

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE:            CHERYL SNOW, L.P.N.  
                     License No.: 0002-020947**

**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 February 10, 2014, in Henrico County, Virginia, to inquire into evidence that Cheryl Snow, L.P.N., may have violated certain laws governing nursing practice in Virginia. Ms. Snow was present and was not represented by counsel.

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

**FINDINGS OF FACT**

1. Cheryl Snow, L.P.N., was issued License No. 0002-020947 to practice practical nursing in the Commonwealth of Virginia on May 8, 1975. Said license expires on December 31, 2014. Ms. Snow’s primary state of residence is Virginia.

2. By letter dated January 14, 2014, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Snow notifying her that an informal conference would be held on February 10, 2014. The Notice was sent by certified and first class mail to 12365 Henderson Road, Clifton, Virginia 20124, the address of record on file with the Board of Nursing.

3. Between August 19, 2013, and October 8, 2013, during the course of her employment with Sentara Northern Virginia Medical Center, Woodbridge, Virginia, Ms. Snow failed to document returns and wastage of controlled substances.

4. By her own admission, Ms. Snow has been suffering from memory loss, which she blames for her failure to document wasting controlled substances. Further, Ms. Snow has been diagnosed with uncontrolled diabetes, depression and anxiety.

### CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 54.1-3007(5) of the Code.
2. Finding of Fact No. 4 constitutes a violation of § 54.1-3007(6) of the Code.

### ORDER

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

1. Cheryl Snow, L.P.N., shall be placed on INDEFINITE PROBATION for a period of not less than two years of actual nursing practice and subject to the following terms and conditions:
  - a. The period of probation shall begin on the date that this Order is entered and shall end at such time as Ms. Snow has completed two years of active employment as a licensed practical nurse. The license of Ms. Snow shall be reinstated without restriction at the completion of the probationary period without a hearing unless there is a pending investigation or unresolved allegation involving a violation of law, regulation or any term or condition of probation. In that event, the period of probation shall be continued indefinitely or until such time as the Board makes a case decision in accordance with the Administrative Process Act, § 2.2-4000 et seq. and § 54.1-2400(9) et seq. of the Code.
  - b. Ms. Snow shall inform the Board in writing within ten days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Snow shall provide the name and address of each employer to the Board.
  - c. Ms. Snow shall inform her current nursing employer and each future nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy of this Order.

If Ms. Snow is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

d. Performance Evaluations shall be provided, at the direction of Ms. Snow, by all nursing employer(s), as provided by the Compliance Division. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

e. Ms. Snow shall practice nursing only in a structured /supervised employment setting satisfactory to the Board for the first two years after being placed on probation. This employment setting shall provide on-site supervision by a professional nurse or licensed practical nurse, who works the same shift and works on the same level of the building, and holds an unrestricted license. For all current nursing employment, and before beginning or changing nursing employment during this period, Ms. Snow shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

f. Ms. Snow shall have an evaluation by a mental health specialist and a physical examination by a physician satisfactory to the Board and shall have a written report of the evaluation, including a diagnosis, a recommended course of therapy, and a prognosis sent to the Board within 45 days from the date this Order is entered. Ms. Snow shall comply with any recommendations of the specialist. If therapy is recommended, written quarterly progress reports by the therapist shall be sent to the Board by the last day of the months of March, June, September and December until Ms. Snow is discharged from therapy. Ms. Snow shall direct the therapist to notify the Board if she withdraws from the treatment program before being officially discharged by the therapist.

g. Ms. Snow shall provide all current and future treating practitioners with a complete copy of this Order and shall execute an Authorization for Disclosure of Information form providing for unrestricted

communication between the Board and any court-appointed probation or parole officers and any consultants designated by the Board.

h. Ms. Snow shall submit quarterly “Self-Reports” which include a current address, telephone number, and verification of all current employment. These reports shall also include any changes in employment status. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

i. Ms. Snow shall return all copies of her license to practice as a practical nurse to the Board office within ten days of the date of entry of this Order, along with a payment of a fee of \$15.00. Upon receipt, the Board shall issue a new license marked “Valid in Virginia Only; Probation with Terms.”

j. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Snow and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

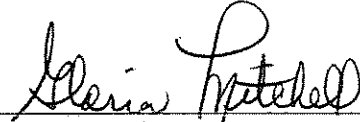
k. This Order is applicable to Ms. Snow’s multistate licensure privileges, if any, to practice practical nursing. For the duration of this Order, Ms. Snow shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

2. Ms. Snow 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.

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. Snow may, not later than 5:00 p.m., on **March 30, 2014**, 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:

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

ENTERED: February 25, 2014

This Order shall become final on **March 30, 2014**, unless a request for a formal administrative hearing is received as described above.