



Arkansas State Board of Nursing

UNIVERSITY TOWER BUILDING, SUITE 800
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LITTLE ROCK, ARKANSAS 72204-1619
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BOARD MEETING MINUTES

TIME AND PLACE: September 11, 2019
Board Conference Room

MEMBERS PRESENT: Lance Lindow, RN; 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; Rachel Sims, BSN, RN

MEMBERS ABSENT: Pamela Leal, RN, Representative of the Older Population; Renee Mihalko-Corbitt, DNP, APRN, ACNS-BC; Kaci Bohn, PhD, Consumer Representative; Ramonda Housh, MNSc, APRN, CNP, C-PNP (PM Session only)

STAFF ATTENDING AT VARIOUS TIMES: Sue A. Tedford, 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

President Ramonda Housh called the meeting to order at 8:35 a.m. Guests were welcomed and a flexible agenda was approved.

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.

LICIA ANN LYLE WOOD, R053680

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On July 12, 2017, Respondent was found guilty of violating Ark. Code Ann. § 17-87-309(a)(2), (a)(4), and (a)(6). Her license was placed on probation for one (1) year with conditions. Respondent was non-compliant with the terms and conditions of her July 12, 2017, Consent Agreement, that she signed and entered into with the Board. On September 12, 2018, Respondent was found guilty of violating the terms and conditions of her July 12, 2017, Consent Agreement. Her license was placed on probation for two (2) years subject to conditions. In addition to the probation imposed above, Respondent was to pay a fine of \$1,500.00, plus all outstanding balances associated with previous disciplinary action, pursuant to Ark. Code Ann. § 17-87-104(b)(1). Such fine was payable within fifteen (15) days of receipt of the Order. As of August 2, 2019, the Respondent has failed to comply with the terms and conditions of the Non-

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Compliance Consent Agreement that she signed and entered into with the Board on September 12, 2018. Specifically, Respondent has failed to comply with any of the terms and conditions of the Non-Compliance Consent Agreement she signed and entered into with the Board on September 12, 2018. Staff have attempted to contact and work with 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 **LICIA ANN LYLE WOOD, R053680**, has been charged with a violation of the 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 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 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 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, Documentation for Nurses, and The Nurse and Professional Behaviors*
 - 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.

Brought by Janice Ivers and seconded by Neldia Dycus.

PASSED

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

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 **KORY TODD JOHNSON, APPLICANT**, pleaded guilty or nolo contendere to, or has been found guilty of a crime making them ineligible to hold a nursing license as cited in Arkansas Code Annotated § 17-87-312 and § 17-87-309(a)(2) and that the Board Grant a waiver of ACA § 17-87-312.

Brought by Michael Burdine and seconded by Melanie Garner.

PASSED

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Mary Trentham presented the following consent agreement that had been entered into since the last meeting. Following discussion, the following motion was passed:

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

Smith, Justin Dale, R077620 (Warren, AR)

A.C.A. § 17-87-309 (a)(4), (a)(6), and (a)(7)

Probation – 2 years

Courses – The Nurse and Professional Behaviors

Brought by Michael Burdine and seconded by Melanie Garner.

PASSED

Mary Trentham 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:

Aycock, Joseph Parker, R051237 (Little Rock, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(9)

Probation – 3 years

Bates, Katrina Christine, L053028 (Glenwood, AR)

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

Probation – 1 year

Courses – Documentation for Nurses, and Ethics of Nursing Practice

Civil Penalty - \$850.00

Canterberry, Sandra Denise Canterbury Himstedt Canterbury McKisson, R029743 (Lonoke, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4) and (a)(8)

Probation – 3 years

Course – The Nurse and professional Behaviors

Collomp, Jennifer Lane Poole, R044871 (Jonesboro, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4) and (a)(8)

Probation – 1 year

Crawford, Amy Beth, R091834 (Paragould, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6) and (a)(8)

Probation – 3 years

Course – Documentation for Nurses

Civil Penalty - \$900.00

Davis, Brandon Heath, L050333 (Kennett, MO)

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

Probation – 1 year

Course – Documentation for Nurses

Civil Penalty - \$1,275.00

Duncan, Danielle Lee, L056271 (Horseshoe Bend, AR)

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

Probation – 4 years

Courses – Documentation for Nurses and The Nurse and Professional Behaviors

Civil Penalty – \$500.00

Ford, Valerie Kaye, R040018 and L027865 (Batesville, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4) and (a)(8)

Probation – 5 years

Course – Substance Abuse

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Golden, Roxanne Elizabeth Strange Witherspoon Strange, R078448 and L043912 (Hot Springs, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Probation – 3 years
Courses – Sharpening Critical Thinking Skills, and Substance Abuse
Civil Penalty – \$2,400.00

Goodrich, Thereasa Margaret, R087152 (Little Rock, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(9)*
Probation – 2 years
Civil Penalty – \$1,500.00

Hollis, Justin Wayne, R107990 (Hot Springs Village, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Probation – 1 year
Courses – Documentation for Nurses

Holmes, Debra Marie Scott Richardson, R052631, L015672 (Seattle, WA)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6) and (a)(9)*
Probation – 1 year
Course – Documentation for Nurses

Jackson, Laura Margaret Hendricks, L045061 (Branson, MO)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(7), (a)(8) and (a)(9)*
Probation – 2 years
Course – The Arkansas Nurse Practice Act

Johnston, Gayla Renee Allen Button Allen, R033718 (Redfield, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(8) and (a)(9)*
Probation – 2 years
Course – The Nurse and Professional Behaviors, and Documentation for Nurses

Lewis, Jr, Claude Bruce, R034539 (Quitman, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6) and (a)(8)*
Probation – 1 year
Course – Documentation For Nurses
Civil Penalty – \$650.00

Miller, April Elizabeth Hartman, R050215 (Little Rock, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309 (a)(8)*
Probation – 3 years
Course – The Arkansas Nurse Practice Act

Pennington, Linda Jean Kipkurui, L036697 (Rison, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309 (a)(9)*
Probation – 1 year
Course – The Nurse and Professional Behaviors, Sharpening Critical Thinking Skills, and LPN Scope of Practice

Pridgeon, Nekita Viola, R077985 and L043285 (White Hall, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(2) and (a)(7)*
Probation – 2 years
Course – Sharpening Critical Thinking Skills
Civil Penalty – \$1,500.00

Reed, Connor James, L056696 (Huntsville, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6) and (a)(8)*
Probation – 3 years
Civil Penalty – \$800.00

Smith, Annetta Marie Mooney, R092704 and L034028 (Clarksville, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6), (a)(7) and (a)(8)*
Probation – 4 years
Course – Professional Accountability and Legal Liability for Nurses and Substance Abuse

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Stevens, Destini Tyne, R091452 (Hot Springs, AR)
Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(4) and (a)(6)*
Probation – 3 years
Civil Penalty – \$3,000.00

Williams, Carrol Patricia Carwell, L041468 (Cherry Valley, AR)
Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6) and (a)(7)*
Probation – 2 years
Course – Documentation for Nurses
Civil Penalty – \$2,200.00

Brought by Michael Burdine and seconded by Melanie Garner.

PASSED

Tonya Gierke, Assistant Director, presented the Board with information regarding two (2) Treatment Providers, Natural State Recovery and Crowson Open Addiction Center, and an Evaluator, Dr. Paul Loop, Crowson Open Addiction Center, which are interested in being approved for the ArNAP program. After discussion, the following motion was passed:

MOTION: I MOVE that the Arkansas State Board of Nursing approve the attached Evaluator and Treatment Provider List for participants of ArNAP and respondents to use for their evaluations and treatment.

Brought by Janice Ivers and seconded by Neldia Dycus.

PASSED

Tonya Gierke discussed with the Board ArNAP Program policies relating to level violations.

Janice Ivers presented a motion on behalf of the Scholarship Committee:

MOTION: I MOVE that the Arkansas State Board of Nursing make the following changes regarding the Faith A. Fields Nursing Loan Program for the 2019 Fall Semester, as follows:

Practice Applicant:

Reduce the scholarship amount from \$1,200.00 to \$600.00 payable to University of Arkansas for Medical Sciences on Behalf of Andrea Jackson;

Practice Renewal Applicant:

Rescind the scholarship in the amount of \$600.00 payable to Chamberlain College of Nursing on behalf of Amanda Harwell;

Education Applicant:

Reduce the scholarship amount from \$3,000.00 to \$1,500.00 payable to Henderson on behalf of Ashley Simmons;

Reduce the scholarship amount from \$3,000.00 to \$1,500.00 payable to Henderson on behalf of Kristina Shelton.

Brought by Janice Ivers and seconded by The Scholarship Committee

PASSED

Sue Tedford, Executive Director, presented a motion to correct Motion #1 from the Board Meeting on February 13, 2019. After discussion, the following motion was approved:

MOTION: I MOVE that the Arkansas State Board of Nursing correction Motion #1 from the Board Meeting on February 13, 2019 regarding Rita Faye Lingo (Arkansas Nursing License Number L047357) to include a Civil Penalty of \$1,500.00 and include in today's Board Meeting Minutes this civil penalty which omitted from the February 13, 2019 Board Meeting Minutes in error.

Consent Agreement was ratified on February 13, 2019 for:

Lingo, Rita Faye, L047357

(Van Buren, AR)

Violation – A.C.A. § 17-87-309(a)(6)

Probation – 1 Year

Course – Documentation for Nurses

Civil Penalty - \$1,500.00

Brought by Lance K. Lindow and seconded by Melanie Garner.

PASSED

The meeting recessed for lunch at 11:15 a.m. Following lunch, the Board resumed hearings.

Vice President Lance Lindow called the meeting to order at 1:00 p.m. A flexible agenda was approved.

TAMMIE SUE TURNER TABE, L050364 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On October 12, 2016, Respondent was found guilty of violating Ark. Code Ann. § 17-87-309(a)(2) and (a)(6). Her LPN license was placed for three (3) years, assessed a \$2,200.00 civil penalty, and subject to other written conditions. On January 10, 2018, Respondent was found guilty of being non-compliant with the terms and conditions of her October 12, 2016, Consent Agreement. Her license was placed on probation for three (3) years subject to conditions. In addition to the probation imposed above, Respondent was to pay a fine of \$750.00, plus any previous unpaid balances, pursuant to Ark. Code Ann. § 17-87-104(b)(1). Such fine was payable within fifteen (15) days of receipt of the Order. As of August 8, 2019, the Respondent has failed to comply with the terms and conditions of the Non-Compliance Consent Agreement that she signed and entered into with the Board on January 10, 2018. Specifically, she has failed to report for drug screens with FirstSource as agreed on August 23, 2018; December 20, 2018; June 13, 2019; June 25, 2019; and July 9, 2019. Respondent has failed to have her parole officer submit reports of her compliance with her court ordered probation. Respondent has failed to contact FirstSource daily as agreed, having missed at least ninety-two (92) calls or contacts. Respondent has failed to complete the courses *Professional Boundaries in Nursing* and *Ethics of Nursing Practice* by June 15, 2018, as agreed. Respondent has failed to pay each of her civil penalty payments as agreed and her FirstSource account was suspended from June 19, 2019, through July 31, 2019.

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 **TAMMIE SUE TURNER TABE, L050364 (EXPIRED)**, has been charged with a violation of the 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

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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: *Professional Boundaries in Nursing and Ethics of Nursing Practice*.
- 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.

Brought by Michael Burdine and seconded by Yolanda Green.

PASSED

MORGAN LEIGH SEARCY, L057329 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On October 11, 2018, 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

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was to pay a fine of \$500.00, plus all outstanding balances associated with previous disciplinary action, pursuant to Ark. Code Ann. § 17-87-104(b)(1). Such fine was payable within fifteen (15) days of receipt of the Order. As of August 2, 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 October 11, 2018. Specifically, with the exception of receiving her employer contract and payment agreement, Respondent has failed to comply with any of the terms and conditions of the Consent Agreement she entered into with the Board on October 11, 2018. Staff have attempted to contact and work with 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 **MORGAN LEIGH SEARCY, L057329 (EXPIRED)**, has been charged with a violation of the 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: *Prescription Drug Abuse and Scope Prevention and Management Considerations for Nurses*.
- 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.

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- 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.

Brought by Melanie Garner and seconded by Michael Burdine.

PASSED

Mary Trentham presented the following consent agreement. Following discussion, the following motion was passed:

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

Collins, Justin Ray, R077137

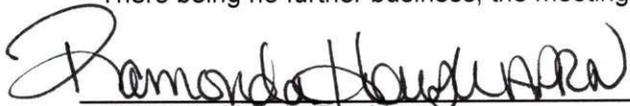
(Springdale, AR)

A.C.A. § 17-87-309 (a)(4), (a)(6), and (a)(8)
Probation – 2 years
Courses – The Nurse and Professional Behaviors
Civil Penalty - \$312.00

Brought by Janice Ivers and seconded by Neldia Dycus.

PASSED

There being no further business, the meeting adjourned at 2:15 pm.



Ramonda Housh, President



Leslie Suggs, Recording Secretary

10/09/19

Date Approved