

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: **MEAGAN WEIS, R.N.**
License No.: 0001-219091

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Meagan Weis, R.N., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Weis's license to practice professional nursing in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Meagan Weis, R.N., was issued License No. 0001-219091 to practice professional nursing by the Virginia Board of Nursing on June 22, 2009. Said license is set to expire on January 31, 2017. Ms. Weis's primary state of residence is Virginia.
2. During the course of her employment with Bon Secours Mary Immaculate Hospital, Newport News, Virginia ("BSMIH"), between August 2013 and December 2013, Ms. Weis diverted Dilaudid (hydromorphone, Schedule II) for her own personal and unauthorized use. Ms. Weis accomplished the diversion by signing out medication and failing to administer it, by signing out more medication than ordered and keeping the excess medication for herself instead of wasting it, and by signing out medication using the names of patients who had not yet been admitted or had previously been discharged from BSMIH. Ms. Weis's employment was subsequently terminated.
3. Ms. Weis entered into a Participation Contract with the Health Practitioners' Monitoring Program ("HPMP") on December 10, 2013, and she signed her first Recovery Monitoring Contract on January 27, 2014.

4. Ms. Weis was granted a stay of disciplinary action on May 16, 2014, in relation to the diversion of Dilaudid at BSMIH.

5. On May 1, 2014, Ms. Weis tested positive for codeine, and on July 10, 2014, she tested positive for Tramadol during random screens required by HPMP.

6. On August 7, 2014, Ms. Weis's stay of disciplinary action granted in May 2014 was vacated due to non-compliance with the HPMP's terms.

7. On November 2, 2014, Ms. Weis signed a new Recovery Monitoring Contract with the HPMP. Ms. Weis is currently in compliance with the terms of her Recovery Monitoring Contract.

CONCLUSIONS OF LAW

1. Finding of Fact No. 2 constitutes a violation of §54.1-3007(2), (5), and (6) of the Code of Virginia (1950), as amended ("Code"), and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing.

2. Finding of Fact No. 5 constitutes a violation of §54.1-3007(6) of the Code.

CONSENT

Meagan Weis, R.N., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to an informal conference;

5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;

6. She consents to the entry of the following Order affecting her right to practice professional nursing in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. The Board shall TAKE NO ACTION at this time contingent on Ms. Weis's continued compliance with the HPMP and its terms and conditions.
2. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Weis, and an administrative proceeding shall be held to decide whether her license should be revoked. Ms. Weis shall be noticed to appear before the Board at such time as the Board is notified that:
 - a. Ms. Weis is not in compliance with the terms and conditions of the HPMP, or has been terminated from participation in the HPMP;
 - b. There is a pending investigation or unresolved allegation against Ms. Weis involving a violation of law or regulation or any term or condition of this Order; or
 - c. Ms. Weis has successfully completed the above-referenced period of participation in the HPMP. However, upon receipt of evidence of Ms. Weis's participation in and compliance with the HPMP, the Board, at its discretion, may waive Ms. Weis's appearance before the Board and conduct an administrative review of this matter.
3. This Order is applicable to Ms. Weis's multistate licensure privileges, if any, to practice professional nursing. For the duration of this Order, Ms. Weis shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board

of Nursing and the Board of Nursing in the party state where Ms. Weis wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

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

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 upon request.

FOR THE BOARD

Alaina Mitchell-Sewely

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

ENTERED: February 13, 2015

SEEN AND AGREED TO:

[Signature]
Meagan Weis, R.N

COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Yorktown, TO WIT:

Subscribed and sworn to before me, Kristin L. Guhl, a Notary Public, this 5th day of February, 2015.

My commission expires 01/31/2018.

Registration Number 7605212.



Kristin L. Guhl
NOTARY PUBLIC

Certified True Copy

By [Signature]
Virginia Board of Nursing