



Arkansas State Board of Nursing

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LITTLE ROCK, ARKANSAS 72204-1619
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www.arsbn.org

BOARD MEETING MINUTES

- TIME AND PLACE:** February 13, 2019
Board Conference Room
- MEMBERS PRESENT:** Ramonda Housh, MNSc, APRN, CNP, C-PNP; Lance Lindow, RN; Kaci Bohn, PhD, Consumer Representative; Janice Ivers, MSN, RN, CNE; Michael Burdine, RN; Neldia Dycus, BS, MHSM, MHRD, RN; Jasper Fultz, LPN; Melanie Garner, LPN, CLC; Yolanda Green, LPN; Stacie Hipp, APRN; Pamela Leal, RN, Representative of the Older Population; Renee Mihalko-Corbitt, DNP, APRN, ACNS-BC; Rachel Sims, BSN, RN;
- MEMBERS ABSENT:** None
- STAFF ATTENDING AT VARIOUS TIMES:** Sue A. Tedford, Executive Director, MNSc, APRN
William F. Knight, General Counsel, JD
Mary Trentham, Attorney Specialist, JD, MNSc, MBA, APRN
Lisa Wooten, Assistant Director, MPH, BSN, RN
Karen McCumpsey, Assistant Director MNSc, RN, CNE
Tonya Gierke, Assistant Director, JD, BSN, RN
Debra Garrett, Program Coordinator, DNP, APRN
Tammy Vaughn, Program Coordinator, MSN, RN, CNE
Deborah Rodgers, Program Coordinator, MSN, RN
Brandon Grimes, Chief Investigator
Susan Lester, Executive Assistant to the Director
Albert Williams, Information Systems Coordinator
Leslie Suggs, Legal Support Specialist
Corrie Edge, Legal Support Specialist
Shannon Nixon, Licensing Coordinator

President Ramonda Housh called the meeting to order at 8:30 a.m. Guests were welcomed and a flexible agenda was approved.

Sue Tedford, Executive Director, introduced new board staff, Shannon Nixon and Brandon Grimes.

Sue Tedford and Fred Knight, General Counsel, informed the Board of the following current legislation bills:

- SB20 – Appropriation Bill was signed by Governor; Board is funded for another two (2) years
- SB165 – Repeal LPTN licensing. Bill was to be pulled
- SB171 – Sunrise / Sunset Bill
- SB174 – Require mandatory electronic prescribing
 - Schedule I – VI. In Senate Judiciary
- SB175 – Review Criminal convictions
 - Allows waiver; allows anyone to request a review (informal appearance)
- SB184 - Remove “supervision” from CRNA, replaced by “in coordination with”
- SB189 – Remove Collaborative Practice Agreement
 - 2,000 hours supervision with physician or APRN

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- HB1265 –APRN Independent Practice
 - Certificate of independent practice granted by Medical Board; 10,400 hours supervised practice under physician; Schedule II – V; discipline by Medical Board
- HB1267 – Independent Practice APRN
 - 2,000 hours practice; Schedule II - V
- HB1274 – APRN Independent Practice in Rural setting
 - Served in rural area (population < 5,000) for 5 years; Criminal Background Check covering 5 year period; Letter of recommendation from physician or osteopathic physician
- HB 1282 – Remove Collaborative Practice Agreement
 - 2,000 hours with physician or APRN

Mary Trentham, the Board's attorney, presented consent agreements that had been entered into since the last meeting. Following discussion of each individual agreement, the following motion was passed:

MOTION: I MOVE that the Arkansas State Board of Nursing ratify the following Consent Agreements:

- Bailey, Amanda Kay Johnson, A003130, R072827, PAC 3025, L042670(expired) (Jonesboro, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(7)
Probation – 1 ½ years
Courses – Sharpening Critical Thinking Skills, and Ethics of Nursing Practice
Civil Penalty - \$1,500.00
- Banda, Elizabeth Louise Enkoff, A004191(revoked), PAC 003981(revoked), R065455(revoked),
L035797(revoked) (Poteau, OK)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year (RN and LPN licensure only; APRN and PAC permanently surrendered)
Course – The Nurse and Professional Behaviors
- Brown, Leslie Annette Wright Clark, L040239(expired) (Rogers, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(8)
Probation – 2 years
Courses – Ethics of Nursing Practice, PN Scope of Practice and Behaviors
- Brown, Lisa Dale Rakestraw, R039943(expired) (Cabot, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(7), (a)(8),
and (a)(9)
Probation – 2 years
Courses – Sharpening Critical Thinking Skills, Ethics of Nursing Practice,
and Substance Abuse and Addiction
- Caldwell, Suzann E., L056006 (Ward, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
Course – Sharpening Critical Thinking Skills
Civil Penalty - \$750.00
- Chunn, Robbie Lynn Luke, R044878 (Hot Springs, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4) and (a)(6)
Probation – 1 year
Course – Sharpening Critical Thinking Skills
Civil Penalty - \$750.00

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- Cumberbatch, Debra Patricia Rose-Dowden, R055759(expired) (Sherwood, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2), (a)(7), (a)(8)
and (a)(9)
Probation – 2 years
Courses – Sharpening Critical Thinking Skills, Anger Management, and
The Nurse and Professional Behaviors
Civil Penalty - \$525.00
- Dean, Sarah Lacy, R084153(expired) (Hasty, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2), (a)(4), (a)(8)
and (a)(9)
Probation – 3 years
Courses – The Nurse and Professional Behaviors, and Substance Abuse and Addiction
- Geheb, Cynthia Hope Long Hild Thresher, L038231(expired) (Cecil, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(1), (a)(7), and (a)(9)
Probation – 2 years
Courses – The Nurse and Professional Behaviors, and Sharpening Critical Thinking Skills
Civil Penalty - \$2,500.00
- Haden, Cassandra Sue Richie, R072554 (Little Rock, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2) and (a)(6)
Probation – 1 ½ years
Courses – Anger Management, The Nurse and Professional Behaviors,
Wound Management: A Comprehensive Guide for Nurses, and Sharpening Critical
Thinking Skills
Civil Penalty - \$900.00
- Hughes, Jordan Elizabeth, L053153 (Horatio, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
Courses – Documentation for Nurses
Civil Penalty - \$750.00
- Johnson, Stephanie A. Lewis, L032794 (Jonesboro, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(1) and (a)(6)
Probation – 1 year
Course – Sharpening Critical Thinking Skills
Civil Penalty - \$750.00
- Kelley, Courtney Nicole Arnold, L055113 (Conway, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(9)
Probation – 2 years
Courses – Documentation for Nurses, Sharpening Critical Thinking Skills, and
Medication Errors: Causes and Prevention
Civil Penalty - \$2,000.00
- Kennedy, Cynthia Marie Ballard, R052106 (Wynne, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 3 years
Courses – Sharpening Critical Thinking Skills, and Ethics of Nursing Practice
- Lingo, Rita Faye, L047357 (Van Buren, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
Course – Documentation for Nurses

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- Mathews, Cynthia, L058394 (Russellville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(1) and (a)(6)
Probation – 2 years
Courses – Ethics of Nursing Practice, Medication Errors: Detection and Prevention, Documentation for Nurses, Stress Management, and Anger Management
Civil Penalty - \$2,000.00
- Morgan (Faries), Kathy Renee Crawford Ephlin Crawford, R070988, L032443(expired) (Osceola, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$750.00
- Nelson, Jonathan Michael, R094770, L051622(expired) (Gentry, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 2 years
Courses – Documentation for Nurses, Medication Errors: Detection and Prevention, Professional Accountability and Legal Liability and Sharpening Critical Thinking Skills
Civil Penalty - \$2,000.00
- Nutt, Julie Crabtree, R074101 (Sheridan, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2)
Probation – 2 years
Course – Sharpening Critical Thinking Skills
- Rabb, Richard Bradley, R102628 (Hamburg, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
- Rosenbaum, Kristi Lynn, L052709 (Mineral Springs, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 2 years
Courses – Documentation for Nurses, Ethics of Nursing Practice, Stress Management, and Sharpening Critical Thinking Skills
Civil Penalty - \$2,500.00
- Salley, Linda Lynette, L023744 (Little Rock, AR)
Violation – Terms and Conditions of Probation
Probation – 3 years
Civil Penalty - \$1,500.00
- Sanders, Jennifer Sue, L051551 (Hot Springs, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 ½ years
Courses – Medication Errors: Detection and Prevention and Pharmacology Course
Civil Penalty - \$1,000.00
- Scarborough, Alicia Kay, L049235 (Searcy, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2) and (a)(4)
Probation – 1 year
- Schwartz, Carri Marie Jeffers Schwartz McCain, R066257 (Fayetteville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6), (a)(7) and (a)(9)
Probation – 2 years
Courses – Sharpening Critical Thinking Skills and Ethics of Nursing Practice
Civil Penalty - \$1,500.00
- Shelnutt, Darla Brooke Broadway, R082257 (Benton, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year

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Southerland, Bradley Drew, R066273(expired) (Fayetteville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6), and (a)(7)
Probation – 3 years

Sweeney, Lowry Seth, L058227 (Hamburg, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2)
Probation – 1 year
Course – Sharpening Critical Thinking Skills

Tidwell, Tiffany, L054211 (El Dorado, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 2 years
Courses – Documentation for Nurses, Medication Errors: Detection and Prevention,
Sharpening Critical Thinking Skills, and Ethics of Nursing Practice
Civil Penalty - \$2,500.00

Tolleson, Lindsey Nicole Tolleson Millard, R100217, L055397(expired) (Center Ridge, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Probation – 1 year
Courses – Sharpening Critical Thinking Skills
Civil Penalty - \$750.00

Treadway, Samantha Kaye Quinn, L050707(expired) (Manila, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(9)
Probation – 2 years
Courses – Sharpening Critical Thinking Skills, Professional Boundaries, and
The Nurse and Professional Behaviors
Civil Penalty - \$1,500.00

Walker, Steve Robert, R066487, L022808(expired) (Little Rock, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(7)
Probation – 2 years
Courses – Anger Management, Professional Accountability and Legal Liability,
Caring for Patients with Mental Health Issues, Ethics of Nursing Practice
and Stress Management
Civil Penalty - \$1,500.00

Brought by Kaci Bohn and seconded by Janice Ivers.

PASSED

After discussion, the following Motions were presented to the Board:

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board Meeting Minutes from the January 9, 2019 and January 10, 2019 Board Meetings.

Signed by Lance Lindow and seconded by Melanie Garner.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing make the following changes to the Faith A. Fields Nursing Scholarship disbursement for the 2019 Spring Semester, as follows:

- Rescind the scholarship in the amount of \$1,200.00 payable to Arkansas Tech University on behalf of Nicole Smith.

Signed by Pamela Leal and seconded by The Scholarship Committee

PASSED

The meeting recessed for lunch at 12:00 p.m. Following lunch, the Board resumed hearings.

President Ramonda Housh called the meeting to order at 1:00 p.m. A flexible agenda was approved.

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DISCIPLINARY HEARINGS

General Counsel, Fred Knight represented the Board. Motions reflect the decisions of the Board reached in deliberation following the hearing of each case.

JESSICA GALE ZIGLER, LPN LICENSE NO. L055559 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Shannon Loyd, RN, Pharmacy Services, and Deborah Rodgers, MSN, RN, provided testimony on behalf of the Board. Respondent is licensed as a Licensed Practical Nurse and holds License No. L055559 (expired). On or about February 23, 2018, Candi Sibley, Director of Nursing (DON), Spring Creek Health and Rehabilitation, Cabot, Arkansas, reported the Respondent had misappropriated medication of resident J.G. The medication in question was morphine sulfate. Respondent was hired at Spring Creek Health and Rehabilitation on July 31, 2017. Respondent received multiple write-ups while employed at Spring Creek. Respondent submitted to a for cause urine drug screen on February 7, 2018, which was positive for THC, opiates, oxycodone, and benzodiazepines. Respondent's employment with Spring Creek was terminated on February 7, 2018, for diversion of narcotics and a positive urine drug screen. An investigator with the Arkansas Department of Health, Pharmacy Services, Little Rock, Arkansas, reviewed four (4) medical records of Spring Creek residents and found the following: Respondent failed to document the administration and wastage of morphine ordered for Resident J.G. A total of 240 mg of morphine is unaccounted for by the Respondent. Respondent failed to document the administration and wastage of oxycodone ordered for Resident B.T. A total of 105 mg of oxycodone is unaccounted for by the Respondent. Respondent failed to document the administration and wastage of hydrocodone ordered for Resident D.R. A total of 75 mg of hydrocodone is unaccounted for by the Respondent. Respondent failed to document the administration and wastage of tramadol ordered for Resident L.H. A total of 750 mg of tramadol is unaccounted for by the Respondent. It should be noted that the records reflect that the Respondent demonstrated knowledge and usage of the eMAR with other medications during this time period. On or about February 22, 2018, Respondent was hired at Catar Clinic, North Little Rock, Arkansas. Catar Clinic reported ten (10) bottles (62.2 ml) of Methadone unaccounted for and all Catar medical personnel were asked to submit to a urine drug screen on March 29, 2018. The Respondent refused and her employment with Catar was terminated. Respondent's pharmacy computer printouts of all controlled substance activity from January 1, 2016 through January 31, 2018, reflect the following: Respondent used eight (8) different pharmacies; Respondent had seven (7) different providers; Respondent received six (6) acetaminophen-codeine #3 prescriptions, one (1) acetaminophen-codeine #4 prescription, one (1) Belsomra 10mg prescriptions, eight (8) clonazepam 1 mg prescriptions, two (2) eszopiclone 3 mg prescriptions, two (2) hydrocodone/APA 7.5/3.25 mg prescriptions, one (1) oxycodone/APAP 7.5/325 mg prescription, one (1) phentermine 37.5 mg prescription, one (1) promethazine /codeine syrup prescription, one (1) lorazepam 1 mg prescription, two (2) tramadol 50 mg prescriptions, and twenty (20) zolpidem 10 mg prescriptions. On May 4, 2018, Respondent contacted the investigator with Pharmacy Services and admitted that her urine drug screen was positive for controlled substances and she "... incorrectly administered morphine to him – overdose him." Staff have attempted to contact and work with the Respondent.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **JESSICA GALE ZIGLER, LPN LICENSE NO. L055559 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(4) and (a)(6) and that Respondent's license and privilege to practice as a nurse be suspended two (2) years, to be followed by probation for three (3) years, with the following terms and conditions:

- Pursuant to A.C.A. § 17-87-104(b)(1), Respondent must pay a civil penalty of \$5,000.00 plus any outstanding balance associated with previous disciplinary action.
- Respondent shall immediately notify the Board in writing of any change, even a temporary one, in name or address.
- Respondent shall provide evidence of evaluation for treatment of addictive behavior within thirty (30) days of receipt of this order. Acceptable evidence shall consist of an in-depth

psychological/addiction evaluation with appropriate testing by a practitioner, who meets the Board approved criteria and specializes in addiction disorders. Respondent shall ensure the practitioner sends the report directly to the Board. Respondent shall supply a copy of the Board's Order to the evaluator. The evaluation shall contain evidence that the evaluator knows the reason for the referral. The evaluator shall specifically advise the Board that the nurse is or is not presently able to engage in the safe practice of nursing or recommend the conditions, if any, under which safe practice could occur. Respondent shall execute any release necessary to give the Board access to records, including but not limited to medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.

- Respondent shall attend AA/NA, or other Board approved treatment program/support group meetings and shall submit quarterly reports to the Board. Respondent shall provide acceptable evidence of attendance. Acceptable evidence shall consist of completion of the disciplinary form, *Aftercare Meetings Report*. Respondent shall follow the evaluator's recommendations regarding treatment and support group meetings. Respondent shall attend three (3) meetings per week until the Board receives the evaluation with recommendations regarding meeting attendance.
- Respondent shall obtain or continue counseling with a psychiatrist, psychologist, or other recognized mental health practitioner and shall submit the practitioner's progress report every three (3) months until discharged by the practitioner. Treatment shall begin within thirty (30) days of receipt of this order.
- Respondent shall submit to observed, random drug screens. The observed drug screens shall meet the criteria established by the Board and be conducted through a Board-approved drug screen monitoring program, laboratory, and collection site. Respondent shall contact a Board-approved drug screen-monitoring program within five (5) business days of receipt of this Order. Respondent shall not submit specimens at Respondent's place of employment or practice site. Respondent shall not collect any drug screen ordered by the Board of Nursing. Respondent shall contact the drug screening company daily. If selected for testing, Respondent shall present for a drug screen the same day of the notification and shall have two (2) hours to submit a specimen. Dilute specimens will be considered an attempt to alter test results.
- Respondent shall abstain at all times from the use of controlled or abuse potential substances, including alcohol and products that contain alcohol. Respondent shall not consume hemp, poppy seeds, or any product or by-product containing the same. Short-term treatment may be allowed for an acute illness or acute condition. Short-term treatment is a course of treatment that is limited in duration. Respondent shall notify board staff in writing immediately of any acute illness or condition treated with abuse potential substances. Respondent shall ensure that the prescribing practitioner submits a written report to Board staff within ten (10) days of prescribing a controlled or abuse potential substance.
- Respondent shall provide evidence of successful completion of a continuing education course approved by the Board staff in the following: *Substance Abuse, The Nurse and Professional Behaviors, Documentation, Medication Administration*.
- Respondent shall request license reinstatement in a registered letter to the Board once compliance with the Board's Order is met
- Respondent shall submit a personal report to accompany required data to the Board on a quarterly basis.
- Respondent shall ensure that all required reports are submitted to the Board on a quarterly basis.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Pursuant to Ark. Code Ann. § 17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and /or privilege, including but

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- not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.
- A probation period of three (3) years shall follow the suspension period. All conditions of the suspension period regarding treatment programs, random drug screens, and abstinence shall continue through the probation period.
 - While on probation, if working as a nurse Respondent shall notify each employer of the Board's Order and shall practice under an employer monitored nurse contract. The employer shall submit to the Board a copy of the employer-monitored nurse contract and quarterly Performance Evaluation Reports.
 - Respondent shall work under direct supervision in any setting. Direct supervision requires another nurse to be working in the same setting as Respondent and readily available to provide assistance and intervention.
 - Respondent shall not be employed in critical care, hospice or home health settings.
 - Respondent shall not work outside the State of Arkansas in another compact licensure state.
 - Respondent shall request verification of termination of the probationary period in a registered letter to the Board.

Brought by Yolanda Green and seconded by Michael Burdine.

PASSED

DANA MARIE LONG WESTBROOK, LPN LICENSE NO. L041396

Respondent was not present for the proceedings before the Board and was not represented by counsel. Deborah Rodgers, MSN, RN, provided testimony on behalf of the Board. On September 13, 2017, Respondent was found guilty of violating Ark. Code Ann. § 17-87-309(a)(6). Her license was placed on probation for one (1) year subject to conditions. In addition to the probation imposed above, Respondent shall pay a fine of seven hundred fifty dollars (\$750.00), plus any outstanding balance associated with previous disciplinary action, pursuant to Ark. Code Ann. § 17-87-104(b)(1). Such fine will be payable within fifteen (15) days of receipt of this Order or a payment schedule must be submitted within fifteen (15) days to the Arkansas State Board of Nursing. As of January 18, 2019, the Respondent has failed to comply with the terms and conditions of the Consent Agreement that she signed and entered into with the Board on September 13, 2017. Specifically, Respondent failed to submit drug screens on December 29, 2017, January 26, 2018, February 6, 2018, March 14, 2018, April 9, 2018, May 18, 2018, May 24, 2018, July 13, 2018, July 25, 2018, August 9, 2018, August 28, 2018, September 10, 2018, September 27, 2018, October 3, 2018, October 18, 2018, and October 24, 2018. Respondent's October 27, 2017, November 15, 2017, and June 15, 2018 urine drug screens with FirstSource were positive for buprenorphine and norbuprenorphine and the Respondent failed to submit prescriptions for the drugs in question. In addition to the buprenorphine and norbuprenorphine, Respondent's October 27, 2017 urine drug screen was also positive for naloxone, for which the Respondent also failed to provide a prescription. Respondent's December 28, 2017 and January 16, 2018 urine drug screens with FirstSource were both positive for amphetamine. Respondent did not provide a prescription for amphetamines. Respondent failed to contact FirstSource as agreed on at least fifty-three (53) occasions.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **DANA MARIE LONG WESTBROOK, LPN LICENSE NO. L041396**, has been charged with a violation of terms of probation and that Respondent's license and privilege to practice as a nurse be suspended two (2) years, to be followed by probation for three (3) years, with the following terms and conditions:

- Pursuant to A.C.A. § 17-87-104(b)(1), Respondent must pay a civil penalty of \$3,750.00 plus any outstanding balance associated with previous disciplinary action.
- Respondent shall immediately notify the Board in writing of any change, even a temporary one, in name or address.
- Respondent shall attend AA/NA, or other Board approved treatment program/support group meetings and shall submit quarterly reports to the Board. Respondent shall provide acceptable evidence of attendance. Acceptable evidence shall consist of completion of the

- disciplinary form, *Aftercare Meetings Report*. Respondent shall attend at least three (3) AA/NA or other Board approved support group meetings a week during the period of supervision or follow the evaluator's recommendations if the evaluator's recommendations are greater.
- Respondent shall submit to observed, random drug screens. The observed drug screens shall meet the criteria established by the Board and be conducted through a Board-approved drug screen monitoring program, laboratory, and collection site. Respondent shall contact a Board-approved drug screen-monitoring program within five (5) business days of receipt of this Order. Respondent shall not submit specimens at Respondent's place of employment or practice site. Respondent shall not collect any drug screen ordered by the Board of Nursing. Respondent shall contact the drug screening company daily. If selected for testing, Respondent shall present for a drug screen the same day of the notification and shall have two (2) hours to submit a specimen. Dilute specimens will be considered an attempt to alter test results.
 - Respondent shall abstain at all times from the use of controlled or abuse potential substances, including alcohol and products that contain alcohol. Respondent shall not consume hemp, poppy seeds, or any product or by-product containing the same. Short-term treatment may be allowed for an acute illness or acute condition. Short-term treatment is a course of treatment that is limited in duration. Respondent shall notify board staff in writing immediately of any acute illness or condition treated with abuse potential substances. Respondent shall ensure that the prescribing practitioner submits a written report to Board staff within ten (10) days of prescribing a controlled or abuse potential substance.
 - Respondent shall provide evidence of successful completion of a continuing education course approved by the Board staff in the following: *Substance Abuse; The Nurse and Professional Behaviors; prior ordered courses*
 - Respondent shall request license reinstatement in a registered letter to the Board once compliance with the Board's Order is met.
 - Respondent shall submit a personal report to accompany required data to the Board on a quarterly basis.
 - Respondent shall ensure that all required reports are submitted to the Board on a quarterly basis.
 - Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
 - Respondent shall be responsible for all costs involved in complying with the Board's Order.
 - Pursuant to Ark. Code Ann. § 17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and /or privilege, including but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.
 - A probation period of three (3) years shall follow the suspension period. All conditions of the suspension period regarding treatment programs, random drug screens, and abstinence shall continue through the probation period.
 - While on probation, if working as a nurse Respondent shall notify each employer of the Board's Order and shall practice under an employer monitored nurse contract. The employer shall submit to the Board a copy of the employer-monitored nurse contract and quarterly Performance Evaluation Reports.
 - Respondent shall work under direct supervision in any setting. Direct supervision requires another nurse to be working in the same setting as Respondent and readily available to provide assistance and intervention.
 - Respondent shall not be employed in critical care, hospice or home health settings.
 - Respondent shall not work outside the State of Arkansas in another compact licensure state.
 - Respondent shall request verification of termination of the probationary period in a registered letter to the Board.

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PASSED

Mary Trentham, the Board's attorney, presented the following consent agreement. Following discussion of the individual agreement, the following motion was passed:

MOTION: I MOVE that the Arkansas State Board of Nursing ratify the following Consent Agreement:

Moore, Tanika LaDawn, R085939, L044866(expired) (Jonesboro, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)

Probation – 2 years

Courses – Documentation for Nurses

Civil Penalty - \$1,200.00

Brought by Kaci Bohn and seconded by Janice Ivers.

PASSED

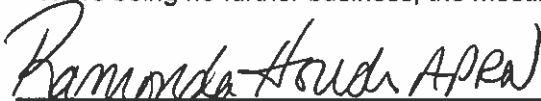
Lisa Wooten, Assistant Director, presented the Board with proposed changes to drug screen testing criteria to include ETG with every test. After discussion, the following motion was presented:

I MOVE that the Arkansas State board of Nursing approve the attached changes to the drug screening panels.

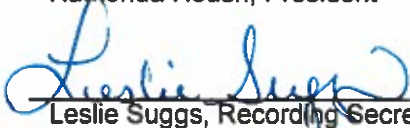
Signed by Janice Ivers and seconded by Kaci Bohn.

PASSED

There being no further business, the meeting adjourned at 3:20 pm.



Ramonda Housh, President



Leslie Suggs, Recording Secretary

4-10-2019

Date Approved