

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

)  
) **FINAL ORDER OF REPRIMAND**  
) **BY DEFAULT**  
)  
)  
) **Reference No. 22-00634**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Judith Anderson (Licensee) was issued a Registered Nurse License by the Board on August 18, 1999.

This matter was considered by the Board at its meeting on March 20, 2024.

On February 23, 2024, a Notice stating that the Board intended to reprimand the Registered Nurse License of Judith Anderson was sent to Licensee via certified and first-class mail to the address of record.

The Notice alleged that Licensee consumed alcohol while on duty and was intoxicated with alcohol in the workplace.

The Notice granted Licensee an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board's file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

-I-

**FINDINGS OF FACT**

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Licensee was issued a Registered Nurse License/Certificate in the state of Oregon on August 18, 1999.
2. On or about February 16, 2022, Licensee was working as Resident Care Manager in a residential care home and consumed alcohol during her shift. Licensee exhibited signs of intoxication.

3. On or about on or about February 16, 2022, Licensee became intoxicated to the point that she was unable to continue performing her assigned duties. Licensee was removed from her assignment and was mandated by her employer to obtain an evaluation and follow up with all treatment recommendations before returning to duty.
4. Licensee acknowledged to Board staff that while she was at work on February 16, 2022, she received some long-awaited good news and decided to celebrate by drinking alcohol which she had purchased that day and had in her car.
5. On February 23, 2024, Board staff mailed a Notice of Proposed Reprimand to Licensee via first-class and certified mail. The Notice granted Licensee twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

-II-

### CONCLUSIONS OF LAW

1. That the Board has jurisdiction over the Licensee, Judith Anderson, and over the subject matter of this proceeding.
2. That Licensee's conduct is in violation of ORS 678.111(1)(f), OAR 851-0405-0070 (1)(a), (2)(a), and (7)(b)(c) which read as follows:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:**

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**  
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

**(1) Conduct related to general fitness to practice nursing:**

(a) Demonstrated incidents of violent, abusive, intimidating, neglectful or reckless behavior;

**(2) Conduct related to achieving and maintaining clinical competency:**

(a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;

**(7) Conduct related to impaired function:**

(b) Practicing nursing when physical or mental ability to practice is impaired by use of a prescription or non-prescription medication, alcohol, or a mind-altering substance; or

(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

3. That Licensee defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.

**-III-**


**ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that the Registered Nurse License of Judith Anderson is REPRIMANDED.

DATED this 20th day of March, 2024

**FOR THE BOARD OF NURSING OF THE STATE OF OREGON**

  
Aaron Green, CNA  
Board President

TO: JUDITH ANDERSON:

You are entitled to judicial review of this Order pursuant to ORS 183.482. Judicial review may be obtained by filing a petition for review with the Oregon Court of Appeals within sixty (60) days from the date of service of this Order.

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of  
Stephen Boys, CNA**

**) STIPULATED ORDER FOR  
) REPRIMAND OF NURSING  
) CERTIFICATE**

**{Certificate} No. 202205315CNA**

**) Reference No. 2023070089**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Stephen Boys (Certificate Holder) was issued a Nursing Assistant certificate by the Board on 05/03/2022.

On or about July 14, 2023, the Board received information that Certificate Holder accessed thirty-five (35) different patient charts without cause, over the course of two days.

By the above actions, Certificate Holder is subject to discipline pursuant to ORS 678.442(2)(f) and OAR 851-063-0090(8)(b).

**678.442 Certification of nursing assistants; rules**

(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

(f) Conduct unbecoming a nursing assistant in the performance of duties.

**OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant**

A CNA, regardless of job location, responsibilities, or use of the title "CNA," whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

(8) Conduct related to other federal or state statutes/rule violations:

(b) Violating the rights of privacy, confidentiality of information, or knowledge concerning the person, unless required by law to disclose such information;

Certificate Holder wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Certificate Holder:

**That the Nursing Assistant Certificate of Stephen Boys be reprimanded.**

Certificate Holder understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Certificate Holder understands that in the event they engage in future conduct resulting in

violations of law or the Nurse Practice Act, the Board may take further disciplinary action against their certificate, up to and including revocation of their certificate to practice as a nursing assistant.

Certificate Holder understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, they waive the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce them to sign this Order.

Certificate Holder understands that this Order is a document of public record.

Certificate Holder understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Certificate Holder has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

[Redacted Signature]

Stephen Boys, CNA

3/20/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of  
William Bursaw,**

**) STIPULATED ORDER FOR  
) WITHDRAWAL OF CERTIFIED  
NURSING ASSISTANT APPLICATION**

**License No. Applicant**

**)  
)  
Reference No. 2023120115**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certificate Holders. William Bursaw (Applicant) applied for a Certified Nursing Assistant (CNA) certificate on December 8, 2023.

On December 11, 2023, the Board received a complaint that the applicant took a dangerous weapon into his place of employment and was terminated from this job. Applicant was contacted by Board staff and requested to provide a written statement for the Board's investigation. Applicant reported that he was no longer needing his CNA certificate and requested to withdrawal his application.

By the above actions, Applicant is subject to discipline pursuant to ORS 678.442(2)(d), (f) and OAR 851-063-0090(10)(a)(c) which provide as follows:

ORS 678.442 Certification of nursing assistants; rules.

(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

- (d) Violation of any provisions of ORS 678.010 to 678.448 or rules adopted thereunder.
- (f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant:

A CNA, regardless of job location, responsibilities, or use of the title "CNA," whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

(10) Conduct related to the certification holder's relationship with the Board:

- (a) Failing to fully cooperate with the Board during the course of an investigation, including but not limited to waiver of confidentiality, except attorney-client privilege.
- (c) Failing to provide the Board with any documents requested by the Board; or

Applicant wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Applicant:

That William Bursaw's application for Nursing Assistant Certificate be withdrawn.

Applicant understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Applicant understands that by signing this Stipulated Order, applicant waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof.

Applicant acknowledges that no promises, representations, duress or coercion have been used to induce applicant to sign this Stipulated Order.

Applicant understands that this Stipulated Order is a document of public record.

Applicant has read this Stipulated Order, understands this Stipulated Order completely, and freely signs this Stipulated Order for Withdrawal of Application.

IT IS SO AGREED:

[Redacted Signature]

William Bursaw,

02/21/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of Gabrielle Elizabeth Dellabough Miranda, RN</b>	)	<b>STIPULATED ORDER FOR PROBATION WITH SPECIAL CIRCUMSTANCES</b>
	)	
<b>License No. 201907702RN</b>	)	<b>Reference No. 2023090200</b>

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Gabrielle Dellabough (Licensee) was issued a RN License by the Oregon State Board of Nursing on August 30, 2019.

On Sept 18, 2023, the Board received information that Licensee was impaired during a work shift as a Licensed RN within the State of Oregon. Licensee admitted that she had been impaired while working and admitted that she had diverted wasted patient medications for her personal use.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(e)(f) and OAR 851-045-0070(7)(b)(c) and (8)(k).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(e) Impairment as defined in ORS 676.303.

(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(7) Conduct related to impaired function:

(b) Practicing nursing when physical or mental ability to practice is impaired by use of a prescription or non-prescription medication, alcohol, or a mind-altering substance; or

(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

(8) Conduct related to other federal or state statute or rule violations:



(k) Possessing, obtaining, attempting to obtain, furnishing, or administering prescription or controlled medications to any person, including self, except as directed by a person authorized by law to prescribe medications;

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Registered Nurse license of Gabrielle Dellabough Miranda be placed on Probation. The Licensee's compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twenty-four (24) month period of probation to begin upon Licensee's return to supervised nursing practice at the level of a Registered Nurse. Licensee must practice a minimum of sixteen (16) hours per week on average, and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion. Licensee agrees to complete the following course within eight (8) weeks from the date of this Stipulated Order issued: **Nursing Rights of Medication Administration**

Licensee must comply with the following terms and conditions of probation:

- 1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.
- 2) Licensee shall have thirty-six (36) months from Board's acceptance of this Order to complete twenty-four (24) months of monitored practice.
- 3) Licensee shall notify Board staff, in writing, prior to any change of contact information which includes address, email address, and phone number.
- 4) Licensee shall maintain an active license.
- 5) Licensee shall inform Board staff in advance of any move from Oregon. If Licensee leaves the state and is unable to practice in the state of Oregon, Licensee's probationary status will be re-evaluated. If monitoring is approved and transferred to another Board of Nursing, Licensee shall successfully complete all requirements of the Board Order of the other jurisdiction. Licensee shall be required to ensure the Oregon State Board of Nursing receives quarterly reports documenting the Licensee's compliance. Failure to comply with this reporting requirement shall be considered a violation of this Order. While licensee practices in another state, those hours will only be counted toward her Oregon probation if the position meets the monitoring requirements per line ten (10) of this stipulated order.
- 6) Licensee shall maintain monthly contact by phone, electronic or virtual methods to designated Board staff for interviews during the probationary period. Frequency or type of contact may be reviewed and revised periodically at the discretion of Board staff. This includes being required to attend an in-person meeting.
- 7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether felony, misdemeanor, violation, or citation within ten (10) days of the occurrence.
- 8) Licensee will not look for, accept, or begin a new nursing position without prior approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.
- 9) Licensee shall inform current and prospective employers of the probationary status of Licensee's

license, the reasons for Licensee's probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee's probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee's practice and provide assistance and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee's nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee's employer, shall inform Board staff of any instance of Licensee's non-compliance with the terms and conditions of this Stipulated Order or of any other concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to perform the duties of a nurse.

12) Licensee shall notify Board staff when there is a change in status of employment, including resignations, disciplinary actions, and terminations. Licensee shall immediately notify Board staff if they will be unable to meet the minimum monitored practice requirement of 16 hours per week or 64 hours per month due to leave from work. The inability to meet the monitored practice requirement due to leave may extend the probationary period.

13) Licensee: shall not have access to narcotics or controlled substances, carry the keys to narcotics storage, or administer narcotics at any time or under any circumstances or until Licensee receives written approval from Board staff.

14) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

15) Licensee shall not be a nursing faculty member or an advance practice preceptor.

16) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

17) Licensee shall participate in and comply with any treatment recommendations set forth by a third party evaluator approved by the Board. Licensee shall ensure that Board staff receive monthly status reports from the treatment provider. Within fourteen (14) days of completing treatment, Licensee shall submit to Board staff a copy of Licensee's completion certificate or discharge summary. Licensee shall attend Narcotics Anonymous (NA), Alcoholics Anonymous (AA) or similar recovery program on a weekly basis and provide proof of attendance to Board staff. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's treatment provider and release Licensee's treatment records to the Board.

18) Licensee shall participate in the Board's random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee's immediate removal from

nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee's employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee's failure to maintain an account in good standing with the Board's laboratory vendor shall be considered a violation of this Stipulated Order.

19) Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over the counter or prescription drugs while participating in the Board's random urine drug testing program, except as provided in Section 20 below. Licensee shall avoid any over-the-counter products and food items containing alcohol, Kombucha, Kratom, THC including CBD products, and poppy seeds.

20) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee's medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

21) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only when approved in writing by Board staff, in consultation with Licensee's employer.

22) Licensee shall notify any and all healthcare providers of the nature of Licensee's diagnoses to ensure that Licensee's health history is complete before receiving any treatment, including medical and dental. Licensee shall provide Board staff with the names and contact information of any and all health care providers. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's healthcare providers and release Licensee's medical and treatment records to the Board. Licensee is financially responsible for any costs incurred for compliance with the terms and conditions of this Stipulated Order.

23) Licensee shall notify Board staff at least three (3) business days prior to leaving town or going on vacation, with the exception of a family emergency.

24) Licensee shall cooperate fully with Board staff in the supervision and investigation of Licensee's compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event Licensee engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against Licensee's license, up to and including revocation of Licensee's license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval

and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

IT IS SO AGREED:

[Redacted Signature]

Gabrielle Dellabough Miranda,  
RN

02/23/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Greene,  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of</b>	) <b>STIPULATED ORDER FOR</b>
<b>Emmanuel Escalera, RN</b>	) <b>REPRIMAND OF LICENSE</b>
	)
<b>License No. 202111464RN</b>	) <b>Reference No. 2023100044</b>

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Registered Nurses. RN Emmanuel Escalera (Licensee) was issued a Registered Nursing License by the Board on 10/12/2021.

On or about September 5, 2023, the Board received information that Licensee fell asleep while on duty and neglected patient care. During the same shift Licensee took his lunch break and fell asleep in his vehicle for the remainder of shift, which was approximately 3 hours.

By the above actions, Licensee is subject to discipline pursuant to ORS.678.111 (1)(f)(i) and OAR 851-45-0070 (3)(i).

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand, censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:**

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of an person may be refused, or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such conditions as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

(i) Physical condition that makes the licensee unable to conduct safely the practice for which the licensee is licensed.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined** Conduct that affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

**(3) Conduct related to the client's safety and integrity:**

(i) Leaving or failing to complete any nursing assignment, including a supervisory assignment, or failing to notify the appropriate personnel and confirming that nursing assignment responsibilities will be completed.

Licensee wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse License of Emmanuel Escalera be reprimanded.**

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event licensee engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of their license to practice as a Registered Nurse.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce them to sign this Order.

Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

[Redacted Signature]

Emmanuel Escalera,  
RN

02/26/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA2  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

)

**In the Matter of** ) **FINAL ORDER OF 90 DAY SUSPENSION**  
**Matthew Ford, RN** ) **BY DEFAULT**

)

)

**License No. 10006893** ) **Reference 2023040220**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Registered Nurses. Matthew Ford was issued a notice of proposed suspension of Oregon license by the Board on April 12, 2023.

This matter was considered by the Board at its meeting on February 21, 2024.

On February 23, 2024, a Notice stating that the Board intended to Suspend the Oregon Registered Nurse license of Matthew Ford was sent to Licensee via certified and first-class mail to the address of record.

The Notice found that on or about April 21, 2023, Licensee accompanied another nurse to their patient’s room to assist with their patient who was intubated. Licensee asked to see the patient and proceeded to pull the covers back and take a picture with his cell phone of the patient’s genitals which were gangrenous. Licensee stated the photo was “for his album.”

Licensee violated the patient’s privacy by taking a photograph without a medical reason to do so.

The Notice granted Matthew Ford an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board’s file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

**-I-**

**FINDINGS OF FACT**

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Matthew Ford was issued a Registered Nursing license in the state of Oregon on April 13, 2023.

2. On or about April 21, 2023, Licensee accompanied another nurse to their patient's room to assist with their patient who was intubated. Licensee asked to see the patient and proceeded to pull the covers back and take a picture with his cell phone of the patient's genitals which were gangrenous. Licensee stated the photo was "for his album".
3. Licensee violated the patient's privacy by taking a photograph without a medical reason to do so.
4. On February 23, 2024, Board staff mailed a Notice of Proposed Suspension to Matthew Ford via first-class and certified mail. The Notice granted twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

**-II-**

**CONCLUSIONS OF LAW**

1. That the Board has jurisdiction over the Registered Nurse, Matthew Ford, and over the subject matter of this proceeding.
2. That Matthew Ford's conduct is in violation of the following Statutes and rules:

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand, or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

- (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
  - (f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

- (2) Conduct related to achieving and maintaining clinical competency:
  - (a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established.



- (3) Conduct related to the client's safety and integrity:
  - (k) Failing to respect the dignity and rights of clients, inclusive of social or economic status, age, race, religion, gender, gender identity, sexual orientation, national origin, nature of health needs, physical attributes, or disability.
- (8) Conduct related to other federal or state statute or rule violations:
  - (b) Violating the rights of privacy, confidentiality of information, or knowledge concerning the client, unless required by law to disclose such information.

- 3. That Matthew Ford defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.

-III-

**ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that the Oregon Registered Nursing license of Matthew Ford is SUSPENDED for 90 days, commencing five business days from the date this Order is signed.

DATED this 20 day of March, 2024

**FOR THE BOARD OF NURSING OF THE STATE OF OREGON**

  
Aaron Green, CNA, Board President

TO: Matthew Ford:

You are entitled to judicial review of this Order pursuant to ORS 183.482. Judicial review may be obtained by filing a petition for review with the Oregon Court of Appeals within sixty (60) days from the date of service of this Order.

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of Cynthia Hamann, RN  License No. 200341439RN</b>	<b>) STIPULATED ORDER FOR 60 DAY ) SUSPENSION OF LICENSE ) WITH SPECIAL CONDITIONS ) Reference No. 22-00292</b>
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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Cynthia Hamann (Licensee) was issued a Registered Nurse License by the Board on July 16, 2003.

On or about October 15, 2021, Licensee was reported to the Board for failing to document procedural errors. The incident reportedly included the licensee, pressing the “CUT” button mistakenly on the cautery pencil instead of “Coagulation” during a MOHS surgery. This caused additional bleeding to the patient. Co-workers stepped in and redirected Licensee on the procedural error. Licensee then asked co-workers to cover up the mistake by not telling anyone and failed to notify the doctor. The Board opened an investigation into the matter.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f) and OAR 851-045-0070(2)(a)(c)(3)(f)(4)(a).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:

- (1) Issuance of the license to practice nursing, whether by examination or by endorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
- (f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

- (2) Conduct related to achieving and maintaining clinical competency:
- (a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established;
- (c) Accepting an assignment when individual competency necessary to safely perform the assignment have not been established or maintained.
- (3) Conduct related to the client’s safety and integrity:
- (f) Assuming duties and responsibilities within the practice of nursing when competency has not been established or maintained;
- (4) Conduct related to communication:
- (a) Failure to accurately document nursing interventions and nursing practice implementation;

Licensee wishes to cooperate with the Board in this matter. Licensee denies that she asked her co-workers not to report the matter to others at her employment and that the patient had additional bleeding. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse license of Cynthia Hamann be SUSPENDED for 60 days, with 30 of those days stayed commencing from the date this Order is signed by the Oregon State Board of Nursing. Licensee will complete two (2) continued education courses: ANA Everyday Ethics: Guiding Nursing Practice, and ICRS - Righting a Wrong – Ethics & Professionalism in Nursing within 60 days of the Board signing this order.**

Licensee understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event she engages in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of her license to practice as a Registered Nurse.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce her to sign this Order.

Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Suspension.



Cynthia Hamann, RN

Feb 21, 2024

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**



Aaron Green, CNA  
Board President

03-20-24  
Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of** ) **STIPULATED ORDER FOR**  
**Andrea Handforth, RN** ) **VOLUNTARY SURRENDER**  
 )  
**License No. 201042021RN** ) **Reference No. 2023040185**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Andrea Handforth (Licensee) was issued a Registered Nurse License by the Oregon State Board of Nursing on July 19, 2010.

On or about January 31, 2020, Licensee self-reported to the Board that she was terminated by her employer for working while under the influence of intoxicants. Licensee successfully completed treatment in February 2020 and placed on probation with the Board in July 2020.

On October 13, 2021, the Board accepted an Amended Stipulated Order for probation, extending Licensee's probation by one year with a last chance warning, in response to two brief relapses while on probation.

After receiving the last chance warning from the Board, Licensee tested positive for alcohol in April 2023 and missed a blood test in July 2023. Licensee admitted to relapsing with alcohol both times. In response to a request from Board staff for toxicology results, Licensee provided documents which misrepresented the fact that she had consumed Kratom.

Board staff received a corrective action noting that in July 2023, Licensee left the facility with no nurse for about 15 minutes. It was also noted that Licensee left early on July 19, 2023, failing to document patient vitals, assessments, and medication before leaving.

In December 2023, Licensee ingested a controlled substance that was not prescribed. Licensee also failed to inform Board staff of a prescription within 72 hours per the Stipulated Order.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(e)(f)(g), OAR 851-045-0070 (1)(b), (4)(a), (7)(b)(c), (8)(k), and (10)(d); and OAR 851-070-0100 (3) which read as follows:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:**

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

- (e) Impairment as defined in ORS 676.303
- (f) Conduct derogatory to the standards of nursing.
- (g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

**OAR 851-045-0070**

**Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

- (1) Conduct related to general fitness to practice nursing:
- (b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.
- (4) Conduct related to communication:
  - (a) Failure to accurately document nursing interventions and nursing practice implementation.
- (7) Conduct related to impaired function:
  - (b) Practicing nursing when physical or mental ability to practice is impaired by use of a prescription or non-prescription medication, alcohol, or a mind-altering substance;
  - (c) The use of prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.
- (8) Conduct related to other federal or state statute or rule violations:
  - (k) Possessing, obtaining, attempting to obtain, furnishing, or administering prescription or controlled medications to any person, including self, except as directed by a person authorized by law to prescribe medications
- (10) Conduct related to the licensee's relationship with the Board:
  - (d) Violating the terms and conditions of a Board order.

**OAR 851-070-0100 Substantial Non-Compliance Criteria**

(3) For Board Ordered discipline violation of any of the conditions of the final order is considered non-compliance and will be investigated and the appropriate sanction will be determined up to and including revocation of license or certificate.

Licensee wishes to cooperate with the Board in this matter and voluntarily surrender their Registered Nurse License.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the voluntary surrender of the Registered Nurse license of Andrea Handforth be accepted. If, after a minimum of three years, Ms. Handforth wishes to reinstate their Registered Nurse license, Andrea Handforth may submit an application to the Board to request reinstatement.**

Licensee agrees that they will not practice as a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, **Andrea Handforth** waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

[Redacted Signature]

Andrea Handforth, RN

3/18/2024

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

03/20/24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of Celina Leeper, LPN  License No. 200930402LPN</b>	) ) <b>DEFAULT FINAL ORDER OF</b> ) <b>30 DAY SUSPENSION</b> ) <b>FOLLOWED BY</b> ) <b>1 YEAR PROBATION</b> ) <b>Reference 2023070183</b>
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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Licensed Practical Nurses (LPNs). Celina Leeper (Licensee) was issued an LPN license by the Oregon State Board of Nursing on September 11, 2009.

This matter was considered by the Board at its meetings on December 20, 2023, and March 20, 2024.

On December 21, 2023, a Notice of Proposed 30 Day Suspension Followed By 1 Year Probation was sent via certified and first-class mail to Licensee's address of record.

The Notice granted Licensee an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board's file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Default Final Order of 30-Day Suspension Followed by 1 Year Probation:

**-I-**

**FINDINGS OF FACT**

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Licensee was issued a Registered Nurse License in the state of Oregon on September 11, 2009.
2. At all times relevant to this matter, Licensee worked as an LPN in a home health setting.
3. On or about July 27, 2023, the board received information alleging that Licensee documented conducting nursing visits that did not occur. The Board opened an investigation into the matter.



4. On or about June 19, 2023, Licensee documented that she conducted an in-person visit with patient JE. Licensee documented taking JE's vital signs and assessing JE's wound. Licensee noted that the patient slept through the visit. The documentation indicates that it was signed by Licensee and by a caregiver. Licensee later acknowledged that she never visited patient JE.
5. On or about July 17, 2023, Licensee documented that she conducted an in-person visit with patient JM. Licensee documented taking JM's vital signs and assessing JM's wounds. The documentation indicates that it was signed by Licensee and JM. JM reported that the signature on this documentation is not their signature. Licensee later acknowledged that she did not visit JM on this date.
6. On or about July 17, 2023, Licensee documented that she conducted an in-home visit with patient RN. Licensee documented taking RN's vital signs and assessing RN's wound. Licensee also documented providing supplies to RN. The documentation indicates that it was signed by Licensee and by RN. RN denied having any visit with Licensee on this date.
7. On September 5, 2023, Board staff emailed Licensee at her email address of record with the Board. The email asked Licensee to submit a copy of her work history for the past ten years and a written statement regarding allegations that she documented clinical visits that did not occur. The email also asked Licensee to contact the Board to schedule an interview. The email set September 19, 2023, as the deadline for submitting the requested documents and scheduling the interview.
8. On September 21, 2023, Board staff sent a letter to Licensee at her mailing address of record with the Board. The letter asked Licensee to submit a copy of her work history for the past ten years and a written statement regarding allegations that she documented clinical visits that did not occur. The letter set September 26, 2023, as the deadline for submitting the requested documents and scheduling the interview.
9. On September 19, 2023, Licensee contacted the Board and scheduled a telephonic interview for October 2, 2023.
10. On October 2, 2023, Board staff called Licensee at her phone number of record at the time scheduled for her telephonic interview. Licensee did not answer the phone. Board staff called Licensee twice more this same day and left two voicemails asking Licensee to reschedule her interview.
11. On October 18, 2023, Board staff left Licensee a voicemail asking Licensee to reschedule her interview. On this same date, Board staff also emailed Licensee and asked that she contact the Board by October 25, 2023, to reschedule her interview.
12. On December 21, 2023, Board staff mailed a Notice of Proposed 30-Day Suspension, followed by 1-year probation to Licensee via first-class and certified mail. The Notice granted Licensee twenty (20) days from the date of the mailing of the Notice to request

a hearing. The Notice also designated that the agency file would be the record for purposes of default.

13. Licensee has not submitted a hearing request.

14. On March 7, 2024, Licensee's LPN License expired. Licensee has not submitted a renewal application.

**-II-**

### **CONCLUSIONS OF LAW**

1. The Board has jurisdiction over the Licensee, Celina Leeper, and over the subject matter of this proceeding. Pursuant to ORS 678.158 and ORS 676.205, OSBN retains jurisdiction to discipline a licensee for conduct that occurred while the individual was licensed by OSBN, even if the license has expired.
2. Licensee defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.
3. By documenting that she conducted a visit to JE that did not occur and documenting that she performed nursing services for JE that she did not provide, Licensee violated ORS 678.111(1)(f) and (g) and OAR 851-045-0070(1)(b) and 851-045-0070(4)(c)(A) and (B).
4. By documenting that she conducted a visit to JM that did not occur and documenting that she performed nursing services for JM that she did not provide, Licensee violated ORS 678.111(1)(f) and (g) and OAR 851-045-0070(1)(b) and 851-045-0070(4)(c)(A) and (B).
5. By documenting that she conducted a visit to RN that did not occur and documenting that she performed nursing services for RN that she did not provide, Licensee violated ORS 678.111(1)(f) and (g) and OAR 851-045-0070(1)(b) and 851-045-0070(4)(c)(A) and (B).
6. By failing to contact Board staff to reschedule her interview, Licensee violated ORS 678.111(1)(f) and (g) and OAR 851-045-0070(10)(a).
7. By failing to provide a work history or written statement, Licensee violated ORS 678.111(1)(f) and (g) and OAR 851-045-0070(10)(a) and (c).

The statutes and rules, cited in Conclusions of Law #3-7, are set forth below:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee.** In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

(g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(1) Conduct related to general fitness to practice nursing:

(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.

(4) Conduct related to communication:

(c) Entering inaccurate, incomplete, falsified or altered documentation into a health record or agency records. This includes but is not limited to:

(A) Documenting nursing practice implementation that did not occur;

(B) Documenting the provision of services that were not provided;

(10) Conduct related to the licensee's relationship with the Board:

(a) Failing to fully cooperate with the Board during the course of an investigation, including but not limited to, waiver of confidentiality privileges, except client-attorney privilege;

(c) Failing to provide the Board with any documents requested by the Board;

**-III-**

**ORDER**

Licensee has engaged in multiple instances of documenting that she conducted nursing visits that did not occur and of documenting that she provided nursing services that she did not provide. The documentation generated by Licensee for these visits that did not occur included signatures purported to be from patients or caregivers. Further, Licensee failed to cooperate with the Board's investigation. Given these circumstances, suspending Licensee's LPN license for 30 days and monitoring Licensee's practice via probation is appropriate.

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that Celina Leeper's Licensed Practical Nurse License is SUSPENDED for 30 days, commencing five business days from the date this Order is signed.

FURTHER ORDERED that, commencing upon the conclusion of Licensee's Licensed Practical Nurse License 30 Day suspension, Licensee's Licensed Practical Nurse License is placed on probation. Licensee will have twenty-four (24) months from the date the suspension is completed to complete a twelve (12) month probation period subject to following terms and conditions:

**General Terms and Conditions**

1. Licensee shall maintain an active license.
2. Licensee shall not violate the Nurse Practice Act (ORS 678.010 through 678.448 and the rules adopted thereunder).
3. Licensee shall practice in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent.
4. Licensee must practice a minimum of sixteen (16) hours per week or (64) hours per month. Licensee shall immediately notify Board staff if Licensee is unable to practice a minimum of 16 hours per week or 64 hours per month.
5. Licensee shall notify Board staff in writing prior to any changes in mailing address, email address, phone number, or employment setting during the probation period.
6. Licensee shall notify Board staff prior to a change in employment status (including resignation, disciplinary actions, or termination) or change in position with the same employer.
7. Licensee shall notify Board staff prior to moving out of Oregon. If Licensee leaves the state and is unable to practice in Oregon, Licensee's probationary status may be re-evaluated. The Board may, at its discretion, allow Licensee to continue with probation in another licensing jurisdiction if Licensee so requests.
8. Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether a felony, misdemeanor, violation, or citation within ten (10) days of the occurrence.
9. Licensee shall maintain regular contact with Board staff during the probation period. Within fourteen (14) calendar days from the date that Licensee's suspension ends, Licensee shall contact Board staff to schedule an initial check-in appointment which will include, but is not limited to, setting a schedule for future check-in appointments and identifying how the check-ins will occur (such as in person, by phone, or by virtual means). Board staff may revise the schedule set during the initial check-in appointment.

Any revisions will be communicated to Licensee. Licensee shall follow the check-in schedule established by Board staff, including any revisions.

10. Licensee shall inform current and prospective employers of the probationary status of Licensee's license, the reasons for Licensee's probation, and terms and conditions of probation. Licensee shall provide her Supervisor or their designee with a copy of the Final Order imposing probation upon beginning employment.
11. Licensee shall not enroll or otherwise participate in clinical practicum hours for the purposes of obtaining an additional nursing degree or license.
12. Licensee shall immediately inform Board staff of any instance of any concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to practice as a nurse.
13. Licensee shall cooperate fully with the Board in the supervision and investigation of Licensee's compliance with the terms and conditions of probation.

#### **Monitored Practice Terms and Conditions**

14. Licensee shall work under the direct observation of another licensed healthcare professional who: (1) is aware that the Licensee is on probation; (2) works in the same physical location and work site as the Licensee; (3) is readily available to observe Licensee's practice; and (4) has successfully completed the Board's Monitor/Supervisor training prior to observing the Licensee's practice.
15. Licensee shall not work in any practice setting in which on-site monitoring is not available. This generally includes home health agencies, traveling agencies, nursing float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.
16. Licensee shall ensure that Licensee's nursing supervisor submits written evaluations of work performance (on forms provided by the Board) directly to Board staff every three (3) months during the probationary period. If a written evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be referred back to the Board for consideration of further disciplinary action.
17. Licensee shall ensure that the Licensee's nursing supervisor or other person designated by Licensee's employer informs Board staff of any instance of the Licensee's non-compliance with the terms and conditions of this Stipulated Order, or of any other concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to practice as a nurse.

DATED this 20<sup>th</sup> day of March 2024

**FOR THE BOARD OF NURSING OF THE STATE OF OREGON**



Aaron Green, CNA 2  
Board President

TO: Celina Leeper:

You are entitled to judicial review of this Order pursuant to ORS 183.482. Judicial review may be obtained by filing a petition for review with the Oregon Court of Appeals within sixty (60) days from the date of service of this Order.

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of Adrian Lujano, CNA</b>	<b>) STIPULATED ORDER FOR ) REPRIMAND OF NURSING ) ASSISTANT CERTIFICATE ) WITH CONDITIONS ) ) Reference No. 2023010191</b>
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**Certificate No. 202004854CNA**

The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Certified Nursing Assistants. Adrian Lujano, (Certificate Holder), was issued a Nursing Assistant certificate by the Board on June 19, 2020.

On or about January 27, 2023, Certificate Holder failed to maintain professional boundaries with a patient in multiple ways including discussing Certificate Holder's own social media account and salary.

By the above actions, Certificate Holder is subject to discipline pursuant to ORS 678.442(2)(d)(f) and OAR 851-006-0030(4) and OAR 851-006-0160(7) and OAR 851-063-0090(3)(k) which provides as follows:

**ORS 678.442 Certification of nursing assistants; rules.**

(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

- (d) Violation of any provisions of ORS 678.010 to 678.448 or rules adopted thereunder.
- (f) Conduct unbecoming a nursing assistant in the performance of duties.

**OAR 851-006-0030 Definitions beginning with the letter "C"**

(4) "Client" means an individual, family, facility resident or group engaged in a professional relationship with a licensee and the recipient of nursing services. For the purposes of these rules the terms "client", "patient" and "resident" are interchangeable and have the same meaning.

**OAR 851-006-0160 Definitions beginning with the letter "P"**

(7) "Professional Boundaries" means the nurse and client therapeutic relationship limitations that guide appropriate and professional interactions. The licensee or certificate holder and the client establish a relationship where the client depends on the licensee or certificate holder to have the knowledge, skills, abilities, and competencies to provide the care needed by the client. This relationship has a space between the needs of the client and the ability of the licensee or certificate holder to provide that care. That space is a professional boundary and is

applicable in and out of the practice setting. The licensee or certificate holder has power in that the client is dependent upon the provision of care and the client is vulnerable to the influences of this power. Violation of this space between power and vulnerability through the blending of the personal and professional relationship constitutes a boundary violation.

**OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant**

ORS 670.280 authorizes the Board to discipline nursing assistant certificates for conduct that is not undertaken directly in the course of CNA duties, but that is substantially related to the fitness and ability of the applicant or CNA to engage in activities of the CNA profession for which a CNA certificate is required. Such conduct is considered to be conduct unbecoming a CNA, and includes, but is not limited to:

- (3) Conduct related to client safety and integrity:
- (k) Failing to maintain professional boundaries.

Certificate Holder wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Board and is agreed to by Certificate Holder:

**That the Nursing Assistant certificate of Adrian Lujano be reprimanded. Additionally, Certificate Holder agrees to complete a Board-approved continuing education class on professional boundaries within 60 days of the Board signing the Order.**

Certificate Holder understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Certificate Holder understands that in the event he engage in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against their certificate, up to and including revocation of his certificate to practice as a Nursing Assistant.

Certificate Holder understands that this Order will be submitted to the Board for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, he waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce him to sign this Order.

Certificate Holder understands that this Order is a document of public record.



Certificate Holder understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Certificate Holder has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

[Redacted Signature]

Adrian Lujano, CNA

03/03/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

03-20-24

Date

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of</b>	)	<b>STIPULATED ORDER FOR</b>
<b>Kari McGrew, RN</b>	)	<b>PROBATION WITH CONDITIONS</b>
	)	
	)	
<b>License No. 202006695RN</b>	)	<b>Reference No. 2023030155</b>

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Registered Nurses. Kari McGrew (Licensee) was issued a Registered Nurse license by the Oregon State Board of Nursing on July 30, 2020.

On or about April 6, 2023, the Board received information that Licensee tested positive for methamphetamine and amphetamine in a for-cause drug screen.

Licensee informed the Board on April 25, 2023, that she had a positive drug screen.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(f) and OAR 851-045-0070(7)(c) which provides as follows:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee.** In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

(7) Conduct related to impaired function:

(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse license of Kari McGrew be placed on Probation. Licensee agrees to complete the following continued education class: “Substance Abuse and Addiction for RNs” within 120 days of the Board signing the Order.**

The Licensee’s compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twenty-four (24) month period of probation to begin upon Licensee’s return to supervised nursing practice at the level of a Registered Nurse. Licensee must practice a minimum of sixteen (16) hours per week on average, and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

- 1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.
- 2) Licensee shall have thirty-six (36) months from Board’s acceptance of this Order to complete twenty-four (24) months of monitored practice.
- 3) Licensee shall notify Board staff, in writing, prior to any change of contact information which includes address, email address, and phone number.
- 4) Licensee shall maintain an active license.
- 5) Licensee shall inform Board staff in advance of any move from Oregon. If Licensee leaves the state and is unable to practice in the state of Oregon, Licensee’s probationary status will be re-evaluated. If monitoring is approved and transferred to another Board of Nursing, Licensee shall successfully complete all requirements of the Board Order of the other jurisdiction. Licensee shall be required to ensure the Oregon State Board of Nursing receives quarterly reports documenting the Licensee’s compliance. Failure to comply with this reporting requirement shall be considered a violation of this Order. While licensee practices in another state, those hours will only be counted toward licensee's Oregon probation if the position meets the monitoring requirements per line ten (10) of this stipulated order.
- 6) Licensee shall maintain monthly contact by phone, electronic or virtual methods to designated Board staff for interviews during the probationary period. Frequency or type of contact may be reviewed and revised periodically at the discretion of Board staff. This includes being required to attend an in-person meeting.
- 7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether felony, misdemeanor, violation, or citation within ten (10) days of the occurrence.
- 8) Licensee will not look for, accept, or begin a new nursing position without prior approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.

9) Licensee shall inform current and prospective employers of the probationary status of Licensee's license, the reasons for Licensee's probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee's probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee's practice and provide assistance, and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee's nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee's employer, shall inform Board staff of any instance of Licensee's non-compliance with the terms and conditions of this Stipulated Order or of any other concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to perform the duties of a nurse.

12) Licensee shall notify Board staff when there is a change in status of employment, including resignations, disciplinary actions, and terminations. Licensee shall immediately notify Board staff if they will be unable to meet the minimum monitored practice requirement of 16 hours per week or 64 hours per month due to leave from work. The inability to meet the monitored practice requirement due to leave may extend the probationary period.

13) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

14) Licensee shall not be a nursing faculty member or an advance practice preceptor.

15) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

16) Licensee shall participate in and comply with any treatment recommendations set forth by a third party evaluator approved by the Board. Licensee shall ensure that Board staff receive monthly status reports from the treatment provider. Within fourteen (14) days of completing treatment, Licensee shall submit to Board staff a copy of Licensee's completion certificate or discharge summary. Licensee shall attend Narcotics Anonymous (NA), Alcoholics Anonymous (AA) or similar recovery program on a weekly basis and provide proof of attendance to Board

staff. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's treatment provider and release Licensee's treatment records to the Board.

17) Licensee shall participate in the Board's random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee's immediate removal from nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee's employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee's failure to maintain an account in good standing with the Board's laboratory vendor shall be considered a violation of this Stipulated Order.

18) Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs while participating in the Board's random urine drug testing program, except as provided in Section 19 below. Licensee shall avoid any over-the-counter products and food items containing alcohol, THC including CBD products, and poppy seeds.

19) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication, and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee's medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

20) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only when approved in writing by Board staff, in consultation with Licensee's employer.

21) Licensee shall notify any and all healthcare providers of the nature of Licensee's diagnoses to ensure that Licensee's health history is complete before receiving any treatment, including medical and dental. Licensee shall provide Board staff with the names and contact information of any and all health care providers. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's healthcare providers and release Licensee's medical and treatment records to the Board. Licensee is financially responsible for any costs incurred for compliance with the terms and conditions of this Stipulated Order.

22) Licensee shall notify Board staff at least three (3) business days prior to leaving town or going on vacation, with the exception of a family emergency.

23) Licensee shall cooperate fully with Board staff in the supervision and investigation of

Licensee's compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event she engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against her license, up to and including revocation of her license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

IT IS SO AGREED:

[Redacted Signature]

Kari McGrew, RN

02/27/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

03/20/24

Date

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of</b>	)	<b>STIPULATED ORDER FOR</b>
<b>Ashley Miller, RN</b>	)	<b>PROBATION</b>
	)	
	)	
<b>License No. 201504813RN</b>	)	<b>Reference No. 2023050245</b>

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Registered Nurses. Ashley Miller (Licensee) was issued a Registered Nurse (RN) license by the Oregon State Board of Nursing on July 21, 2015.

On or about May 30, 2023, the Board received information the Licensee was impaired at work. On or about September 22, 2023, the Board received additional information that Licensee delivered medication for a Hospice resident, two pills were missing upon delivery to patient. Licensee failed a for cause drug screen. The Board opened an investigation.

By the above actions, Licensee is subject to discipline pursuant ORS 678.111(1)(e)(f) and OAR 851-045-0070(7)(c).

ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:  
(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:  
(e) Impairment as defined in ORS 676.303.  
(f) Conduct derogatory to the standards of nursing.

OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined  
Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:  
(7) Conduct related to impaired function:  
(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the Registered Nurse license of Ashley Miller be placed on Probation. The Licensee's compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twenty-four (24) month period of probation to begin upon Licensee's return to supervised nursing practice at the level of a Registered Nurse. Licensee must practice a minimum of sixteen (16) hours per week on average, and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.**

Licensee must comply with the following terms and conditions of probation:

- 1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.
- 2) Licensee shall have thirty-six (36) months from Board's acceptance of this Order to complete twenty-four (24) months of monitored practice.
- 3) Licensee shall notify Board staff, in writing, prior to any change of contact information which includes address, email address, and phone number.
- 4) Licensee shall maintain an active license.
- 5) Licensee shall inform Board staff in advance of any move from Oregon. If Licensee leaves the state and is unable to practice in the state of Oregon, Licensee's probationary status will be re-evaluated. If monitoring is approved and transferred to another Board of Nursing, Licensee shall successfully complete all requirements of the Board Order of the other jurisdiction. Licensee shall be required to ensure the Oregon State Board of Nursing receives quarterly reports documenting the Licensee's compliance. Failure to comply with this reporting requirement shall be considered a violation of this Order. While licensee practices in another state, those hours will only be counted toward licensee's Oregon probation if the position meets the monitoring requirements per line ten (10) of this stipulated order.
- 6) Licensee shall maintain monthly contact by phone, electronic or virtual methods to designated Board staff for interviews during the probationary period. Frequency or type of contact may be reviewed and revised periodically at the discretion of Board staff. This includes being required to attend an in-person meeting.
- 7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether felony, misdemeanor, violation, or citation within ten (10) days of the occurrence.
- 8) Licensee will not look for, accept, or begin a new nursing position without prior approval of Board staff. This includes changes of the employer itself or changes within the facility or institution.
- 9) Licensee shall inform current and prospective employers of the probationary status of Licensee's license, the reasons for Licensee's probation, and terms and conditions of probation.



If there is a Nurse Executive, that person is to be informed of Licensee's probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee's practice and provide assistance, and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee's nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee's employer, shall inform Board staff of any instance of Licensee's non-compliance with the terms and conditions of this Stipulated Order or of any other concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to perform the duties of a nurse.

12) Licensee shall notify Board staff when there is a change in status of employment, including resignations, disciplinary actions, and terminations. Licensee shall immediately notify Board staff if they will be unable to meet the minimum monitored practice requirement of 16 hours per week or 64 hours per month due to leave from work. The inability to meet the monitored practice requirement due to leave may extend the probationary period.

13) Licensee: shall not have access to narcotics or controlled substances, carry the keys to narcotics storage, or administer narcotics at any time or under any circumstances or until Licensee receives written approval from Board staff.

14) Licensee shall not work in any practice setting when on-site monitoring is not available. This generally includes home health agencies, traveling agencies, float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

15) Licensee shall not be a nursing faculty member or an advance practice preceptor.

16) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

17) Licensee shall participate in and comply with any treatment recommendations set forth by a third-party evaluator approved by the Board. Licensee will complete 3 days of inpatient treatment, followed by continued recommendation of treatment. Licensee will not return to work until treatment provider recommends or approves returning to work. Licensee shall ensure that

Board staff receive monthly status reports from the treatment provider. Within fourteen (14) days of completing treatment, Licensee shall submit to Board staff a copy of Licensee's completion certificate or discharge summary. Licensee shall attend Narcotics Anonymous (NA), Alcoholics Anonymous (AA) or similar recovery program on a weekly basis and provide proof of attendance to Board staff. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's treatment provider and release Licensee's treatment records to the Board.

18) Licensee shall participate in the Board's random drug testing program. Failure to comply with random urine, blood, hair, nail, or any other requested drug test shall result in Licensee's immediate removal from nursing practice. Licensee shall submit to observed tests to determine the presence of unauthorized substances immediately upon request by Board staff or Licensee's employer. Licensee shall sign any release of information necessary to ensure the Board will receive the results of such testing. The presence of unauthorized substances may be considered a violation of the terms and conditions of this Stipulated Order. Upon request of Board staff, Licensee shall obtain a substance use disorder evaluation by a Board approved third party evaluator. Licensee understands that Licensee is financially responsible for any and all costs related to testing and evaluating. Licensee's failure to maintain an account in good standing with the Board's laboratory vendor shall be considered a violation of this Stipulated Order.

19) Licensee shall abstain from using alcohol and/or other intoxicating, mind altering, or potentially addictive drugs, including over-the-counter or prescription drugs while participating in the Board's random urine drug testing program, except as provided in Section 20 below. Licensee shall avoid any over-the-counter products and food items containing alcohol, THC including CBD products, spice or K2, synthetic drugs, and poppy seeds.

20) Licensee may take medication for a documented medical condition, provided that Licensee obtains such medication only by a legal prescription written by a person authorized by law to write such a prescription. Licensee will notify Board staff within 72 hours in the event Licensee is prescribed such medication and shall sign a release of information authorizing the prescribing person to communicate with Board staff about Licensee's medical condition. Licensee shall produce the medical records pertaining to the medical condition and medication use. Licensee will discard any unused prescription medications when it is no longer needed or expired.

21) Licensee shall cease practicing as a nurse upon the occurrence of a relapse, or at the request of Board staff because of a relapse or relapse behavior. Practice may resume only when approved in writing by Board staff, in consultation with Licensee's employer.

22) Licensee shall notify any and all healthcare providers of the nature of Licensee's diagnoses to ensure that Licensee's health history is complete before receiving any treatment, including medical and dental. Licensee shall provide Board staff with the names and contact information of any and all health care providers. Licensee shall sign any release of information necessary to allow Board staff to communicate with Licensee's healthcare providers and release Licensee's medical and treatment records to the Board. Licensee is financially responsible for any costs incurred for compliance with the terms and conditions of this Stipulated Order.

23) Licensee shall notify Board staff at least three (3) business days prior to leaving town or going on vacation, with the exception of a family emergency.

24) Licensee shall cooperate fully with Board staff in the supervision and investigation of Licensee's compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law described in this Stipulated Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Licensee understands that in the event Licensee engages in future conduct resulting in violations the terms of this Stipulated Order and/or the Nurse Practice Act, the Board may take further disciplinary action against Licensee's license, up to and including revocation of Licensee's license to practice as a Registered Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

IT IS SO AGREED:



ASHLEY MILLER, RN

02/22/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**



Aaron Green, CNA  
Board President

03-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of**

**Fawn Munro, NP, RN**

) **STIPULATED ORDER FOR**

) **INDEFINITE VOLUNTARY  
SURRENDER**

)

**License No. 202212206NP-PP,  
202207684RN**

) **Reference No. 23-00250**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Nurse Practitioners. Fawn Munro (Licensee) was issued a Nurse Practitioner License by the Board on August 10, 2022.

On or about September 27, 2022, the Board received information that Licensee failed to notify the Board after she was indicted in United District Court for Felony Medicare fraud. Licensee plead guilty to the criminal fraud and was convicted of Health Care Fraud.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(d)(f) and OAR 851-045-0070F(1)(b), (8)(a)(s)(v), (11)(d).

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:** (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(d) Fraud or deceit of the licensee in the practice of nursing or in admission to such practice.  
(f) Conduct derogatory to the standards of nursing.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

**(1) Conduct related to general fitness to practice nursing:**

(b) Demonstrated incidents of dishonesty, misrepresentation, or fraud.

**(8) Conduct related to other federal or state statute or rule violations:**

(a) Aiding, abetting, or assisting an individual to violate or circumvent any law, rule or regulation intended to guide the conduct of nurses or other health care providers;

(s) Improper billing practices including the submission of false claims;

(v) Failure to report to the Board the licensee's arrest for a felony crime within 10 days of the arrest; or

**(11) Conduct related to advanced practice nursing:**

(d) Ordering unnecessary laboratory or other diagnostic test or treatments for the purpose of personal gain.

Licensee wishes to cooperate with the Board in this matter and indefinitely voluntarily surrender their Nurse Practitioner license and Registered Nurse license.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the indefinite voluntary surrender of the Nurse Practitioner license and Registered Nurse license of Fawn Munro be accepted. Licensee agrees to never reapply to the Oregon State Board of Nursing for any license.**

Licensee agrees that they will not practice as a Nurse Practitioner Registered Nurse or a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, **Fawn Munro** waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order. Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Indefinite Voluntary Surrender.

[Redacted Signature]

Fawn Munro, NP, RN

2-6-24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

)

**In the Matter of** ) **FINAL ORDER OF REVOCATION**  
**Kyla Neskahi, RN** ) **BY DEFAULT**  
)  
)  
**License No. 202008191RN** ) **Reference No. 2023100220**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Registered Nurses. Kyla Neskahi (Licensee) was issued a Registered Nursing License by the Board on September 14, 2020.

This matter was considered by the Board at its meeting on March 20, 2024.

On January 12, 2024, a Notice stating that the Board intended to Revoke the Registered Nursing License of Kyla Neskahi was sent to Licensee via certified and first-class mail to the address of record.

The Notice alleged that Licensee failed to complete the five (5) continuing education courses ordered by the Board to be completed by February 17, 2023, failed to notify the Board of her resignation from her employer, and failed to maintain monthly contact with Board staff.

The Notice granted Kyla Neskahi an opportunity for hearing if requested within twenty (20) days of the mailing of the Notice. No such request for hearing has been received by the Board. The Notice designated the Board's file on this matter as the record for purposes of default.

NOW THEREFORE, after consideration of its records and files related to this matter, the Board enters the following Order:

-I-

**FINDINGS OF FACT**

Based on the evidence submitted through the Notice and the agency file in this case, the Board finds the following:

1. Kyla Neskahi (Licensee) was issued a Registered Nursing License in the state of Oregon on September 14, 2020.
2. On or about August 17, 2022, the Board placed Licensee's Registered Nurse license on probation for a period of twelve (12) months. Licensee was required to complete five (5) continuing education courses (*Documentation: A Critical Aspect of Client Care-*

ICRS; *Nursing Documentation- Nursing CE; Sharpening Critical Thinking Skills- ICRS; Righting a Wrong- Ethics & Professionalism in Nursing- ICR and Everyday Ethics: Guiding Nursing Practice-* ANA within six (6) months of being placed on probation. Licensee failed to complete all continuing education courses. This is a violation of ORS 678.111(1)(f), OAR 851-045-0070(10)(d) and OAR 851-070-0100(3).

3. On or about September 17, 2023, Licensee resigned from the position she held with her current employer. Licensee failed to report this change in employment status to Board staff as listed as a condition of her probation. This is a violation of ORS 678.111(1)(f), OAR 851-045-0070(10)(d) and OAR 851-070-0100(3).
4. On or about September 25, 2023, Licensee stopped monthly communication with Board staff as listed as a condition of her probation. This is a violation of ORS 678.111(1)(f), OAR 851-045-0070(10)(d) and OAR 851-070-0100(3).
5. On November 15, 2023, the board reviewed the above matter and voted to issue a Notice of Proposed Revocation of Registered Nurse License to Licensee. On January 12, 2024, Board staff mailed a Notice of Proposed Revocation to Licensee via first-class and certified mail. The Notice granted Licensee twenty (20) days from the date of the mailing of the Notice to request a hearing. The Notice also designated that the agency file would be the record for purposes of default.

- II-

### CONCLUSIONS OF LAW

1. That the Board has jurisdiction over the Registered Nursing License, Kyla Neskahi, and over the subject matter of this proceeding.
2. That Kyla Neskahi's conduct is in violation of ORS 678.111(1)(f), OAR 851-045-0070(10)(d) and OAR 851-070-0100(3).

The relevant statutes and rules, as alleged above, are set forth below:

ORS 678.111 Causes for denial, revocation or suspension of license, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case: (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

- (f) Conduct derogatory to the standards of nursing;
- (g) Violation of any provision of ORS 678.010 to 678.448 or rules adopted thereunder.



OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

- (10) Conduct related to the licensee's relationship with the Board:
- (d) Violating the terms and conditions of a Board order.

OAR 851-070-0100 Substantial Non-Compliance Criteria

(3) For Board Ordered discipline violation of any of the conditions of the final order is considered non-compliance and will be investigated and the appropriate sanction will be determined up to and including revocation of license or certificate.

3. That Kyla Neskahi defaulted on the Notice by not requesting a hearing within the allotted twenty (20) days and, as a result, pursuant to ORS 183.417(3), the Board may enter a Final Order by Default.

**-III-**

**ORDER**

Based on the foregoing Findings of Fact and Conclusions of Law, and the Board being fully advised in the premises, it is hereby:

ORDERED that the Registered Nursing License of Kyla Neskahi is REVOKED.

DATED this 20th day of March, 2024

**FOR THE BOARD OF NURSING OF THE STATE OF OREGON**

  
Aaron Green  
Board President

TO: Kyla Neskahi:

You are entitled to judicial review of this Order pursuant to ORS 183.482. Judicial review may be obtained by filing a petition for review with the Oregon Court of Appeals within sixty (60) days from the date of service of this Order.

If, after a minimum of three (3) years, you wish to reinstate your RN license, you may submit an application for reinstatement to the Board.

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of</b>	<b>) STIPULATED ORDER FOR</b>
<b>Mandie Ross, CNA CMA</b>	<b>) REPRIMAND</b>
	<b>)</b>
<b>License No. 000033887CNA</b>	<b>) Reference No. 2023050151</b>
<b>200520081CMA</b>	

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including CNA's. Mandie Ross (Certificate Holder) was issued a CNA certificate by the Board on February 6, 1996, and Certified Medication Aide certificate on August 9, 2005.

On or about May 14, 2023, the Board received information that Certificate Holder failed to provide medications but documented the medications as administered. It was alleged the certificate holder threw out the medication instead of administering the medication. A large number of medications was found in the garbage can after the certificate holder left her shift. Licensee admits to throwing away medications.

By the above actions, Certificate Holder is subject to discipline pursuant to ORS 678.442(2)(f) and OAR 851-063-0090(4)(a)(8)(l), OAR 851-063-0100(2)(12).

ORS 678.442 Certification of nursing assistants; rules. (2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

(f) Conduct unbecoming a nursing assistant in the performance of duties.

OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant

A CNA, regardless of job location, responsibilities, or use of the title "CNA," whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

(4) Conduct related to communication:

(a) Failing to accurately document nursing assistant activities and tasks;

(8) Conduct related to other federal or state statutes/rule violations:

(l) Unauthorized removal or attempted removal of any drugs, supplies, property, or money from any person or setting;

OAR 851-063-0100 Conduct Unbecoming a Certified Medication Aide

A certified medication aide is subject to discipline as a CNA as described in these rules. In addition, a CMA is subject to discipline for conduct unbecoming a medication aide. Such conduct includes but is not limited to:

(2) Failing to document medications as administered, medications withheld, wasted, or refused and the reason a medication was withheld, wasted, or refused.

(12) Failing to conform to the standards and authorized duties in these rules.

Certificate Holder wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Certificate Holder:

**That the CNA Certificate and CMA Certificate of Mandie Ross be reprimanded. Certificate Holder agrees to complete Medical Record Documentation and legal aspects within 30 days of the Board signing the order.**

Certificate Holder understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Certificate Holder understands that in the event they engage in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against their certificate, up to and including revocation of their certificate to practice as a CMA and CNA.


Certificate Holder understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, they waive the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce them to sign this Order.

Certificate Holder understands that this Order is a document of public record.

Certificate Holder understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Certificate Holder has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

  
Mandie Ross, CNA CMA

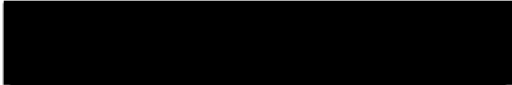
02/21/24

\_\_\_\_\_  
Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**



Aaron Green, CNA  
Board President

3-20-24  
Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of** ) **STIPULATED ORDER FOR**  
**Juanita Schaefer** ) **PROBATION**  
**LPN** )  
 )  
**License No. 202113404LPN** ) **Reference No. 2023080280**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Licensed Practical Nurses. Juanita Schaefer (Licensee) was issued a LPN license by the Oregon State Board of Nursing on 11/22/2021.

On or about August 30, 2023, the Board received information that Licensee, while employed as a LPN at a skilled nursing facility, failed to initiate cardiopulmonary resuscitation (CPR) for a patient who was a full code. Licensee falsified documentation related to this incident in the patient's medical record.

By the above actions, Licensee is subject to discipline pursuant to **ORS 678.111(1)(f) and 851-045-0070(2)(a)(3)(b)(c)(4)(a)(b)(c)(A)(B)(C)(E)(f)(g)(8)(e)(g)**.

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee.** In the manner prescribed in ORS chapter 183 for a contested case:

- (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
- (f) Conduct derogatory to the standards of nursing.

**851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

- (2) Conduct related to achieving and maintaining clinical competency:
- (a) Failing to conform to the essential standards of acceptable and prevailing nursing practice. Actual injury need not be established.
- (3) Conduct related to the client's safety and integrity:
- (b) Failing to take action to preserve or promote the client's safety based on nursing assessment and judgment;
- (c) Failing to develop, implement or modify the plan of care.
- (4) Conduct related to communication:

- (a) Failure to accurately document nursing interventions and nursing practice implementation;
- (b) Failure to document nursing interventions and nursing practice implementation in a timely, accurate, thorough, and clear manner. This includes failing to document a late entry within a reasonable time period.
- (c) Entering inaccurate, incomplete, falsified or altered documentation into a health record or agency records. This includes but is not limited to:
  - (A) Documenting nursing practice implementation that did not occur;
  - (B) Documenting the provision of services that were not provided;
  - (C) Failing to document information pertinent to a client's care;
  - (E) Falsifying data
- (f) Failing to communicate information regarding the client's status to members of the healthcare team in an ongoing and timely manner as appropriate to the context of care;
- (g) Failing to communicate information regarding the client's status to other individuals who are authorized to receive information and have a need to know.
- (8) Conduct related to other federal or state statute or rule violations:
  - (e) Neglecting a client;
  - (g) Failing to report actual or suspected incidents of client abuse or neglect through the proper channels in the workplace.

Licensee admits that the above allegations occurred and constitute violations of the Nurse Practice Act. Licensee wishes to cooperate with the Board in resolving the present disciplinary matter. The following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

That the Licensed Practical Nurse license of Juanita Schaefer of be placed on Probation. The Licensee's compliance with this agreement will be monitored by the Oregon State Board of Nursing from date of signature on the Stipulated Order. Licensee must complete a twelve (12) month period of probation to begin upon Licensee's return to supervised nursing practice at the level of a Licensed Practical Nurse. Licensee must practice a minimum of sixteen (16) hours per week on average, and no more than one (1.0) FTE in a setting where Licensee is able to exercise the full extent of scope of duties in order to demonstrate whether or not Licensee is competent. Limited overtime may be approved on occasion.

Licensee must comply with the following terms and conditions of probation:

- 1) Licensee shall not violate the Nurse Practice Act (ORS 678) or the rules adopted thereunder.
- 2) Licensee shall have thirty-six (36) months from Board acceptance of this Stipulated Order to complete twelve (12) months of monitored practice.
- 3) Licensee shall notify Board staff, in writing, prior to any change of contact information which includes address, email address, and phone number.
- 4) Licensee shall maintain an active license.

5) Licensee shall inform Board staff in advance of any move from Oregon. If Licensee leaves the State and is unable to practice in the State of Oregon, Licensee's probationary status will be re-evaluated. If monitoring is approved and transferred to another Board of Nursing, Licensee shall successfully complete all requirements of the Board Order of the other jurisdiction. Licensee shall be required to ensure the Oregon State Board of Nursing receives quarterly reports documenting the Licensee's compliance. Failure to comply with this reporting requirement shall be considered a violation of this Order. While licensee practices in another state, those hours will only be counted toward her Oregon probation if the position meets the monitoring requirements per line ten (10) of this stipulated order.

6) Licensee shall maintain monthly contact by phone, electronic or virtual methods to designated Board staff for interviews during the probationary period. Frequency or type of contact may be reviewed and revised periodically at the discretion of Board staff. This includes being required to attend an in-person meeting.

7) Licensee shall notify Board staff of any citations, arrests, or convictions for any offense, whether a felony, misdemeanor, violation, or citation within ten (10) days of the occurrence.

8) Licensee will not look for, accept, or begin a new nursing position without the approval of Board staff. This includes changes of the employer itself or changes within the facility or institution

9) Licensee shall inform current and prospective employers of the probationary status of Licensee's license, the reasons for Licensee's probation, and terms and conditions of probation. If there is a Nurse Executive, that person is to be informed of Licensee's probationary status. The Nurse Executive will receive a copy of the Stipulated Order for Probation when Licensee is employed.

10) Licensee shall work under the direct observation of another licensed healthcare professional, who is aware that the individual is on probation, who is working in the same physical location (e.g. clinic, unit, building, etc.), is readily available to observe Licensee's practice and provide assistance and who has taken the required Board approved Monitor/Supervisor training. Licensee shall be employed in a setting where Licensee's nursing supervisor agrees to submit written evaluations of work performance (on forms provided by the Board) every three (3) months during the probationary period. The quarterly evaluation is expected to be received by Board staff within ten (10) days of the due date. If the evaluation is not timely received, Board staff will contact the employer with a reminder. If Board staff is not in receipt of the report within five (5) business days from the reminder date, Licensee may be restricted from practicing as a nurse.

11) Between quarterly reporting periods, the Nurse Executive or a person designated by Licensee's employer, shall inform Board staff of any instance of the Licensee's non-compliance with the terms and conditions of this Stipulated Order, or of any other concern there may be regarding Licensee's work-related conduct or personal behavior that may affect Licensee's ability to practice as a nurse.



12) Licensee shall notify Board staff when there is a change in status of employment including resignations, disciplinary actions, and terminations. Licensee shall immediately notify Board staff if they will be unable to meet the minimum monitored practice requirement of 16 hours per week or 64 hours per month due to leave from work. The inability to meet the monitored practice requirement due to leave may extend the probationary period.

13) Licensee shall not work in any practice setting in which on-site monitoring is not available. This generally includes home health agencies, traveling agencies, nursing float pools, temporary agencies, assisted living facilities, adult foster care, independent consulting contracts, home hospice, and night shifts outside of acute care settings.

14) Licensee shall not be a nursing faculty member or an advance practice preceptor.

15) Licensee shall not be approved for enrollment in clinical practicum hours for the purposes of obtaining an additional degree or license.

16) Licensee shall cease practicing as a nurse if there are concerns about Licensee's ability to practice safely or at the request of Board staff. Practice may resume when approved by the Board staff, in consultation with Licensee's employer.

17) Licensee shall cooperate fully with the Board in the supervision and investigation of Licensee's compliance with the terms and conditions of this Stipulated Order.

Licensee understands that the conduct resulting in the violations of law, described in this Stipulated Order are considered by the Board to be of a grave nature and if continued, constitutes a serious danger to public health and safety.

Licensee also understands that in the event Licensee engages in future conduct resulting in violations of the law or terms of probation the Board may take further disciplinary action against Licensee's license, up to and including revocation of Licensee's license to practice as a Licensed Practical Nurse.

Licensee understands that this Stipulated Order will be submitted to the Board of Nursing for approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Licensee waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce Licensee to sign this Stipulated Order.

Licensee understands that this Stipulated Order is a public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands the Stipulated Order completely, and freely signs the Stipulated Order.

IT IS SO AGREED:

[Redacted Signature]

Juanita Schaefer,  
LPN

02/27/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green  
Board President

03-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of** ) **STIPULATED ORDER FOR**  
**Jennifer Sizer, RN** ) **VOLUNTARY SURRENDER**  
 )  
 )  
**Licensee No. 200640155RN** ) **Reference No. 2024020284**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Jennifer Sizer (Licensee) was issued a Registered Nurse License by the Oregon State Board of Nursing on January 13, 2006.

On November 10, 2018, Licensee completed a 30-day Suspension and was placed on probation. Per the terms and conditions of the Stipulated Order, Licensee shall have forty-eight (48) months from Board's acceptance of the Order to complete twenty-four (24) months of monitored practice. Licensee was not able to return to practice until December 2021, therefore needed additional time to complete the monitored practice requirement. The Board approved an Amended Order, extending Licensee's probation until July 2024 or until Licensee completes 24 months of monitored practice.

Licensee lost her employment as a nurse in April 2022. She has not been able to return to practice since then which will result in not having the hours to renew her license. Per the Stipulated Order, Licensee shall maintain an active license. She will also be unable to complete the monitored practice requirement by July 2024.

By the above actions, License is subject to discipline pursuant to ORS 678.111 (f) and OAR 851-045-0070 (10)(d) which read as follows:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee. In the manner prescribed in ORS chapter 183 for a contested case:**

- (1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:
- (f) Conduct derogatory to the standards of nursing.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**  
**Nurses, regardless of role, whose behavior fails to conform to the legal standard and accepted standards of the nursing profession, or who may adversely affect the health,**

**safety, and welfare of the public, may be found guilty of conduct derogatory to the standards of nursing. Such conduct shall include, but is not limited to, the following:**

- (10) Conduct related to the licensee's relationship with the Board:
- (d) Violating the terms and conditions of a Board order.

Licensee wishes to cooperate with the Board in this matter and voluntarily surrender her Registered Nurse License.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the voluntary surrender of the Registered License of Jennifer Sizer be accepted. If, after a minimum of three (3) years, they wish to reinstate the License, Sizer may submit an application for reinstatement to the Board.**

Licensee agrees that she will not practice as a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, Jennifer Sizer waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

[Redacted Signature]

Jennifer Sizer, RN

03/07/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green, CNA  
Board President

03/20/24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

**In the Matter of** ) **STIPULATED ORDER FOR**  
**Angeliki Themelis, RN** ) **VOLUNTARY SURRENDER**  
 )  
 )  
**Licensee No. 10001950** ) **Reference No. 2023050166**

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating and disciplining certain health care providers, including Registered Nurses. Angeliki Themelis (Licensee) was issued a Registered Nurse license 10001950 by the Board on November 23, 2022.

On or about May 22, 2023, the Board received information that Licensee, while working as a travel nurse, tested positive for alcohol in a for-cause drug screen. Licensee does not intend on working as an RN in Oregon and therefore, wishes to surrender her nursing license.

By the above actions, Licensee is subject to discipline pursuant to ORS 678.111(1)(f) and OAR 851-045-0070(7)(b) and (c) which provides as follows:

**ORS 678.111 Causes for denial, revocation or suspension of license or probation, reprimand or censure of licensee.** In the manner prescribed in ORS chapter 183 for a contested case:

(1) Issuance of the license to practice nursing, whether by examination or by indorsement, of any person may be refused or the license may be revoked or suspended or the licensee may be placed on probation for a period specified by the Oregon State Board of Nursing and subject to such condition as the board may impose or may be issued a limited license or may be reprimanded or censured by the board, for any of the following causes:

(f) Conduct derogatory to the standards of nursing.

**OAR 851-045-0070 Conduct Derogatory to the Standards of Nursing Defined**

Conduct that adversely affects the health, safety, and welfare of the public, fails to conform to legal nursing standards, or fails to conform to accepted standards of the nursing profession, is conduct derogatory to the standards of nursing. Such conduct includes, but is not limited to:

**(7) Conduct related to impaired function:**

(b) Practicing nursing when physical or mental ability to practice is impaired by use of a prescription or non-prescription medication, alcohol, or a mind-altering substance; or

(c) The use of a prescription or non-prescription medication, alcohol, or a mind-altering substance, to an extent or in a manner dangerous or injurious to the licensee or others or to an extent that such use impairs the ability to conduct safely the practice of nursing.

Licensee wishes to cooperate with the Board in this matter and voluntarily surrender her RN license.

Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Licensee:

**That the voluntary surrender of the Registered Nurse License of Angeliki Themelis be accepted. If, after a minimum of three (3) years, she wishes to reinstate her License, she may submit an application for reinstatement to the Board.**

Licensee agrees that they will not practice as a Registered Nurse from the date the Order is signed.

Licensee understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Licensee understands that by signing this Stipulated Order, she waives the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Licensee acknowledges that no promises, representations, duress or coercion have been used to induce the signing of this Order.

Licensee understands that this Order is a document of public record.

Licensee understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Licensee has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Voluntary Surrender.

[Redacted Signature]

Angeliki Themelis

02/16/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

{BoardSignator}  
Board President

03/20/24

Date

**BEFORE THE OREGON  
STATE BOARD OF NURSING**

<b>In the Matter of Joyce Truskowski, CNA</b>	<b>) STIPULATED ORDER FOR ) REPRIMAND WITH SPECIAL CONDITIONS ) )</b>
<b>Certificate No. 200611758CNA</b>	<b>) Reference No. 2023120013</b>

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The Oregon State Board of Nursing (Board) is the state agency responsible for licensing, regulating, and disciplining certain health care providers, including Certified Nursing Assistant's. Joyce Truskowski (Licensee) was issued a Certified Nursing Assistant certificate by the Board on 08/18/2006.

On or about November 27, 2021, and November 8, 2023, the Board received information that Certificate Holder accessed a patient's medical chart without a business need to do so

By the above actions, {Licensee/Certificate Holder} is subject to discipline pursuant to ORS. 678.442 (2)(f) and OAR 851-63-0090 (8)(b).

**ORS 678.442 Certification of nursing assistants; rules.**

(2) In the manner prescribed in ORS chapter 183, the board may revoke or suspend a certificate issued under this section or may reprimand a nursing assistant for the following reasons:

(f) Conduct unbecoming a nursing assistant in the performance of duties.

**OAR 851-063-0090 Conduct Unbecoming a Nursing Assistant**

A CNA, regardless of job location, responsibilities, or use of the title "CNA," whose behavior fails to conform to the legal standard and accepted standards of the nursing assistant profession, or who may adversely affect the health, safety or welfare of the public, may be found guilty of conduct unbecoming a nursing assistant. Such conduct includes but is not limited to:

(8) Conduct related to other federal or state statutes/rule violations:

(b) Violating the rights of privacy, confidentiality of information, or knowledge concerning the person, unless required by law to disclose such information;

Certificate Holder wishes to cooperate with the Board in this matter. Therefore, the following will be proposed to the Oregon State Board of Nursing and is agreed to by Certificate Holder.

**That the Certified Nursing Assistant Certificate of Joyce Truskowski be reprimanded and that they complete the following continuing education within 30 days of this reprimand being signed by the Board President.**

- HIPPA Rules and Regulations, CNA CE (cnazone.com)
- HIPPA Compliance Nursing CE Course



Certificate Holder understands that the conduct resulting in the violations of law described in this Order are considered by the Board to be of a grave nature and, if continued, constitutes a serious danger to public health and safety.

Certificate Holder understands that in the event they engage in future conduct resulting in violations of law or the Nurse Practice Act, the Board may take further disciplinary action against their certificate, up to and including revocation of their certificate to practice as a CNA.

Certificate Holder understands that this Order will be submitted to the Board of Nursing for its approval and is subject to the Board's confirmation.

Certificate Holder understands that by signing this Stipulated Order, they waive the right to an administrative hearing under ORS 183.310 to 183.540, and to any judicial review or appeal thereof. Certificate Holder acknowledges that no promises, representations, duress or coercion have been used to induce them to sign this Order.

Certificate Holder understands that this Order is a document of public record.

Certificate Holder understands that federal law requires state licensing boards to report adverse actions (resulting from formal proceeding) to the National Practitioner Data Bank (NPDB) within 30 days from the date the action was taken.

Certificate Holder has read this Stipulated Order, understands this Order completely, and freely signs this Stipulated Order for Reprimand.

[Redacted Signature]

Joyce Truskowski, CNA

02/13/24

Date

**ORDER**

IT IS SO ORDERED:

**BOARD OF NURSING FOR THE STATE OF OREGON**

[Redacted Signature]

Aaron Green,  
Board President

3-20-24

Date

PLEASE RETURN ALL PAGES OF THIS STIPULATED ORDER AFTER SIGNING