



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

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

www.dhp.virginia.gov  
TEL (804) 367- 4400  
FAX (804) 527- 4475

**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**

February 29, 2016

Karen Sligh, C.N.A., R.M.A.  
1220 Oak Park Avenue  
Norfolk, Virginia 23503  
And

3733 Chimney Creek Drive  
Virginia Beach, Virginia 23462  
And

8861 Devan Street  
Norfolk, Virginia 23503

**CERTIFIED MAIL**  
**9414726699042028482115**

**CERTIFIED MAIL**  
**9414726699042028482108**

**CERTIFIED MAIL**  
**9414726699042028482092**

**RE: Case Number: 168773/168775**

Dear Ms. Sligh:

The agency subordinate delegated by the Virginia Board of Nursing conducted an informal fact finding conference in your absence on January 5, 2016.

Enclosed is the Recommendation of the agency subordinate. This Recommendation will be considered by the Board on **March 23, 2016 at 9:00 a.m.** At its meeting, the Board may accept, reject, or modify the Recommendation. You will be notified in writing of the Board's decision after its meeting.

In accordance with Va. Code § 2.2-4021, since you did not participate in the informal conference, you may provide a written response to this recommended decision for consideration by the Board. Your written response is limited to addressing the recommended findings of fact, conclusions of law and sanction contained in the attached Recommendation. ***No new information should be provided, as no new or additional information will be considered.*** Written responses must be received in the Board office by **March 15, 2016** to be considered. Please understand that any written response received after said date, will *not* be considered by the Board.

If you have any questions regarding this matter, please contact our office at, (804) 367- 4614.

Sincerely,

Brenda Krohn, R.N., M.S.  
Deputy Executive Director

BK/fdb

cc: Cynthia Gaines, Adjudication Specialist

Specifically, you may have violated § 54.1-3007(6) of the Code and Term No. 3 of the Board's Order entered January 19, 2011, which required you to enter into and remain compliant with the terms and conditions of the Health Practitioners' Monitoring Program ("HPMP"). On July 17, 2015, you were dismissed from the HPMP for noncompliance with your Recovery Monitoring Contract in that between November 22, 2011 and May 1, 2015, you missed calling the drug screen test line ten times, and you stopped calling the test line May 19, 2015. Further, you missed testing on or about May 4, 2015, submitted a severely diluted screen February 4, 2015, had a positive Peth test for alcohol on or about February 10, 2015, and had a positive screen for oxazepam (C-IV) March 3, 2015.

After consideration of all information, the agency subordinate may:

- If the agency subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice as a nurse aide and medication aide in the Commonwealth; or
- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your certificate and registration, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the agency subordinate may refer this matter for a formal administrative proceeding pursuant to § 2.2-4020 of the Code.

#### **Board's Review of Agency Subordinate's Recommended Decision**

If you **appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a panel of the Board. The Board may accept or modify the recommendation, or reject the recommendation and move the case to formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a panel of the Board. The Board may accept or modify the recommendation, or reject the recommendation. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

You have the right to information that will be relied upon by the agency subordinate in making a decision. Therefore, I enclose a copy of the documents that will be distributed to the agency subordinate, and will be considered when discussing the allegations with you and when deliberating upon your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

To facilitate this proceeding, you should submit five copies of any documents you wish the agency subordinate to consider to the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite

300, Richmond, VA 23233, by December 23, 2015. Your documents may not be submitted by facsimile or email.

You may be represented by an attorney at the informal conference. If you obtain counsel, you should do so as soon as possible, because absent good cause to support a request for a continuance, the informal conference will be held on January 5, 2016. A request to continue this proceeding must state **in detail** the reason for the request and must establish good cause. Such request must be made, in writing, to me at the address listed on this letter and must be received by 12 noon on December 23, 2015. Only one such motion will be considered. Absent critical circumstances, such as personal or family illness, a request for a continuance after December 23, 2015, will not be considered.

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Please advise the Board, in writing, of your intention to be present. If you have any questions regarding this notice, please contact this office, at (804) 367-4614.

In the event of inclement weather, please be advised that Board of Nursing hearings will be held unless state offices are closed. Please listen to television or radio announcements to provide information about official state closings or delays. If there is a delayed opening, hearings will begin at the time of the agency opening. A recorded announcement pertaining to closings or delays will also be available by calling the main telephone number for the Department of Health Professions at (804) 367-4400.

Sincerely,



Brenda Krohn, R.N., M.S.  
Deputy Executive Director

BK/fdb  
Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Cynthia E. Gaines, Adjudication Specialist  
Meghan Wingate, Senior Investigator (Case No. 168773 and 168775)  
Agency Subordinate