



STATE OF MAINE
 BOARD OF NURSING
 158 STATE HOUSE STATION
 AUGUSTA, MAINE
 04333-0158

ANGUS S. KING, JR.
 GOVERNOR

JEAN C. CARON, M.S., R.N.
 EXECUTIVE DIRECTOR

BEFORE THE MAINE STATE BOARD OF NURSING

IN THE MATTER OF LICENSE NO.)	
R033752 ISSUED TO:)	
)	ORDER TERMINATING
Karla J. Gordon, R.N.)	PROBATION
)	
To practice professional nursing)	
in the State of Maine)	
-----)	

WHEREAS, on April 7, 1994, License No. R033752 issued to Karla J. Gordon was placed on "probation" pursuant to 32 M.R.S.A. Section 2105-A (1-A); and

WHEREAS, on October 24, 1996, the Board of Nursing duly considered all evidence presented to it concerning Karla J. Gordon's compliance with the conditions of said probation; and

WHEREAS, the Board found that Karla J. Gordon has completed all of the Order;

NOW, THEREFORE, it is ordered that the Order of Probation executed on November 7, 1994 is hereby terminated.

DATED this 25th day of October 1996.

MAINE STATE BOARD OF NURSING

BY: Jean C. Caron
 Jean C. Caron, M.S., R.N.
 Executive Director



MAINE STATE BOARD OF NURSING

35 ANTHONY AVENUE • STATE HOUSE STATION 158
AUGUSTA, MAINE 04333-0158
(207) 624-5275 • FAX (207) 624-5290

In re:)
Karla J. Gordon, R.N.) CONSENT AGREEMENT
of Bath, Maine) REGARDING PROBATIONARY
License #R033752) STATUS OF LICENSE
)

INTRODUCTION

This document is a Consent Agreement regarding Karla J. Gordon's license to practice professional nursing in the State of Maine, entered into pursuant to 32 M.R.S.A. Section 2105-A(1-A)(B) and 10 M.R.S.A. Section 8003(5)(B). The parties to this Consent Agreement are: Karla J. Gordon, R.N., the Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine.

On January 14, 1994 the Executive Director of the Board forwarded to Ms. Gordon a January 12, 1994 letter, with attachments, from Kathleen Vaden, Vice President for Patient Care Services at Parkview Memorial Hospital. This letter reported that Ms. Gordon had been terminated from employment at Parkview Memorial Hospital, and contained information of possible violations of 32 M.R.S.A. Section 2105-A(2)(B), (2)(E) and (2)(F). This information was supplemented by a second letter from Ms. Vaden dated January 24, 1994, which was forwarded to Ms. Gordon on January 26, 1994. Ms. Gordon responded in a letter received at the Board on February 18, 1994. The Board subsequently requested that Ms. Gordon attend an informal conference pursuant to 32 M.R.S.A. Section 2105-A(1-A). That conference was held on April 7, 1994. Ms. Gordon was present without counsel.

FINDINGS OF FACT

1. Ms. Gordon admits to the diversion of medications and to the falsification of patient records.
2. Ms. Gordon was terminated from employment at Parkview Memorial Hospital as a result of unsafe practice issues.
3. Ms. Gordon has completed two formal substance abuse treatment programs.

4. Ms. Gordon had been substance-free for 90 days on the day of the informal conference in this matter.
5. Ms. Gordon states that she has a strong support system.
6. At the time of the informal conference Ms. Gordon was in aftercare and a self-help program.
7. At the time of the informal conference Ms. Gordon was working at another health care facility with a strong network of support at that facility.
8. Ms. Gordon did not tell the administrator at her current employing facility of her substance abuse problem.
9. Ms. Gordon states that she has never deprived a patient of medication, taken medications while on duty or been on duty while impaired.
10. At the informal conference Ms. Gordon stated that she had been alcohol-free for more than one year.
11. Ms. Gordon had a relapse after completing an initial residential substance abuse treatment program but not attending aftercare or self-help.

COVENANTS

The Board voted to enter into an agreement with Ms. Gordon under which her license is placed on probation for a period of two years from the date of the last signature on this agreement, with the following conditions:

1. Ms. Gordon will remain completely substance-free.
2. Ms. Gordon will continue in her aftercare and self-help programs.
3. Ms. Gordon will notify any nurse/employer of the existence of this Consent Agreement and of its terms, and will provide a copy of this Consent Agreement to any nurse employer.
4. Ms. Gordon must arrange for quarterly reports to the Board for any nurse employer. Ms. Gordon waives any claim of confidentiality and privilege which she may have with respect to these reports.
5. Ms. Gordon must arrange for quarterly reports to the Board from her substance abuse counselor. Ms. Gordon waives any claim of confidentiality and privilege which she may have with respect to these reports.

6. Ms. Gordon will undergo random drug screening urinalysis or blood testing a minimum of six times annually for the duration of this Consent Agreement. Ms. Gordon and the Board shall agree upon a monitoring physician and that physician shall on a random basis telephone or personally contact Ms. Gordon and have her appear and provide a sample within a maximum of 12 hours. All such samples shall be observed and shall be handled through legal chain of custody methods. All samples shall be analyzed by a laboratory approval by the Board. The frequency of tests shall be within the discretion of the monitoring physician, as he or she deems necessary (but no less than six times per year). The Board may at any time request that Ms. Gordon arrange for an immediate test, and Ms. Gordon shall then appear and provide a sample within a maximum of 12 hours. Any positive test results shall be reported to the Board by the supervising physician or program by telephone within 24 hours and in writing as soon thereafter as possible. Written reports of all other (negative or inconclusive) tests shall be sent to the Board quarterly, together with a brief explanation of the tests performed and the results thereof. Ms. Gordon hereby waives all claims of confidentiality with respect to the test results.
7. Ms. Gordon shall not work for any nursing pool agency.
8. The Board agrees to take no further action upon these facts so long as Ms. Gordon fully complies with these conditions.
9. Ms. Gordon will bear all costs incurred in performance of the terms and conditions of this Consent Agreement. Ms. Gordon understands that she must request that the Board terminate her probation at the expiration of the minimum probationary period. Reinstatement of licensure in good standing at that point will be at the discretion of the Board, taking into account the extent to which she has complied with the Covenants in this Consent Agreement.
10. Ms. Gordon understands that this document is a Consent Agreement which affects her rights to practice nursing in Maine. Ms. Gordon understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering this Consent Agreement. Ms. Gordon affirms that she executes this Consent Agreement of her own free will.

DATED: 10-14-94

Karla J. Gordon, R.N.
KARLA J. GORDON, R.N.

FOR THE MAINE STATE BOARD OF
NURSING:

DATED: 11/4/94

Jean C. Caron
JEAN C. CARON, R.N., M.S.
Executive Director

FOR THE DEPARTMENT OF
ATTORNEY GENERAL:

DATED: 11/7/94

Timothy W. Collier
TIMOTHY W. COLLIER
Assistant Attorney General
Counsel to the Board