on Respondent's admitted abuse or excessive use of marijuana and cocaine. Tr. p. 12; Department ("Dept.") Ex. 1, pp. 5-19.
3. The Consent Order required, in part, that Respondent shall not obtain or use controlled substance, unless prescribed for a legitimate therapeutic purpose by a licensed health care professional, and that all urine screens be negative for the presence of drugs and alcohol. Tr. p. 12; Dept. Ex. 1, pp. 3, 7-9 (under seal).
4. On or about May 25, 2021, Respondent abused and/or utilized cannabis or marijuana in excess. Dept. Ex. 1, pp. 1, 22 (under seal).
5. On or about May 30, 2021, Respondent tested positive for cannabinoid and/or marijuana. Tr. p. 12; Dept. Ex. 1, pp. 1, 3 (under seal).
6. On or about June 29, 2021, Respondent abused and/or utilized alcohol to excess. Dept. Ex. 1, p. 1 (under seal).
7. On or about July 7, 2021, Respondent tested positive for ethanol and/or alcohol. Tr. pp. 12-13; Dept. Ex. 1, p. 1-2, 4 (under seal).

8. Respondent's abuse and/or excessive use of cannabis, marijuana, and/or alcohol does, and/or may, affect her practice as a nurse. Tr. p. 11; Dept. Ex. 1, pp. 1-4 (under seal).

V

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013). The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part,

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (5) abuse or excessive use of drugs, including alcohol, narcotics, or chemicals; . . .

With respect to the allegations contained in the Charges, Respondent admitted to all of the allegations contained in the Charges, except the allegations contained in paragraphs 2 and 3 of the Charges. However, the Board finds that the Department established by a preponderance of the evidence that on May 25, 2021, Respondent abused and/or used cannabis or marijuana and on May 30, 2021, Respondent tested positive for cannabinoid and/or marijuana. The Board also finds that the Department established by a preponderance of the evidence that on June 29, 2021, Respondent abused and/or used alcohol to excess and on July 7, 2021, Respondent tested positive for ethanol and alcohol. Findings of Fact (“FF”) 4-7.

With respect to paragraphs 1 and 6 of the Charges, Respondent, of New Haven, Connecticut, is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 079638. FF 1.

With respect to the allegations contained in paragraph 2 and 9 of the Charges, the record establishes that on May 25, 2021, Respondent abused and/or utilized cannabis or marijuana to excess (FF 4) and on May 30, 2021, Respondent tested positive for cannabinoid and/or marijuana. FF 5.

With respect to the allegations contained in paragraphs 3 and 10 of the Charges, the record establishes that on June 29, 2021, Respondent abused and/or utilized alcohol to excess

(FF 6) and on July 7, 2021, the record establishes, and Respondent admits, that she tested positive for alcohol. FF 7.

With respect to the allegations contained in paragraphs 7 and 8 of the Charges, the record establishes, and Respondent admits, that on October 16, 2019, the Board issued a Consent Order in Petition No. 2019-760 that placed Respondent's nursing license on probation for a period of four years. Such disciplinary action was based on Respondent's admitted abuse or excessive use of marijuana and cocaine. FF 2. The record also establishes, and Respondent admits, that the Consent Order required, in part, that Respondent not obtain or use a controlled substance unless prescribed for a legitimate therapeutic purpose by a licensed health care professional. FF 3. The record also establishes, and Respondent admits, that the Consent Order further required Respondent to submit to random urine screens and that all such urine screens be negative for the presence of drugs and alcohol. FF 3.

With respect to the allegations contained in paragraph 4 of the Charges, the Department established by a preponderance of the evidence that Respondent's abuse and/or excessive use of cannabis, marijuana, and/or alcohol does, and/or may affect her practice as a nurse. FF 1-8.

In her testimony, Respondent initially denied that she abused cannabis or marijuana, despite her positive tests for cannabis and/or marijuana on May 25, 2021, and May 30, 2021. In her written statement to the Department monitor, she stated that, "she had no idea how it was positive." Dept. Ex. 1, pp. 1, 3, 28, 32 (under seal). Subsequently, Respondent conceded that although she is currently certified to obtain medical marijuana for her rheumatoid arthritis (Tr. p. 7 (under seal)); (Respondent Ex. C), she tested positive for marijuana *before* she received such certification. Tr. pp. 17, 21. Respondent also admitted that such positive drug tests violated the Consent Order provisions which prohibit the use of controlled substances without a prescription. *See*, paragraphs 3B and 3B(5) of the 2019 Consent Order. Dept. Ex. 1, pp. 1, 7-9 (under seal).

The record further establishes that Respondent's June 29, 2021, and July 7, 2021, positive urine screens for alcohol are irrefutable. Respondent suggested in her written statements to the Department monitor (Dept. Ex. 1, pp. 2, 4, 30, 40, 45 (under seal)) that the positive alcohol tests resulted from her use of mouthwash for a tooth infection. *Id.* Respondent also questioned the validity of the laboratory reports, suggesting that laboratory errors may have been responsible for her positive alcohol tests. Dept. Ex. 1, pp. 1, 3 (under seal).

Respondent further suggested, as documented in the Department's investigative report, that her diabetes might have been a contributing factor for the positive alcohol screen. Dept.

Ex. 1, p. 2. (under seal). However, further laboratory testing confirmed that Respondent had ingested alcohol within 8 hours of her test (Dept. Ex. 1, pp. 29-30 (under seal)) and, if used appropriately, mouthwash containing alcohol would not have caused a positive urine screen (Dept. Ex. 1, p. 4 (under seal)), unless Respondent ingested the mouthwash. *Id.* Moreover, the ingestion of mouthwash containing alcohol is not a defense to a positive screen for alcohol. Dept. Ex. 1, p. 9. Furthermore, as regards the Respondent's suggestion that her diabetes may have contributed to the positive alcohol screen, an elevated hemoglobin test had no bearing on the positive screen for alcohol. Dept. Ex. 1, pp. 2, 4, 30 (under seal).

Therefore, the Department established by a preponderance of the evidence that neither Respondent's written statements nor her testimony were credible explanations for her positive marijuana and alcohol tests. Such positive alcohol tests also violated the same provisions of the Consent Order. *See*, paragraphs 3B and 3B(5) of the 2019 Consent Order. Dept. Ex. 1, pp. 1, 7-9 (under seal).

Thus, despite Respondent's denials of the allegations in the Charges, the Department established by a preponderance of the evidence that Respondent's use and/or excessive use of cannabis and/or cannabinoid, marijuana, ethanol and/or alcohol does, and/or may, affect her practice of nursing.

The record establishes that Respondent's May 25, May 30, June 29, and July 7, 2021, use or abuse of cannabis and/or marijuana, and/or alcohol constitute a violation of the October 16, 2019, Consent Order and Conn. Gen. Stat. § 20-99(b)(5), which prohibits the "abuse or excessive use of drugs, including alcohol, narcotics, or chemicals." The conduct admitted, in conjunction with the Department sustaining its burden of proof, renders Respondent's R.N. license subject to sanctions, including, among others, revocation, suspension, or probation. *See*, Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5). Nonetheless, based on the totality of the evidence, and reports from Respondent's alcohol and drug counselor representing that Respondent is making "good progress" in her treatment (Dept. Ex. 1, p. 4, under seal), the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

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V

Order

Based on the record in this case, the above findings of fact, and conclusions of law, and pursuant to the authority vested in it by Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5) and 20-99(b)(5), the Board finds that the conduct in Counts One and Two are severable and each Count as alleged and proven warrants the disciplinary action imposed by this Order. Therefore, the Board hereby issues the following orders with respect to Respondent's R.N. license number 079638:

1. Respondent's license shall be on probation for four years. This Order replaces the October 16, 2019, Consent Order in Petition No. 2019-760 in its entirety. Respondent's license will be subject to the terms and conditions listed below. If any of the conditions of probation are not met, Respondent's R.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
 - A. During the probationary period, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
 - B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the first year of the probationary period.
 - C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.
 - D. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of month following employment as a nurse. Employer reports shall be submitted monthly during the first and fourth years of probation, and quarterly during the second and third years of probation.

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- E. The employer reports cited in Paragraph D above shall include documentation of Respondent's ability to practice nursing safely and competently. Employer reports shall be submitted directly to the Department at the address cited in Paragraph Q below.
- F. If Respondent's employment as a nurse is involuntarily terminated or suspended, Respondent and her employer shall notify the Department within 72 hours of such termination or suspension.
- G. If Respondent pursues further training in any subject area that is regulated by the Department, Respondent shall provide a copy of this Decision to the educational institution or, if not an institution, to Respondent's instructor. Such institution or instructor shall notify the Department in writing as to receipt of a copy of this Decision within 15 days of receipt. Said notification shall be submitted directly to the Department at the address cited in Paragraph Q below.
- H. At her expense, Respondent shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire probationary period.
- I. Respondent shall provide a copy of this Decision to her therapist. The Department shall be notified in writing by her therapist, within 30 days of the effective date of this Decision, as to receipt of a copy of this Decision.
- J. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted monthly during the first and fourth years of probation and quarterly during the second and third years of probation.
- K. The therapist reports cited in Paragraph J above shall include documentation of dates of treatment and an evaluation of Respondent's progress, including alcohol and drug free status and ability to practice nursing safely and competently. Therapist reports shall be submitted directly to the Department at the address cited in Paragraph Q below.
- L. Attendance in "anonymous" or non-anonymous support group meetings for 8 to 10 times per month.

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M. Observed random urine screens

- (1) At her expense, Respondent shall be responsible for submitting to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period at a testing facility approved by the Department. Random alcohol/drug screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process.
- (2) Respondent shall be responsible for notifying the laboratory, her therapist, the Department, and her prescribing practitioner of any drug(s) she is taking. For any prescription of a controlled substance(s) for more than two consecutive weeks, Respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department until such time as the controlled substance(s) are no longer prescribed. The reports shall include the following:
 - a. A list of controlled substances prescribed by this provider;
 - b. A list of controlled substance(s) prescribed by other providers;
 - c. An evaluation of Respondent's need for the controlled substances; and
 - d. An assessment of Respondent's continued need for the controlled substance(s).
- (3) There must be at least one such random alcohol/drug screen per week during the first and fourth years of the probationary period and at least two such random alcohol/drug screens per month during the second and third years of the probationary period.
- (4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs, excluding the drugs that Respondent's providers prescribe. All urine screens for alcohol will be tested for Ethyl Glucuronide (EtG) and Ethyl Sulfate (EtS) metabolites. All positive screen results shall be confirmed by the Gas Chromatograph Mass Spectrometer (GC/MS) testing method. Chain of custody documentation must accompany all laboratory reports and/or the laboratory reports must indicate that chain of custody procedures have been followed.

- (5) Random alcohol/drug screens must include testing for the following substances:

Amphetamines	Methadone
Barbiturates	Methaqualone
Benzodiazepines	Opiates (Metabolites)
Cannabinoids (THC Metabolites)	Phencyclidine (PCP)
Cocaine	Propoxyphene
Meperidine (Demerol)	Ethanol (alcohol)
Fentanyl	Stadol
Tramadol	

- (6) Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department at the address cited in Paragraph Q below by Respondent's therapist, personal physician, or the testing laboratory.

- N. Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose by a licensed health care practitioner authorized to prescribe medications. Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.
- O. Respondent is hereby advised that the ingestion of poppy seeds may produce a positive drug screen result indicating the presence of opiates/morphine. The ingestion of mouthwash, over the counter cough suppressants and cold/flu remedies may produce a positive result indicating the presence of alcohol. For that reason, any food substance containing poppy seeds, mouthwash, and over the counter cough suppressants and cold/flu remedies should be avoided during the probationary period. In the event that a drug/alcohol screen is positive for opiates/morphine and/or alcohol, the ingestion of poppy seeds, mouthwash, and over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.
- P. The Department must be informed in writing prior to any change of address.

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Q. All communications, payments if required, correspondence, and reports are to be addressed to:

Attn: Compliance Monitor
Practitioner Monitoring and Compliance Unit
Department of Public Health
Division of Health Systems Regulation
410 Capitol Avenue, MS #12HSR
P. O. Box 340308
Hartford, CT 06134-0308

2. Any deviation from the terms of probation, without prior written approval by the Board, shall constitute a violation of probation which will be cause for an immediate hearing on charges of violating this Order. Any finding that Respondent has violated this Order will subject Respondent to sanctions under Conn. Gen. Stat. §§ 19a-17(a) and (c), including, but not limited to, the revocation of her license. Any extension of time or grace period for reporting granted by the Board shall not be a waiver of or preclude the Board's right to take subsequent action. The Board shall not be required to grant future extensions of time or grace periods. Notice of revocation or other disciplinary action shall be sent to Respondent's address of record which is deemed to be the most current address reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
3. This document has no bearing on any criminal liability without the written consent of the Director of Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Patricia Fryer, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of April 2022.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

SUMMARY SUSPENSION COVER SHEET

In Re: Nicholas O'Brien, APRN, RN

Petition No. 2021-603

Petition No. 2021-1174

1. Nicholas O'Brien ("respondent") graduated from Quinnipiac University and was licensed to practice as a registered nurse in 2012. He graduated from Saint Joseph's University and was licensed to practice as an advanced practice registered nurse in 2015. He has not been subject to previous discipline.
2. On or about June 5, 2017, respondent provided psychiatric nursing services for patient #1 while she was receiving in-patient services at a treatment facility.
3. On or about May 17, 2018 and/or June 14, 2018, respondent provided psychiatric nursing services for patient #1 at his private practice, Concierge Psychiatry of Greenwich.

From approximately June 14, 2018 through approximately September 2020, respondent continued to provide psychiatric nursing services for patient #1 by prescribing medication for her although he did not provide her with clinical services.
4. Respondent violated the standard of care in nursing during the above-referenced time in one or more of the following ways, in that he failed to:
 - a. properly treat and/or assess patient #1;
 - b. properly monitor and/or refer patient #1 to an appropriate healthcare provider;
 - c. fully obtain patient #1's individual and/or family history;
 - d. properly formulate a treatment plan;
 - e. obtain and review the patient's medical records from other healthcare providers;
 - f. properly assess patient #1's personal and/or community safety; and/or,
 - g. maintain appropriate and/or accurate treatment records.

5. From approximately June 14, 2018 through March 2021, respondent deviated from the standard of care of nursing in one or more of the following ways, in that he:
 - a. engaged in an inappropriate and/or romantic relationship with patient #1 which included a sexual relationship on or about August and November 2019;
 - b. violated professional boundaries with patient #1; and/or,
 - c. engaged in dual and/or multiple relationships with patient #1.
6. Based on the Department's information and belief, respondent continues to provide psychiatric nursing services for patients in his private practice.
7. For the foregoing reasons, the Department believes that respondent's continued nursing practice represents a clear and immediate danger to the public health and safety. The Department respectfully requests that the Board summarily suspend respondent's registered and advanced practice registered nurse licenses until a full hearing on the merits can be held.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute, or copy the contents or discuss with parties who are not directly involved in this petition. Thank you.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In Re: Nicholas O'Brien, APRN, RN

Petition No. 2021-603
Petition No. 2021-1174

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health ("Department") moves, in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c), the Connecticut Board of Examiners for Nursing to summarily suspend Nicholas O'Brien's Connecticut registered nurse license number 106063 and advanced practice registered nurse license number 006158. This motion is based on the attached Statement of Charges, affidavit, documents, records and on the Department's information and belief that respondent's continued nursing practice represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 8th day of March 2022.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In Re: Nicholas O'Brien, APRN, RN

Petition No. 2021-603
Petition No. 2021-1174

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Nicholas O'Brien:

COUNT ONE

1. Nicholas O'Brien of Watertown, Connecticut ("respondent"), is, and at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 106063 and advanced practice registered nurse license number 006158.
2. On or about June 5, 2017, respondent provided psychiatric nursing services for patient #1 while she was receiving in-patient services at a treatment facility.
3. On or about May 17, 2018 and/or June 14, 2018, respondent provided psychiatric nursing services for patient #1 at his private practice, Concierge Psychiatry of Greenwich.
From approximately June 14, 2018 through approximately September 2020, respondent continued to provide psychiatric nursing services for patient #1 by prescribing medication for her although he did not provide her with clinical services.
4. Respondent violated the standard of care in nursing during the above-referenced time in one or more of the following ways, in that he failed to:
 - a. properly treat and/or assess patient #1;
 - b. properly monitor and/or refer patient #1 to an appropriate healthcare provider;
 - c. fully obtain patient #1's individual and/or family history;
 - c. properly formulate a treatment plan;

- d. obtain and review the patient's medical records from other healthcare providers;
- e. properly assess the patient's personal and/or community safety; and/or,
- f. maintain appropriate and/or accurate treatment records.

5. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99 including but not limited to §20-99(b)(2)) and/or §20-99(b)(6).

COUNT TWO

- 6. Paragraphs one through three are incorporated as if set forth in full.
- 7. From approximately June 14, 2018 through March 2021, respondent deviated from the standard of care of nursing in one or more of the following ways, in that he:
 - a. engaged in an inappropriate and/or romantic relationship with patient #1 which included a sexual relationship on or about August and November 2019;
 - b. violated professional boundaries with patient #1; and/or,
 - c. engaged in dual and/or multiple relationships with patient #1.
- 8. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99 including but not limited to §20-99(b)(2).

THEREFORE, the Department prays:

The Connecticut Board of Examiners for Nursing as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke, or order other disciplinary action against respondent's nursing licenses as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 8th day of March 2022.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

SUMMARY SUSPENSION COVER SHEET

In re: Stephanie J. Ryan, R.N.

Petition No. 2022-195

1. Stephanie J. Ryan of Windsor, Connecticut (“respondent”) graduated from the University of Massachusetts, Amherst, Massachusetts in 2012. She was issued license number 113444 to practice as a registered nurse on September 3, 2013.
2. On October 21, 2020, the Board of Examiners for Nursing (“the Board”) summarily suspended respondent’s license in Petition No. 2020-626 in that her continued practice as a nurse was a clear and immediate danger to public health, safety and welfare based on allegations that respondent’s emotional disorders or mental illnesses and/or abuse or excess use of alcohol, marijuana and nitrous oxide does, and/or may, affect her nursing practice. Subsequently, on June 16, 2021, the Board ordered a Consent Order in Petition No. 2020-626 (“the Order”) that placed respondent’s nursing license on probation for a period of four years.
3. The Order specifically provided that respondent shall not obtain or use alcohol in any form.
4. On or about February 4, 2022, respondent abused or utilized alcohol to excess. Respondent’s abuse or excess use of alcohol does, and/or may, affect her practice of nursing.
5. From approximately November 2017 to the present, respondent has or had one or more emotional disorders or mental illnesses that does and/or may affect her practice of nursing.
6. For the foregoing reasons, the Department believes that respondent’s continued practice as a registered nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent’s license until a full hearing on the merits can be held.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stephanie J. Ryan, R.N.

Petition No. 2022-195

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Stephanie J. Ryan to practice as a registered nurse in Connecticut. This motion is based on the attached Statement of Charges, affidavit, documents, reports and on the Department's information and belief that the continued practice of Stephanie J. Ryan represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 10th day of March, 2022.



Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stephanie J. Ryan, R.N.

Petition No. 2022-195

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health ("the Department") brings the following charges against Stephanie J. Ryan:

1. Stephanie J. Ryan of Windsor, Connecticut ("respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 113444.
2. On June 16, 2021, the Connecticut Board of Examiners for Nursing ("the Board") ordered a Consent Order in Petition Number 2020-626 ("the Order") that placed respondent's nursing license on probation for a period of four (4) years. Such disciplinary action was based upon, in part, respondent's admitted abuse or excess use of alcohol, marijuana and/or nitrous oxide.
3. Said Order provided, in part, that respondent shall not obtain or use alcohol in any form.
4. On or about February 4, 2022, respondent abused and/or utilized alcohol to excess.
5. Respondent's abuse or excess use of alcohol does, and/or may, affect her nursing practice.
6. From approximately November 2017 to the present, respondent has or had one or more emotional disorders or mental illnesses that does and/or may affect her practice of nursing.
7. In or about February 2022, respondent violated the Order in that she is unable to practice nursing safely and competently.
8. Respondent's conduct as described above constitute violations of the Order's probationary terms and/or constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to §20-99(b)(4) and/or §20-99(b)(5).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke, or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 10th day of March, 2022.



Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

SUMMARY SUSPENSION COVER SHEET

In re: Kimberly Anglin, RN

Petition No. 2022-12

1. Kimberly Anglin of Stratford, Connecticut (“respondent”) graduated from St. Vincent’s College of Nursing and was issued license number 079005 to practice as a registered nurse in 2006.
2. Respondent’s license has not been previously disciplined.
3. From approximately March through April 2019, while practicing nursing at Cambridge Health and Rehabilitation Center, respondent diverted controlled substance medications, including oxycodone, from patient stock for personal consumption. Respondent also failed to completely, properly and/or accurately document medical records and/or falsified one or more Controlled Substance Receipt Records.
4. From approximately November through December 2021, while practicing nursing at Apple Rehab Shelton, respondent diverted controlled substance medications, including oxycodone, from patient stock for personal consumption. Respondent also failed to completely, properly and/or accurately document medical records and/or falsified one or more Controlled Substance Receipt Records.
5. On multiple occasions from approximately March through April 2019 and/or from approximately November through December 2021, respondent abused or used to excess controlled substances including, but not limited to, oxycodone (“substance abuse”).
6. On or about November 2, 2020, respondent abused or used to excess morphine, oxycodone and/or oxymorphone (“substance abuse”).
7. From approximately 2019 to the present, respondent has or had one or more emotional disorders and/or mental illnesses (“illnesses”).

8. Respondent's illnesses and/or substance abuse does, and/or may, affect her practice of nursing.
9. From approximately July through November 2021, respondent falsified medical records and/or urine screening tests.
10. On or about January 8, 2021 and/or July 6, 2021, respondent falsified, or caused to be falsified, reports concerning her practice of nursing.
11. For the foregoing reasons, the Department believes that respondent's continued practice as a registered nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's nursing license until a full hearing on the merits can be held.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Kimberly Anglin, RN

Petition No. 2022-12

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health ("Department") moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) the Connecticut Board of Examiners for Nursing to summarily suspend Kimberly Anglin's registered nursing license. This motion is based on the attached Statement of Charges, documents, reports and on the Department's information and belief that Kimberly Anglin's continued nursing practice of represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 28th day of March, 2022.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Kimberly Anglin, RN

Petition No. 2022-12

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health ("the Department") brings the following charges against Kimberly Anglin:

1. Kimberly Anglin of Stratford, Connecticut ("respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 079005.
2. From approximately March through April 2019, while practicing nursing at Cambridge Health and Rehabilitation Center, respondent diverted controlled substance medications, including oxycodone, from patient stock for personal consumption. Respondent also failed to completely, properly and/or accurately document medical records and/or falsified one or more Controlled Substance Receipt Records.
3. From approximately November through December 2021, while practicing nursing at Apple Rehab Shelton, respondent diverted controlled substance medications, including oxycodone, from patient stock for personal consumption. Respondent also failed to completely, properly and/or accurately document medical records and/or falsified one or more Controlled Substance Receipt Records.
4. On multiple occasions from approximately March through April 2019 and/or from approximately November through December 2021, respondent abused or used to excess controlled substances including, but not limited to, oxycodone ("substance abuse").
5. On or about November 2, 2020, respondent abused or used to excess morphine, oxycodone and/or oxymorphone ("substance abuse").
6. From approximately 2019 to the present, respondent has or had one or more emotional disorders and/or mental illnesses ("illnesses").

7. Respondent's illnesses and/or substance abuse does, and/or may, affect her practice of nursing.
8. From approximately July through November 2021, respondent falsified medical records and/or urine screening tests.
9. On or about January 8, 2021 and/or July 6, 2021, respondent falsified, or caused to be falsified, reports concerning her practice of nursing.
10. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(2);
 - b. §20-99(b)(4);
 - c. §20-99(b)(5); and/or
 - d. §20-99(b)(6).

THEREFORE, the Department prays:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke, or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 28th day of March, 2022.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

SUMMARY SUSPENSION COVER SHEET

In re: Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N. Petition No. 2022-175

1. Respondent has been licensed as a registered nurse in Connecticut since June 13, 2012, and as an advanced practice registered nurse since October 24, 2014.
2. On or about March 17, 2021, the Connecticut Board of Examiners for Nursing (hereinafter the "Board") issued a Memorandum of Decision (hereinafter the "MOD") in Petition No. 2019-445 placing respondent's registered nurse license and her advanced practice registered nurse license on probation for four years.
3. The terms of respondent's probation under the MOD included, in part, **a.)** that the Department of Public Health (hereinafter "the Department") pre-approve respondent's employment as a nurse during the period of probation; **b.)** that a copy of the MOD be provided to all of respondent's employers where she is employed as a nurse during probation, and that the employer notify the Department of the receipt thereof within thirty days of the commencement of employment; **c.)** that respondent's immediate supervisor submit employer reports throughout the probationary period, including monthly reports during the first year of probation, with said reports including documentation regarding respondent's ability to practice nursing safely and competently; **d.)** that a copy of the MOD be provided to respondent's therapist, and that the therapist notify the Department of the receipt thereof within thirty days of the effective date of the MOD; **e.)** that respondent's therapist submit therapist reports throughout the probationary period, including monthly reports during the first year of probation, with said reports including documentation regarding respondent's ability to practice nursing safely and competently; **f.)** that respondent submit to observed, random chain of custody urine screens for alcohol and drugs at a facility approved by the Department throughout the probationary period, including at least one such screen each week during the first year of probation, and that reports thereof be submitted directly to the Department, and that all such screens be negative for the presence of alcohol and drugs, excluding the drugs that respondent's providers prescribe; **g.)** that respondent shall notify the testing laboratory, her therapist, the Department, and her prescriber of any drugs she is taking, and that quarterly controlled substances reports be submitted to the Department for any prescription of a controlled substance for a period of more than two consecutive weeks; and **h.)** that respondent not obtain for personal use, and/or use, alcohol or drugs that were not prescribed for her for a legitimate purpose, and that she shall not abuse and/or excessively use any drugs prescribed for a legitimate purpose.
4. The MOD also provided that any finding that respondent has violated the MOD will subject respondent to sanctions under Conn. Gen. Stat. § 19a-17(a) and (c), including, but not limited to, the revocation of her license.
5. From on or about March 17, 2021 until on or about May 19, 2021, respondent was employed as a nurse and failed to obtain the Department's approval thereof.

6. From on or about March 17, 2021 until on or about May 21, 2021, respondent failed to provide her employer with a copy of the MOD.
7. From on or about March 17, 2021 until on or about May 24, 2021, respondent failed to cause her employer to provide notice to the Department of her employer's receipt of a copy of the MOD.
8. From on or about March 17, 2021 until on or about May 13, 2021, respondent failed to provide her therapist with a copy of the MOD, and respondent failed to cause her therapist to provide notice to the Department of her therapist's receipt of a copy of the MOD.
9. From on or about November 1, 2021 to on or about January 7, 2022, respondent failed to cause a required employer report, for the month of October of 2021, to be submitted to the Department.
10. On or about September 24, 2021, respondent's urine screen tested positive for the presence of opiates that had not been prescribed to respondent for a legitimate medical purpose.
11. On or about January 1, 2022 to the present, respondent failed to cause a required quarterly controlled substances report, for the quarter ending December 31, 2021, to be submitted to the Department.
12. On or about July 12, 2021, and again from on or about February 11, 2022 to the present, respondent failed to submit to weekly urine screens, and to cause reports of the results thereof to be submitted to the Department, as required under the MOD.
13. From on or about September 24, 2021 to the present, respondent abused opiates, and/or she utilized opiates to excess.
14. From on or about May 27, 2021 to the present, respondent has been diagnosed with an emotional disorder or disorders, and/or a mental illness or illnesses.
15. The above cited facts evidence conduct of the respondent failing to conform to the accepted standards of the nursing profession, they evidence conduct of the respondent constituting violations of the terms of probation as set forth in the MOD, they represent a clear and immediate danger to the public health and safety if respondent is allowed to continue to practice, and they constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99, including, but not necessarily limited to:
 - a. §19a-17(a),
 - b. §19a-17(c),
 - c. §20-99(b)(4), and
 - d. §20-99(b)(5).

16. For the foregoing reasons, the Department believes that respondent's continued practice as a registered nurse, and/or her continued practice as an advanced practice registered nurse, represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's licenses until a full hearing on the merits can be held.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute, or copy the contents or discuss with parties who are not directly involved in this petition. Thank you.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N.

Petition No. 2022-175

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves, in accordance with the General Statutes of Connecticut §§4-182(c) and 19a-17(c), that the Connecticut Board of Examiners for Nursing summarily suspend the licenses of Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N. to practice as a registered nurse and as an advanced practice registered nurse in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that the continued practice as a registered nurse represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 29th day of March 2022.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N.

Petition No. 2022-175

STATEMENT OF CHARGES

Pursuant to the General Statutes of Connecticut, §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N.:

COUNT ONE

1. Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N. of Pomfret Center, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nursing license number 105959 and advanced practice registered nursing license number 005964.
2. On or about March 17, 2021, the Connecticut Board of Examiners for Nursing (hereinafter the "Board") issued a Memorandum of Decision (hereinafter the "MOD") in Petition No. 2019-445 placing respondent's registered nurse license and her advanced practice registered nurse license on probation for four years.
3. The terms of respondent's probation under the MOD included, in part, **a.)** that the Department of Public Health (hereinafter "the Department") pre-approve respondent's employment as a nurse during the period of probation; **b.)** that a copy of the MOD be provided to all of respondent's employers where she is employed as a nurse during probation, and that the employer notify the Department of the receipt thereof within thirty days of the commencement of employment; **c.)** that respondent's immediate supervisor submit employer reports throughout the probationary period, including monthly reports during the first year of probation, with said reports including documentation regarding respondent's ability to practice nursing safely and competently; **d.)** that a copy of the MOD be provided to respondent's therapist, and that the therapist notify the Department of the receipt thereof within thirty days of the effective date of the MOD; **e.)** that respondent's therapist submit therapist reports throughout the probationary period, including monthly reports during the first year of probation, with said reports including documentation regarding respondent's ability to practice nursing safely and competently; **f.)** that respondent submit to observed, random chain of custody urine screens for alcohol and drugs at a facility approved by the Department throughout the probationary period, including at least one such screen each week during the first year of probation, and that reports thereof be submitted directly to the Department, and that all such screens be negative for the presence of alcohol and drugs, excluding the drugs that respondent's providers prescribe; **g.)** that respondent shall notify the testing laboratory, her therapist, the Department, and her prescriber of any drugs she is taking, and that quarterly controlled substances reports be submitted to the Department for any

prescription of a controlled substance for a period of more than two consecutive weeks; and **h.)** that respondent not obtain for personal use, and/or use, alcohol or drugs that were not prescribed for her for a legitimate purpose, and that she shall not abuse and/or excessively use any drugs prescribed for a legitimate purpose.

4. The MOD also provided that any finding that respondent has violated the MOD will subject respondent to sanctions under Conn. Gen. Stat. § 19a-1 7(a) and (c), including, but not limited to, the revocation of her license.

5. From on or about March 17, 2021 until on or about May 19, 2021, respondent was employed as a nurse and failed to obtain the Department's approval thereof.

6. From on or about March 17, 2021 until on or about May 21, 2021, respondent failed to provide her employer with a copy of the MOD.

7. From on or about March 17, 2021 until on or about May 24, 2021, respondent failed to cause her employer to provide notice to the Department of her employer's receipt of a copy of the MOD.

8. From on or about March 17, 2021 until on or about May 13, 2021, respondent failed to provide her therapist with a copy of the MOD, and respondent failed to cause her therapist to provide notice to the Department of her therapist's receipt of a copy of the MOD.

9. From on or about November 1, 2021 to on or about January 7, 2022, respondent failed to cause a required employer report, for the month of October of 2021, to be submitted to the Department.

10. On or about September 24, 2021, respondent's urine screen tested positive for the presence of opiates that had not been prescribed to respondent for a legitimate medical purpose.

11. On or about January 1, 2022 to the present, respondent failed to cause a required quarterly controlled substances report, for the quarter ending December 31, 2021, to be submitted to the Department.

12. On or about July 12, 2021, and again from on or about February 11, 2022 to the present, respondent failed to submit to weekly urine screens, and to cause reports of the results thereof to be submitted to the Department, as required under the MOD.

13. From on or about September 24, 2021 to the present, respondent abused opiates, and/or she utilized opiates to excess.

14. The above cited facts evidence conduct of the respondent failing to conform to the accepted standards of the nursing profession, they evidence conduct of the respondent constituting violations of the terms of probation as set forth in the MOD, they represent a clear and immediate danger to the public health and safety if respondent is allowed to continue to practice

as a nurse, and they constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99, including, but not necessarily limited to:

- a. §19a-17(a),
- b. §19a-17(c),
- c. §20-99(b)(4), and
- d. §20-99(b)(5).

15. For the foregoing reasons, the Department believes that respondent's continued practice as a registered nurse represents a clear and immediate danger to the public health and safety.

COUNT TWO

16. Paragraphs one through thirteen of Count One are incorporated herein by reference as if set forth in full.

17. From on or about May 27, 2021 to the present, respondent has been diagnosed with an emotional disorder or disorders, and/or a mental illness or illnesses.

18. The above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99, including, but not necessarily limited to:

- a. §19a-17(a),
- b. §19a-17(c), and
- c. §20-99(b)(4).

19. For the foregoing reasons, the Department believes that respondent's continued practice as a nurse represents a clear and immediate danger to the public health and safety.

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§ 20-99(b) and 19a-17, summarily suspend respondent's license as a registered nurse, and her license as an advanced practice registered nurse, until a full hearing on the merits can be held, and that it revoke or order other disciplinary action against the licenses of Nicole M. Holiday a/k/a Nicole Desrosiers, R.N., A.P.R.N. as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 29th day of March 2022.

Christian D. Andresen

Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

CONSENT ORDER COVER SHEET

In re: Sabrina Ernst, R.N.

Petition No. 2019-62

1. Sabrina J. Ernst of Lakeville, Connecticut ("respondent") was issued license number 089416 to practice as a registered nurse on July 20, 2009.
2. Respondent graduated from Naugatuck Valley Community College in 2009.
3. Since August 20, 2019, respondent's nursing license has been suspended pursuant to an Interim Consent Order. There is no other prior discipline.
4. On multiple occasions from approximately July 2017 to May 2019, respondent abused or used alcohol to excess. From approximately September 2018 to the present, respondent has and/or had one or more emotional disorders or mental illnesses that does or may affect her nursing practice. On or about September 23, 2018, respondent was practicing nursing at an assisted living facility in Salisbury, Connecticut. At such time, respondent was impaired, unresponsive and/or used alcohol to excess while practicing nursing.
5. The proposed Consent Order provides for a four-year probationary period that includes random alcohol/drug screens, employer reports, therapy reports, support group meetings, and no home care, pool nursing or self-employment.
6. The Department and respondent respectfully request that the Board accept the proposed Consent Order.

CONFIDENTIALITY NOTICE: Attachments to this document may contain information that is confidential or privileged. Please do not disseminate, distribute, or copy the contents or discuss with parties who are not directly involved in this petition.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Sabrina J. Ernst, R.N.

Petition No. 2019-62

CONSENT ORDER

WHEREAS, Sabrina J. Ernst ("respondent") of Lakeville, Connecticut, has been issued license number 089416 to practice as a registered nurse by the Connecticut Department of Public Health ("the Department") pursuant to Chapter 378 of the General Statutes of Connecticut, as amended; and,

WHEREAS, respondent hereby admits and acknowledges that:

1. On multiple occasions from approximately July 2017 to May 2019, respondent abused or used alcohol to excess.
2. From approximately September 2018 to the present, respondent has and/or had one or more emotional disorders or mental illnesses (collectively, "illnesses").
3. Respondent's illnesses and/or abuse or excess use of alcohol does, and/or may, affect her practice of nursing.
4. On or about September 23, 2018, respondent was practicing nursing at Noble Horizons, an assisted living facility in Salisbury, Connecticut. At such time, respondent was impaired, unresponsive and/or used alcohol to excess while practicing nursing.
5. The above-described facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to:
 - a. §20-99(b)(2);
 - b. §20-99(b)(4); and/or
 - c. §20-99(b)(5).

WHEREAS, on August 20, 2019, respondent's nursing license was suspended pursuant to an Interim Consent Order.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Board of Examiners for Nursing ("the Board").

Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to §§19a-9, 19a-10, and 20-99(a) of the General Statutes of Connecticut.

NOW THEREFORE, pursuant to §19a-17 and §20-99(a) of the General Statutes of Connecticut, respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's license number 089416 to practice as a nurse in the State of Connecticut is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist ("therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.

- (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
- (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, he or she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor respondent's alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.
- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates services.

B. Respondent shall not obtain or use controlled substances; legend drugs, marijuana or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as "Attachment 'A':

Department Requirements for Drug and Alcohol Screens,” at a testing facility approved by the Department. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent’s prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of

probation; and at least two such screens and reports every month for the second and third years of probation.

- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash

and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

- C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol-free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to practice nursing safely and competently, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.
- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment, confirming receipt of a copy of this Consent Order.

- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker – home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of probation; and quarterly for the second and third years of probation. Employer reports shall include documentation of respondent's ability to practice nursing safely and competently and shall be issued to the Department at the address cited in paragraph 3M below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.
- H. During the entire probationary period, respondent shall attend "anonymous" or support group meetings at least eight to ten times per month and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- I. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- J. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- K. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or

instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.

- L. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- M. All correspondence and reports shall be addressed to:

Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

- 4. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard.
- 5. Respondent shall pay all costs necessary to comply with this Consent Order.
- 6. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
- 7. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
- 8. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
- 9. Respondent understands this Consent Order is a matter of public record.
- 10. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's

compliance with this same Consent Order is at issue, or (2) respondent's compliance with §20-99(b) of the General Statutes of Connecticut, as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

11. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed forty-five (45) days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said forty-five (45) day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes, sections 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion as to whether a summary suspension is ordered.
12. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the

probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all probationary terms and conditions contained in this Consent Order.

13. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
14. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to §4-181a of the General Statutes of Connecticut without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Chapters 54 and 368a of the General Statutes of Connecticut, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
15. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is

approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

16. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.

17. Respondent has been informed of the right to consult with an attorney at any time, including prior to signing this Consent Order.

18. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.

19. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

I, Sabrina J. Ernst, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

Sabrina J. Ernst
Sabrina J. Ernst

Subscribed and sworn to before me this 1ST day of March, 2022.



Nicole M Chase
Notary Public or person authorized
by law to administer an oath or affirmation

Nicole M Chase
NOTARY PUBLIC
State of Connecticut
My Commission Expires 3/31/2027

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 3rd day of March, 2022, it is hereby accepted.

Christian D. Andresen

Christian D. Andresen, MPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2022, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Angela Waskiewicz, R.N.

Petition No. 2021-497

CONSENT ORDER COVER SHEET

1. Angela Waskiewicz ("respondent") graduated from Holyoke Community College in 1987.
She received her Connecticut nursing license in August 2020. She also holds a Massachusetts Nursing license.
2. Respondent's Connecticut nursing license has not been previously disciplined.
3. On May 20, 2021, Massachusetts disciplined respondent's nursing license and issued a Final Decision and Order of Default based, in part, on respondent's:
 - a. failure to completely, properly and/or accurately document medical records for controlled substances;
 - b. failure to properly waste controlled substances;
 - c. improper removal of a Fentanyl patch from a patient;
 - d. failure to maintain proper inventory of controlled substances; and/or
 - e. failure to timely report approximately sixty missing oxycodone tablets.
4. On February 16, 2022 the Board of Examiners for Nursing ("Board") reviewed this petition during a Prehearing Review Process*. The proposed Consent Order includes the Board's recommendation of three months of probation during which time respondent must complete coursework in administration and documentation standards.
5. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

*minutes of the Prehearing Review are not available however the video is available: <https://youtu.be/Cag1ByJjFB0> The Prehearing Review begins at 1:39:45.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition. Thank you.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Angela Waskiewicz, RN

Petition No. 2021-497

CONSENT ORDER

WHEREAS, Angela Waskiewicz ("respondent") of New London, Connecticut has been issued Connecticut registered nurse license number 173750 by the Department of Public Health ("Department") pursuant to Connecticut General Statutes, Chapter 378, as amended.

WHEREAS, respondent has been issued Massachusetts registered nurse license number 192143.

WHEREAS, respondent admits:

1. On or about May 20, 2021, the Board of Registration in Nursing, Commonwealth of Massachusetts issued a Final Decision and Order of Default ("Massachusetts disciplinary action") revoking respondent's Massachusetts registered nurse license number 192143. The disciplinary action arose, in part, when respondent was practicing nursing from February through April of 2019 and she:
 - a. failed to completely, properly and/or accurately document medical records for controlled substances;
 - b. failed to properly waste controlled substances;
 - c. improperly removed a Fentanyl patch from a patient;
 - d. failed to maintain proper inventory of controlled substances; and/or
 - e. failed to timely report approximately sixty missing oxycodone tablets.
2. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §§19a-17(f) and/or 20-99(b), including but not limited to 20-99(b)(2).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above admitted violations at a hearing in front of the Board of Examiners for Nursing ("Board"). Respondent

agrees that this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10 and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent stipulates and agrees to the following:

1. Respondent waives her right to a hearing on the merits of this petition.
2. Respondent's registered nurse license number 173750 shall be placed on probation for three (3) months under the following terms and conditions:
 - a. Respondent shall successfully complete coursework in medication administration and documentation standards, pre-approved by the Department. Within fifteen (15) days of the completion of such coursework, respondent shall provide proof, to the Department's satisfaction, of the successful completion of such coursework. The probation shall terminate upon the Department's written satisfaction of the successful completion of the coursework required by this paragraph.
3. All correspondence and reports are to be addressed to:

Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308
4. Respondent shall comply with all federal and state statutes and regulations applicable to her profession.
5. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard.
6. Respondent shall pay all costs necessary to comply with this Consent Order.

7. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
8. This Consent Order is effective on the first day of the month immediately following the date this Consent Order is accepted and ordered by the Board.
9. Respondent understands this Consent Order is a public record.
10. Respondent understands this Consent Order shall be deemed as evidence of the above admitted violations in any proceeding before the Board in which (1) her compliance with this same Consent Order is at issue, or (2) her compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank and the Healthcare Integrity and Practitioner Data Bank maintained by the United States Department of Health and Human Services.
11. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's nursing license before the Board.
12. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification because of any claim that the terms or conditions may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a the without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to executing this Consent Order. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a, provided

that this stipulation shall not deprive respondent of any other rights that respondent has under Connecticut or United States law.

13. Respondent permits a representative of the Department to present this Consent Order and its factual basis to the Board. Respondent agrees that the Board has complete and final discretion whether an executed Consent Order is approved or accepted. Respondent waives any claim of error that could be raised that is related to or arises during the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.
14. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
15. Respondent has been advised that she has right to consult with an attorney at any time including prior to signing this Consent Order.
16. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.
17. This Consent Order embodies the entire agreement of the parties regarding this petition. All previous communications or agreements regarding the subject matter of this Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

I, Angela Waskiewicz, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

Angela Waskiewicz
Angela Waskiewicz

Subscribed and sworn to before me this 14th day of March, 2022.


Hanna Nagle
Commissioner Superior Court/Notary Public

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 15th day of March, 2022, it is hereby accepted.

Christian D. Andresen

Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2022, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Jennifer Schad, R.N.

Petition No. 2019-924

CONSENT ORDER COVER SHEET

1. Jennifer Schad ("respondent") graduated from Saint Joseph College and was licensed to practice nursing in Connecticut in 2002.
2. Respondent has not previously been disciplined.
3. On multiple occasions from approximately 2006 through 2020, respondent abused or used alcohol to excess. Subsequently, her license was suspended pursuant to an Interim Consent Order.
4. From approximately 2017 to the present, respondent has or had one or more emotional disorders and/or mental illnesses ("illnesses").
5. Respondent's illnesses and/or abuse or excessive use of alcohol does, and/or may, affect her practice of nursing.
6. The proposed Consent Order contains the following terms and conditions:
 - Respondent's license shall remain suspended for the first six months of probation during which time she shall go undergo weekly random urine screens.
 - Following the six-month suspension, respondent's license shall be placed on probation for four years, subject to the following:
 - a. urine screens weekly for the 1st and 4th year, twice monthly for the 2nd and 3rd years;
 - b. therapy and employer reports monthly for the 1st and 4th years and quarterly for the 2nd and 3rd years;
 - c. anonymous or support meetings; and
 - d. no employment for personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency.
7. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute, or copy the contents or discuss with parties who are not directly involved in this petition. Thank you.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Jennifer Schad, RN

Petition No. 2019-924

CONSENT ORDER

WHEREAS, Jennifer Schad ("respondent") of Middletown, Connecticut, has been issued registered nurse license number 068155 by the Connecticut Department of Public Health ("Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. On multiple occasions from approximately 2006 through 2020, respondent abused or used alcohol to excess.
2. From approximately 2017 to the present, respondent has or had one or more emotional disorders and/or mental illnesses ("illnesses").
3. Respondent's illnesses and/or abuse or excessive use of alcohol does, and/or may, affect her practice of nursing.
4. The above-described facts constitute grounds for disciplinary action pursuant to of Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(4); and/or,
 - b. §20-99(b)(5).

WHEREAS, on November 22, 2019, respondent's nursing license was suspended pursuant to an Interim Consent Order.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Board of Examiners for Nursing ("Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives her right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's license shall remain suspended for six (6) months. During said six (6) month period of suspension, respondent shall not obtain or use controlled substances, legend drugs, marijuana, or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.
 - (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached and marked "Attachment 'A': Department Requirements for Drug and Alcohol Screens" at a testing facility approved by the Department. Laboratory reports of random alcohol and drug screens shall be

submitted directly to the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process.

All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week during the six-month period of suspension.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month during the six-month period of suspension.

- (5) All screens shall be negative for the presence of drugs, marijuana and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

5. Following said six-month suspension, respondent's license shall be placed on probation for four (4) years, subject to the following terms and conditions:

- A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist ("therapist") pre-approved by the Department for the entire probationary period.
- (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, he or she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph B below, and by providing the reports described in paragraph C below.
 - (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates services.
- B. Respondent shall not obtain or use controlled substances, legend drugs, marijuana, or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications.

Respondent shall inform said health care professional of respondent's substance abuse history.

- (3) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached and marked "Attachment 'A': Department Requirements for Drug and Alcohol Screens," at a testing facility approved by the Department. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.
- (4) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 5. A list of controlled substances prescribed by this provider for the respondent;
 6. A list of controlled substance(s) prescribed by other providers;
 7. An evaluation of the respondent's need for the controlled substance;

8. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs, marijuana and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash

and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

- C. Respondent shall be responsible for providing written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol-free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to practice nursing safely and competently, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.
- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. If employed as a nurse, respondent shall provide a copy of this Consent Order to any and all employers for the duration of probation. The Department shall be notified in writing by any such employer(s) within fifteen (15) days of the commencement of employment confirming receipt of a copy of this Consent Order.

- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of probation; and quarterly for the second and third years of probation. Employer reports shall include documentation of respondent's ability to practice nursing safely and competently, and shall be issued to the Department at the address cited in paragraph M below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.
- H. During the entire probationary period, respondent shall attend "anonymous" or support group meetings at least eight to ten times per month and provide quarterly reports to the Department concerning respondent's record of attendance.
- I. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- J. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- K. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or

instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.

L. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department.

M. All correspondence and reports shall be addressed to:

Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

6. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard.
7. Respondent shall pay all costs necessary to comply with this Consent Order.
8. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to act later. The Department shall not be required to grant future extensions of time or grace periods.
9. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
10. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and ordered by the Board.
11. Respondent understands this Consent Order is a public record.
12. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with

Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

13. If respondent violates any term of this Consent Order, respondent agrees immediately to refrain from practicing nursing, upon request by the Department, for a period not to exceed forty-five (45) days. During that time, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said forty-five (45) day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered and given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§4-182(c) and 19a-17(c). Respondent understands that the Board has complete and final discretion whether a summary suspension is ordered.
14. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while

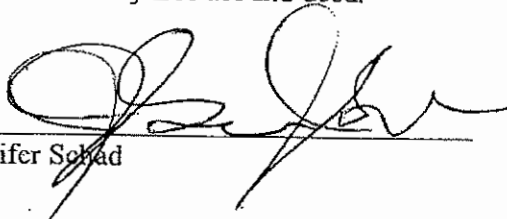
practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 4 above.

15. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license.
16. This Consent Order and terms contained herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification because of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to executing this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a provided that this stipulation shall not deprive respondent of any other rights that respondent may have under Connecticut or United States law.
17. Respondent permits a representative of the Department to present this Consent Order and its factual basis to the Board. Respondent agrees that the Board has complete and final discretion whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including

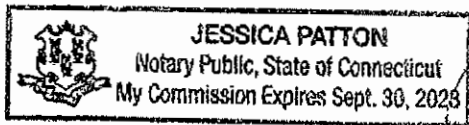
but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

17. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
18. Respondent has been advised that she has the right to consult with an attorney at any time, including prior to signing this Consent Order.
19. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.
20. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

I, Jennifer Schad, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.


Jennifer Schad

Subscribed and sworn to before me this 10 day of March, 2022.




Notary Public/Commissioner Superior Court

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 23rd day of March, 2022, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2022, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Donna Monticone, R.N.

Petition No. 2020-1112

CONSENT ORDER COVER SHEET

1. Donna Monticone ("respondent") graduated from Bridgeport Hospital School of Nursing and was licensed to practice nursing in Connecticut in 2015.
2. Respondent has not previously been disciplined.
3. On multiple occasions from approximately June 2020 through October 2020, respondent diverted fentanyl from Yale University Reproductive Endocrinology and Infertility Clinic ("Yale") from patient stock for personal consumption. Respondent thereafter replaced the fentanyl with saline which was later utilized as patient medication.
4. Subsequently, respondent's license was suspended pursuant to an Interim Consent Order in December 2020.
5. On multiple occasions from approximately June 2020 through October 2020, respondent abused or used fentanyl to excess including while practicing nursing at Yale.
6. From approximately 2020 to the present, respondent has or had emotional disorders and/or mental illnesses.
7. On March 2, 2021, respondent pled guilty in United States District Court to Tampering with a Consumer Product in violation of Title 18, United States Code
8. The proposed Consent Order contains the following terms and conditions:
 - Respondent's license shall remain suspended for the first six months during which time she shall go undergo weekly random urine screens;
 - Following the six-month suspension, respondent's license shall be placed on probation for four (4) years, subject to the following:
 - a. urine screens weekly for the 1st and 4th year, twice monthly for the 2nd and 3rd years;

- b. therapy and employer reports monthly for the 1st and 4th years and quarterly for the 2nd and 3rd years;
 - c. anonymous or support meetings;
 - d. narcotic access restricted for one year;
 - e. no employment for personnel provider service, assisted living services agency; homemaker-home health aide agency, or home health care agency; and
 - f. quarterly reports from respondent's federal probation officer.
9. The Department and respondent through her attorney respectfully requests the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Donna Monticone, RN

Petition No. 2020-1112

CONSENT ORDER

WHEREAS, Donna Monticone ("respondent") of Oxford, Connecticut, has been issued registered nurse license number 131621 by the Connecticut Department of Public Health ("Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. On multiple occasions from approximately June 2020 through October 2020, respondent diverted fentanyl from Yale University Reproductive Endocrinology and Infertility Clinic ("Yale") from patient stock for personal consumption. Respondent thereafter replaced the fentanyl with saline which was later utilized as patient medication.
2. On multiple occasions from approximately June 2020 through October 2020, respondent abused or used fentanyl to excess including while practicing nursing at Yale.
3. From approximately 2020 to the present, respondent has or had emotional disorders and/or mental illnesses ("illnesses").
4. Respondent's illnesses and/or abuse or excessive use of fentanyl does, and/or may, affect her practice of nursing.

5. On or about March 2, 2021, respondent pled guilty in United States District Court to Tampering with a Consumer Product in violation of Title 18, United States Code §§1365(a)(4) in Case No.: 3:21-cr-00031-JCH (“Judgment”).
6. The above-described facts constitute grounds for disciplinary action pursuant to of Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(2);
 - b. §20-99(b)(4);
 - c. §20-99(b)(5);
 - d. §20-99(b)(6);
 - e. §20-99(b)(7); and/or,
 - f. §20-99(b)(8).

WHEREAS, on December 22, 2021, respondent’s nursing license was suspended pursuant to an Interim Consent Order.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Board of Examiners for Nursing ("Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives her right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent’s profession.
3. Respondent's Connecticut registered nurse license number 131621 is hereby reprimanded.

4. Respondent's license shall remain suspended for a period of six (6) months. During said six (6) month period of suspension, respondent shall not obtain or use controlled substances, legend drugs, marijuana, or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Department. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.
- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:

1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week during the six-month period of suspension.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month during the six-month period of suspension.
- (5) All screens shall be negative for the presence of drugs, marijuana and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol

and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

5. Following said six-month suspension, respondent's license shall be placed on probation for four (4) years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist ("therapist") pre-approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, he or she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's

therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph B below, and by providing the reports described in paragraph C below.

- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates services.

B. Respondent shall not obtain or use controlled substances, legend drugs, marijuana, or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications.

Respondent shall inform said health care professional of respondent's substance abuse history.

- (3) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.
- (4) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is

taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:

5. A list of controlled substances prescribed by this provider for the respondent;
 6. A list of controlled substance(s) prescribed by other providers;
 7. An evaluation of the respondent's need for the controlled substance;
 8. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs, marijuana and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent

fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.

- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
 - (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.
- C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol-free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to practice nursing safely and competently, and copies of all

laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse during the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities while practicing nursing for the first year after returning to work as a nurse.
- H. If employed as a nurse, respondent shall provide a copy of this Consent Order to any and all employers during the probationary period. The Department shall be notified in writing by any such employer(s) within fifteen (15) days of the commencement of employment confirming receipt of a copy of this Consent Order.
- I. If employed as a nurse, respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of his probation; and quarterly for the second and third years of probation. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the

Department at the address cited in paragraph P below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.

- J, Respondent shall be responsible for the provision of quarterly written reports directly to the Department from respondent's federal probation officer which shall include documentation of respondent's compliance with the terms and conditions of the Judgment. The reports shall be issued to the Department at the address cited in paragraph P below. A report indicating that respondent violated any terms or conditions of the Judgment shall be deemed to be a violation of this Consent Order.
- K. During the entire probationary period, respondent shall attend "anonymous" or support group meetings at least eight to ten times per month and provide quarterly reports to the Department concerning respondent's record of attendance.
- L. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- M. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- N. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.

O. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.

P. All correspondence and reports shall be addressed to:

Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

6. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard.
7. Respondent shall pay all costs necessary to comply with this Consent Order.
8. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to act later. The Department shall not be required to grant future extensions of time or grace periods.
9. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
10. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
11. Respondent understands this Consent Order is a public record.
12. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the

National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

13. If respondent violates any term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed forty-five (45) days. During that time, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said forty-five (45) day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§4-182(c) and 19a-17(c). Respondent understands that the Board has complete and final discretion as to whether a summary suspension is ordered.
14. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the


Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 5 above.

15. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license
16. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification because of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
17. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance

on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

18. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
19. Respondent consulted with her attorney prior to signing this Consent Order.
20. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.
21. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

I, Donna Monticone, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.


Donna Monticone

Subscribed and sworn to before me this 7 day of MAR, 2022.

STATE OF CONNECTICUT
COUNTY OF NEW HAVEN
DATE: 3/7/2022
COMMISSION EXPIRES 03/31/2025


Notary Public/Commissioner Superior Court

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the XX^{25th} day of MAR March, 2022, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2022, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing