

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: TERRI MARIE LETCHFORD, R.N.
 License No.: 0001-209848**

CONSENT ORDER

The Virginia Board of Nursing ("The Board") and Terri Marie Letchford, R. N., as evidenced by their signatures affixed below, agree to enter into this Consent Order affecting the license of Ms. Letchford to practice nursing in the Commonwealth of Virginia.

FINDINGS OF FACT

The Board adopts the following findings of fact in this matter:

1. Terri Marie Letchford, R.N., was issued license number 0001-209848 by the Board to practice nursing in the Commonwealth of Virginia on October 18, 2007. Said license is active and will expire on September 30, 2014, unless renewed or otherwise restricted. Ms. Letchford's primary state of residence is Illinois.
2. By Order entered June 14, 2012, the Virginia Board of Nursing took no action contingent upon Ms. Letchford's compliance with her Recovering Monitoring Contract with the Health Practitioners' Monitoring Program ("HPMP") for the period specified by the contract. This action was based upon Ms. Letchford's admission that during the course of her employment with Riverside Regional Medical Center, Newport News, Virginia, from October through December 2008, she diverted morphine (Schedule II) approximately ten times for her personal and unauthorized use. On December 20, 2008, she submitted a for-cause urine drug screen. The screen was positive for morphine and her employment with Riverside Regional was terminated on December 29, 2008.

5. By Final Order effective on July 20, 2013, the State of Michigan Board of Nursing ("Michigan Board") suspended Ms. Letchford's license to practice as a registered nurse in the State of Michigan for a minimum of six months and one day. This action was based on the Virginia Board's Order entered June 14, 2012 and Ms. Letchford's failure to notify the Michigan Board of the Virginia action within 30 days of the date of the action.

4. By Order entered November 20, 2013, the Director of the Department of Health Professions mandatorily suspended Ms. Letchford's license pursuant to Section 54.1-2409 of the Code due to the action of the Michigan Board.

CONCLUSIONS OF LAW

This matter of the reinstatement of Ms. Letchford's license to practice nursing in the Commonwealth of Virginia is properly before the Board.

CONSENT

I, Terri Marie Letchford, R.N., by affixing my signature hereto, acknowledge that:

1. I have been advised specifically to seek the advice of counsel prior to signing this document;
2. I am fully aware that without my consent, no legal action can be taken against me, except pursuant to the Virginia Administrative Process Act, § 2.2-4000.A et seq. of the Code of Virginia;
3. I have the following rights, among others:
 - a. the right to an informal conference before the Board; and
 - b. the right to appear in person or by counsel, or other qualified representative before the agency.
4. I waive all rights to an informal conference;

5. I admit the truth of the above Findings of Fact; and
6. I consent to the following Order affecting my license to practice nursing in the Commonwealth of Virginia.


ORDER

WHEREFORE, based on the foregoing Findings of Fact and Conclusions of Law, and with the consent of the licensee, it is hereby ORDERED that the license of Terri Marie Letchford, R.N., to practice nursing in the Commonwealth of Virginia, be, and hereby is, REINSTATED effective November 20, 2013 pursuant to the terms and conditions placed on her as referenced in the Board's Order of June 14, 2012.

Ms. Letchford shall maintain a course of conduct in her practice of nursing commensurate with the requirements of Title 54.1, Chapter 30 of the Code and all laws of the Commonwealth.

Pursuant to Section 54.1-2400.2 of the Code, the signed original of this Consent Order shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection and copying upon request.

FOR THE BOARD:



Jane R. Ingalls, R.N., Ph. D.
President, Virginia Board of Nursing

ENTERED: November 20, 2013

SEEN AND AGREED TO:

Terri Marie Letchford
Terri Marie Letchford, R.N.

STATE OF ILLINOIS
COUNTY/CITY OF St. Clair, TO WIT:

Subscribed and sworn to before me, the undersigned Notary Public, in and for the State of Illinois, at large, this 25th day of October, 2013, by Terri Marie Letchford, R.N.



Linda E. Juenger
Notary Public

Registration Number: 635197

My commission expires: 9/24/17

Certified True Copy

By draham
Virginia Board of Nursing

VIRGINIA:

BEFORE THE DEPARTMENT OF HEALTH PROFESSIONS

IN RE: TERRI MARIE LETCHFORD, R.N.
License Nos.: 0001-209848

ORDER

In accordance with Section 54.1-2409 of the Code of Virginia (1950), as amended, ("Code"), I, Dianne L. Reynolds-Cane, M.D., Director of the Virginia Department of Health Professions, received and acted upon evidence that the State of Michigan Board of Nursing suspended the license of Terri Marie Letchford, R.N., to practice as a registered nurse in the State of Michigan by a Final Order effective July 20, 2013. A certified copy of the Final Order is attached to this Order and is marked as Commonwealth's Exhibit No. 1.

WHEREFORE, by the authority vested in the Director of the Department of Health Professions pursuant to Section 54.1-2409 of the Code, it is hereby ORDERED that the license of Terri Marie Letchford, R.N., to practice as a professional nurse in the Commonwealth of Virginia be, and hereby is, SUSPENDED.

Pursuant to Sections 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 a public record and shall be made available for public inspection and copying upon request.



Dianne L. Reynolds-Cane, M.D., Director
Department of Health Professions

ENTERED: _____

11-20-13



COMMONWEALTH of VIRGINIA

Dianne L. Reynolds-Cane, M.D.
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

CERTIFICATION OF DUPLICATE RECORDS

I, Dianne L. Reynolds-Cane, M.D., Director of the Department of Health Professions, hereby certify that the attached Final Order effective July 20, 2013, regarding Terri Marie Letchford, R.N., are true copies of the records received from the State of Michigan Board of Nursing.

Handwritten signature of Dianne L. Reynolds-Cane, M.D.

Dianne L. Reynolds-Cane, M.D.

Date: 11-20-13

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF HEALTH CARE SERVICES
BOARD OF NURSING
DISCIPLINARY SUBCOMMITTEE

In the Matter of

TERRI MARIE BAKER, R.N., L.P.N.

a/k/a Terri Letchford

License Numbers: 47-04-243882

47-03-094503

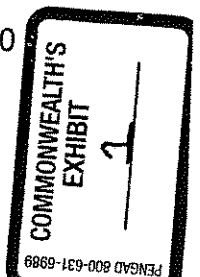
File Number: 47-12-125762

FINAL ORDER

On March 11, 2013, the Department of Licensing and Regulatory Affairs, Bureau of Health Care Services, hereafter Department, filed an Administrative Complaint, hereafter Complaint, with the Disciplinary Subcommittee of the Michigan Board of Nursing, hereafter Disciplinary Subcommittee, charging Terri Marie Baker, R.N., L.P.N., a/k/a/ Terri Letchford, hereafter Respondent, with having violated sections 16221(b)(x) and 16221(i) of the Public Health Code, 1978 PA 368, as amended; MCL 333.1101 et seq.

The Complaint notified Respondent that, pursuant to sections 16231(7) and 16231(8) of the Public Health Code, supra, Respondent's failure to respond to the Complaint within 30 days from the date of receipt would be treated as an admission of the allegations contained in the Complaint and would result in transmittal of the Complaint directly to the Disciplinary Subcommittee for imposition of an appropriate sanction.

Contrary to section 16231(7) of the Public Health Code, supra, Respondent failed to provide a written response to the allegations set forth in the Complaint within 30 days from the date of receipt.



The Disciplinary Subcommittee, having read the Complaint, considered the within matter at a regularly scheduled meeting held in Lansing, Michigan, on June 5, 2013, and imposed a sanction pursuant to section 16231(8) of the Public Health Code, supra. Now, therefore,

IT IS HEREBY ORDERED that for violating sections 16221(b)(x) and 16221(i) of the Public Health Code, supra, Respondent's license to practice as a registered nurse and license to practice as a licensed practical nurse in the state of Michigan are SUSPENDED for a minimum period of six months and one day, commencing on the effective date of this Order.

IT IS FURTHER ORDERED that reinstatement of a license which has been suspended for more than six months is not automatic and, in the event Respondent applies for reinstatement of the licenses, application for reinstatement may be made no sooner than 90 days prior to the end of the suspension period and shall be in accordance with sections 16245 and 16247 of the Public Health Code, supra. Further, in support of the application for reinstatement, Respondent shall supply clear and convincing evidence to the Michigan Board of Nursing that Respondent is of good moral character, is able to practice the profession with reasonable skill and safety, that it is in the public interest for Respondent to resume practice, and that Respondent has met the guidelines on reinstatement adopted by the Department.

STATE OF MICHIGAN - INGHAM COUNTY
We certify that the foregoing is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services


IT IS FURTHER ORDERED that in the event Respondent violates any provision of this Order, the Disciplinary Subcommittee may proceed to take disciplinary

action pursuant to 1996 AACRS, R 338.1632 and section 16221(h) of the Public Health Code, supra.

IT IS FURTHER ORDERED that this Order shall be effective 30 days from the date signed by the Disciplinary Subcommittee's Chairperson or authorized representative, as set forth below.

Dated: 6-20-13

**MICHIGAN BOARD OF NURSING
DISCIPLINARY SUBCOMMITTEE**

By 
Carole H. Engle, Director
Bureau of Health Care Services

This is the final page of a Final Order in the matter of Terri Marie Baker, R.N., L.P.N., a/k/a Terri Letchford, File Number 47-12-125762, before the Disciplinary Subcommittee of the Michigan Board of Nursing, consisting of three pages, this page included.

WH

STATE OF MICHIGAN - INGHAM COUNTY
We certify that this signature is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF HEALTH CARE SERVICES
BOARD OF NURSING
DISCIPLINARY SUBCOMMITTEE

In the Matter of

TERRI MARIE BAKER, R.N., L.P.N.
a/k/a Terri Letchford
License Numbers: 47-04-243882
47-03-094503

STATE OF MICHIGAN - INGHAM COUNTY
This court's public docketing is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services

File Number: 47-12-125762

ADMINISTRATIVE COMPLAINT

NOW COMES the Michigan Department of Licensing and Regulatory Affairs, hereafter Complainant, by Carole H. Engle, Director, Bureau of Health Care Services, and files this Complaint against Terri Marie Baker, R.N., L.P.N., a/k/a Terri Letchford, hereafter Respondent, alleging upon information and belief as follows:

1. The Michigan Board of Nursing, hereafter Board, is an administrative agency established by the Public Health Code, 1978 PA 368, as amended; MCL 333.1101 et seq. Pursuant to section 16226 of the Public Health Code, supra, the Board's Disciplinary Subcommittee is empowered to discipline licensees for violations of the Public Health Code.

2. Respondent has an expired license to practice as a registered nurse in the state of Michigan and an expired license to practice as a licensed practical nurse. Pursuant to 16201(5) of the Public Health Code, supra, expiration of licensure does not terminate a board's authority to impose sanctions on a licensee.

3. On June 14, 2012, the Virginia Board of Nursing disciplined Respondent pursuant to a Consent Order which ordered Respondent to continue to comply with the Virginia Health Practitioner's Monitoring Program for the period specified. The disciplinary action was based on Respondent's drug diversion and substance abuse issues. A copy of the Consent Order, marked Exhibit A, is attached and incorporated.

4. Respondent failed to notify Complainant of the final adverse administrative action in the state of Virginia within 30 days of the date of the action.

COUNT I

The foregoing action in the state of Virginia, as set forth in paragraph 3, constitutes a final adverse administrative action by a licensure, registration, disciplinary, or certification board involving the holder of, or an applicant for, a license or registration regulated by another state or a territory of the United States, in violation of section 16221(b)(x) of the Public Health Code, supra.

COUNT II

Respondent's conduct, as set forth in paragraph 4, evidences a failure to notify Complainant of the disciplinary action in the state of Virginia, as required by section 16222(3) of the Public Health Code, supra, in violation of section 16221(i) of the Public Health Code, supra.

STATE OF MICHIGAN - INGHAM COUNTY
We certify that the foregoing is a true copy of
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Bureau of Health Care Services

The within Complaint is based upon files and records maintained by Complainant and the attached Affidavit of Terri Schrauben.

WHEREFORE, Complainant requests that the within Complaint be served upon Respondent and that Respondent be offered an opportunity to show compliance with all lawful requirements for retention of the licenses. If compliance is not shown, Complainant further requests that formal proceedings be commenced pursuant to the Public Health Code, rules promulgated thereunder, and the Administrative Procedures Act of 1969, 1969 PA 306, as amended; MCL 24.201 et seq.

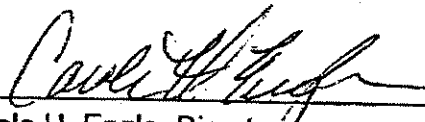
RESPONDENT IS HEREBY NOTIFIED that, pursuant to section 16231(7) of the Public Health Code, supra, Respondent has 30 days from the date of receipt of this Complaint to submit a written response to the allegations contained herein. The written response shall be submitted to Complainant, Carole H. Engle, Director, Bureau of Health Care Services, Department of Licensing and Regulatory Affairs, P.O. Box 30670, Lansing, MI 48909.

STATE OF MICHIGAN - INGHAM COUNTY
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Bureau of Health Care Services

CONTINUED ON NEXT PAGE

RESPONDENT IS FURTHER NOTIFIED that, pursuant to section 16231(8) of the Public Health Code, supra, Respondent's failure to submit a written allegations contained herein and shall result in transmittal of this Complaint directly to the Board's Disciplinary Subcommittee for imposition of an appropriate sanction.

Dated: 3-11-13


Carole H. Engle, Director
Bureau of Health Care Services

Attachments

This is the last and final page of an Administrative Complaint in the matter of Terri Marie Baker, R.N., L.P.N., a/k/a Terri Letchford, file Number 47-12-125762, before the Disciplinary Subcommittee of the Michigan Board of Nursing, consisting of four pages, this page included.

DWC

STATE OF MICHIGAN - WASHTENAW COUNTY
We certify that the foregoing is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: **TERRI LETCHFORD, R.N.**
License No.: 0001-209848

STATE OF MICHIGAN - INGHAM COUNTY
 We certify that the foregoing is a true copy of
 the original on file in the office of the
 Department of Licensing & Regulatory Affairs
 Bureau of Health Care Services

CONSENT ORDER

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

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

FINDINGS OF FACT

1. Terri Letchford, R.N., was issued License No. 0001-209848 to practice professional nursing by the Virginia Board of Nursing on October 18, 2006. Said license is set to expire on September 30, 2012. Ms. Letchford is also licensed as a professional nurse in Michigan. Illinois is her primary state of residence.
2. During the course of her employment with Riverside Regional Medical Center, Newport News, Virginia, by her own admission, approximately ten times from October through December 2008, Ms. Letchford diverted morphine (Schedule II) for her own personal and unauthorized use.
3. Ms. Letchford submitted to a for-cause urine drug screen on December 20, 2008. The screen was positive for morphine. Ms. Letchford's employment with Riverside Regional was terminated on December 29, 2008.
4. Ms. Letchford entered the Health Practitioners' Monitoring Program ("HPMP") on January 6, 2009. On October 12, 2011, Ms. Letchford's urine drug screen was positive for alcohol. Ms. Letchford admitted to this relapse to her HPMP case manager. She is currently participating in intensive outpatient therapy and is compliant with the terms of her HPMP recovery monitoring contract.

RECEIVED
OCT 20 2012

CONCLUSIONS OF LAW

STATE OF MICHIGAN - INGHAM COUNTY
DEPARTMENT OF LICENSING & REGULATORY AFFAIRS
BOARD OF NURSING

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. 4 constitutes a violation of §54.1-3007(6) of the Code.

CONSENT

STATE OF MICHIGAN - INGHAM COUNTY
We certify that the foregoing is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services

Terri Letchford, 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 upon Terri Letchford, R.N.'s continued compliance with the HPMP for the period specified by the HPMP.
2. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Terri Letchford, R.N., and an administrative proceeding shall be held to decide whether her license should be revoked. Ms. Letchford shall be noticed to appear before the Board at such time as the Board is notified that:
 - a. Ms. Letchford 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. Letchford involving a violation of law or regulation or any term or condition of this Order; or
 - c. Ms. Letchford has successfully completed the above-referenced period of participation in the HPMP. However, upon receipt of Ms. Letchford's participation in and compliance with the HPMP, the Board, at its discretion, may waive Ms. Letchford's appearance before the Board and conduct an administrative review of this matter.
3. This Order is applicable to Ms. Letchford's multistate licensure privileges, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Letchford 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.
4. Ms. Letchford 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

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

ENTERED: June 14th, 2012

SEEN AND AGREED TO:

Terri Letchford
Terri Letchford, R.N.

STATE OF MICHIGAN - INGHAM COUNTY
We certify that the foregoing is a true copy of
the original on file in the office of the
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Bureau of Health Care Services

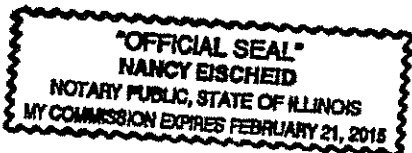
COMMONWEALTH OF ~~VIRGINIA~~ ILLINOIS
COUNTY/CITY OF St Clair, TO WIT:

Subscribed and sworn to before me, Nancy Eischeid, a Notary Public, this 29th day of May, 2012.

My commission expires 2-21-2015

Registration Number 574095

Nancy Eischeid
NOTARY PUBLIC



Certified True Copy

By Gregory 9-28-12
Virginia Board of Nursing

STATE OF MICHIGAN
DEPARTMENT OF LICENSING & REGULATORY AFFAIRS
BUREAU OF HEALTH CARE SERVICES
BOARD OF NURSING
DISCIPLINARY SUBCOMMITTEE

In the Matter of

TERRI MARIE BAKER, R.N., L.P.N.
License Numbers: 47-04-243882
47-03-094503

File Number: 47-12-125762

STATE OF MICHIGAN)
) ss
COUNTY OF INGHAM)

STATE OF MICHIGAN - INGHAM COUNTY
We certify that the foregoing is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services.

AFFIDAVIT OF TERRI SCHRAUBEN

NOW COMES Terri Schrauben, hereafter Affiant, who, after first being
duly sworn and upon oath, states on information and belief as follows:

Affiant is a Departmental Analyst in the Enforcement Section, Bureau of
Health Care Services, Department of Licensing & Regulatory Affairs, hereafter
Department, and in this capacity is responsible for obtaining certified copies of records
of final adverse administrative actions taken by other states against health professionals
licensed to practice a health profession in the state of Michigan.


On October 9, 2012, Affiant received certified records of final adverse
administrative action indicating that Terri Marie Baker, R.N., L.P.N., hereafter
Respondent, had been disciplined in the state of Virginia pursuant to a Consent Order,
dated on June 14, 2012.

Upon checking the Department's records relative to Michigan licensure, Affiant learned that Respondent holds a lapsed license to practice as a Registered Nurse and holds a lapsed license to practice as a Practical Nurse in the state of Michigan.

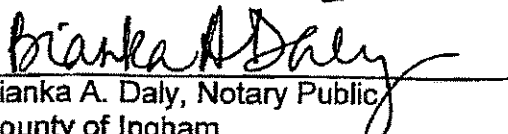
Affiant has not been notified by Respondent of the June 14, 2012, disciplinary action in the state of Virginia, within 30 days of the date of the action.

Further Affiant saith not.

STATE OF MICHIGAN - INGHAM COUNTY
We certify that this is a true copy of
the original on file in the office of the
Department of Licensing & Regulatory Affairs
Bureau of Health Care Services


Terri Schrauben

Subscribed and sworn to before me
this 14 day of February, 2013


Bianka A. Daly, Notary Public
County of Ingham
My commission expires July 8, 2014.

BIANKA A. DALY
NOTARY PUBLIC-STATE OF MICHIGAN
COUNTY OF INGHAM
My Commission Expires July 8, 2014

This is the last and final page of an Affidavit of Terri Schrauben in the matter of Terri Marie Baker, R.N., L.P.N., File Number 47-12-125762, before the Disciplinary Subcommittee of the Michigan Board of Nursing, consisting of two pages, this page included.