



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, Virginia 23233-1463

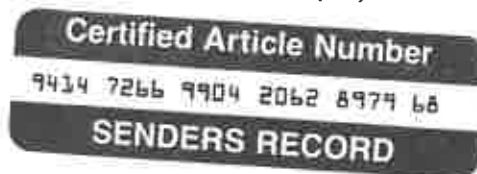
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Virginia Board of Nursing  
Jay P. Douglas, MSM, RN, CSAC, FRE  
Executive Director

Board of Nursing (804) 367-4515  
Nurse Aide Registry (804) 367-4569  
FAX (804) 527-4455

April 20, 2016

Courtney Johnson Sickafoose  
2 Morrison Avenue  
Newport News, VA 23601



**RE: Case Number 163863, 169716**

Dear Ms. Sickafoose:

Enclosed is a certified true copy of the Order entered by the Virginia Board of Nursing following your informal conference.

Also enclosed are Sanctioning Reference Point (SRP) worksheets, which were used by the Committee as objective guide to determine the sanction(s) for you disciplinary case(s). While the SRP worksheets function as decision-making aids, the Board maintains complete discretion in determining the sanctions handed down for each case. Additional information about the SRP system may be accessed on the Board's website at [www.dhp.virginia.gov/Nursing](http://www.dhp.virginia.gov/Nursing) by clicking on *Guidance Documents* and selection # 90-7. Should you wish to obtain a paper copy of the SRP Manual, you may request one from the Board office by calling (804) 367-4515.

This Order will be forwarded to Tonya James, Compliance Case Manager for the Board of Nursing. Ms. James will monitor your compliance with the terms of the Order on behalf of the Board. Enclosed are documents relevant to your compliance. Please direct all questions, documents, and correspondence related to your compliance with your Order to Ms. James at (804) 367-4536 or directly to her by mail at the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233-1463.

If you object to this Order and desire a formal hearing before the Board of Nursing, a written request must be received by the Board within **33 days from the date of service of the Order**. If no written request is received by that time, this Order will be final.

Should you have any questions or concerns regarding this matter, please contact our office at (804) 367-4634.

Sincerely,



Gloria Mitchell-Lively, R.N., M.S.N., M.B.A.  
Deputy Executive Director  
Virginia Board of Nursing

GML/dt

Enclosure

cc: Anne Joseph, Deputy Director, Administrative Proceedings Division  
Lisa Thomas, Senior Investigator  
Tonya James, Compliance Case Manager  
Susan Brooks, Administrative Proceedings Division

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: COURTNEY J. SICKAFOOSE, L.P.N.  
License No.: 0002-089351**

**ORDER**

Pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), a Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”) met on April 7, 2016 in Henrico County, Virginia, to inquire into evidence that Courtney J. Sickafoose, L.P.N. may have violated certain laws and regulations governing the practice of nursing in Virginia. Ms. Sickafoose was present and was not represented by legal counsel.

Upon consideration of the evidence, the Committee adopts the following Findings of Fact and Conclusions of Law.

**FINDINGS OF FACT**

1. Courtney Sickafoose, L.P.N. was issued License No. 0002-089351 to practice practical nursing in the Commonwealth of Virginia on July 18, 2013. Said license is scheduled to expire on October 31, 2017. Her primary state of residence is Virginia.

2. By letter dated March 9, 2016, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Sickafoose notifying her that an informal conference would be held on April 7, 2016. The Notice was sent by certified and first class mail to 2 Morrison Avenue, Newport News, Virginia 23601, the address of record on file with the Board of Nursing.

3. During the course of her employment with American Addiction Treatment Center, Newport News, Virginia, between August and September, 2015, Ms. Sickafoose diverted methadone, as evidenced by the following:

a. She failed to have a witness cosign seven medication variance reports when she documented that she spilled methadone during the transfer from bulk bottles to patient dose bottles.

b. She experienced far more incidents of methadone spillage than any other nurse at the facility.

c. On August 14, 2015, she appeared impaired, in that she was described as “zoning out,” “looking high,” lethargic, having glassy eyes, and picking at her skin.

d. On August 19, 2015, she documented spilling approximately 150 mg of methadone while filling Patient A’s two take-home bottles of 80 mg each, when, in fact, the patient’s prescribed dose was 110 mg, and she documented dispensing two 110 mg bottles as prescribed.

e. On September 2, 2015, she tested positive for methadone, for which she did not have a prescription.

4. During the course of her employment at The Chesapeake, Newport News, Virginia, in May 2015, Ms. Sickafoose diverted hydrocodone (C-II) and diazepam (C-IV) for her personal and unauthorized use, as evidenced by the following:

a. On May 19, 2015, she removed Resident B’s diazepam and controlled medication utilization record from the medication cart after it had been discontinued. She falsely documented wasting the medication and failed to have another nurse witness the waste.

b. On June 2, 2015, she tested positive for diazepam, for which she did not have a prescription.

c. On May 28, 2015, she discontinued Resident B’s hydrocodone without a physician’s order. She removed this medication and controlled medication utilization record from the medication cart. She then falsely documented wasting the medication and falsified the initials of the other nurse who purportedly witnessed the waste.

5. At the informal conference, Ms. Sickafoose denied diverting the medications and stated that any discrepancies were due to documentation errors. She did not have an explanation for the fact that she tested positive for methadone and diazepam.

6. Ms. Sickafoose's employment with American Addiction Treatment Center was terminated on September 8, 2015. Her employment with The Chesapeake was terminated on June 10, 2015.

7. Ms. Sickafoose provided false information on an application for employment with Newport News Nursing and Rehabilitation, dated September 9, 2015:

- a. She failed to list her employment with American Addiction and Treatment Center.
- b. She stated that her reason for leaving The Chesapeake was "did not feel that this was where [she] wanted to be," when, in fact, her employment had been terminated due to her failure to follow drug handling protocols and testing positive for substances for which she did not have a prescription.

### CONCLUSIONS OF LAW

1. Findings of Fact Nos. 3 and 4 constitute a violation of § 54.1-3007(2), (5), and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing ("Regulations").

2. Finding of Fact No. 7 constitutes a violation of § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations.

### ORDER

On the basis of the foregoing, the Committee hereby ORDERS as follows:

1. Courtney Sickafoose, L.P.N. is hereby REPRIMANDED.

2. Ms. Sickafoose shall have an evaluation by a chemical dependency specialist satisfactory to the Board and shall have a written report of the evaluation, including a diagnosis, recommended course of therapy, prognosis, and any recommendations sent to the Board within 90 days after the date that this Order is entered. Upon receipt of the required information, the Board may request that Ms. Sickafoose reappear before a Special Conference Committee in order to consider the specialist's recommendations and to make a final disposition of the matter.

3. Ms. Sickafoose shall maintain a course of conduct in her capacity as a practical nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

4. Any violation of the terms and conditions of this Order or of any law or regulation affecting the practice of nursing in the Commonwealth of Virginia shall constitute grounds for the suspension or revocation of the license of Ms. Sickafoose, and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

Pursuant to §§ 2.2-4023 and 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as public record and shall be made available for public inspection or copying on request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Sickafoose may, not later than 5:00 p.m., on May 23, 2016, notify Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE COMMITTEE:

*Gloria Mitchell Savelly*  
for Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director, Virginia Board of Nursing

ENTERED: *April 20<sup>th</sup>, 2016*

This Order shall become final on May 23, 2016; unless a request for a formal administrative hearing is received as described above.

**Certified True Copy**

By *D. S. Owen*  
Virginia Board of Nursing