



0001-194774

COMMONWEALTH of VIRGINIA

Department of Health Professions
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Robert A. Nebiker
Director

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

Board of Nursing (804) 662-9909
Nurse Aide Registry (804) 662-7310
FAX (804) 662-9512

August 14, 2006

CERTIFIED MAIL
71603901984887269679

Crystal Nadder, L.P.N., R.N.
19401 Turkey Road
Rockville, Virginia 23146

Dear Ms. Nadder:

Enclosed is a certified true copy of the Order entered by the Virginia Board of Nursing which Takes No Action against your practical nursing license contingent upon compliance with certain terms and conditions.

Please return both the large and small sections of your license to the Board office within ten (10) days of receipt of this letter. Upon receipt of your old license and the expiration of the thirty-three (33) day wait period, the Board will issue you a license marked, "**VALID IN VIRGINIA ONLY**". Any request for out of state employment must be made in writing and approved by the Health Practitioners Intervention Program, the Executive Director of the Virginia Board of Nursing and the Board of Nursing in the party state you wish to practice.

This Order will be forwarded to Ann Tiller, Compliance Manager for the Department of Health Professions. Ms. Tiller will assign you a Case Manager to monitor your compliance with the terms of the Order on behalf of the Board. Please direct all questions, documents, and correspondence related to your compliance with your Order to your assigned Case Manager at (804) 662-9510 or in care of the Compliance Unit, Department of Health Professions, 6603 West Broad Street, 5th Floor, Richmond, Virginia 23230-1712.

Should you have any questions please contact this office at (804) 662-9909.

Sincerely,

Gloria D. Mitchell, R.N., M.S.N., M.B.A.
Deputy Executive Director, Discipline

Enclosure

cc: Robert A. Nebiker, Director, Department of Health Professions
Anne G. Joseph, Deputy Director, Administrative Proceedings Division
Martha W. Miller, L.P.N., Senior Investigator (Case No. 102761)
Ann L. Tiller, Compliance Manager
Peggy W. Wood, Intervention Program Manager
Peter Oppner, Adjudication Specialist

Board of Audiology & Speech - Language Pathology - Board of Counseling - Board of Dentistry - Board of Funeral Directors & Embalmers
Board of Long Term Care Administrators - Board of Medicine - Board of Nursing - Board of Optometry - Board of Pharmacy
Board of Physical Therapy - Board of Psychology - Board of Social Work - Board of Veterinary Medicine
Board of Health Professions

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: CRYSTAL NADDER, L.P.N., R.N.

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 Board of Nursing met on August 8, 2006, in Henrico County, Virginia, to receive and act upon evidence that Crystal Nadder, L.P.N., R.N., may have violated certain laws and regulations governing the practice of nursing in Virginia. Ms. Nadder was present and was not represented by counsel. Upon consideration of the evidence presented, the Committee adopted the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT AND CONCLUSIONS OF LAW

1. Crystal Nadder, L.P.N., R.N., holds License Nos. 0002-067182 and 0001-194174 issued by the Virginia Board of Nursing.
2. On or about May 19, 2003, the Board received Ms. Nadder's application for licensure by examination as a practical nurse in the Commonwealth of Virginia. She was subsequently issued said license by the Board on or about September 25, 2003. Ms. Nadder violated § 54.1-3007(6) of the Code, in that, on or about November 3, 2003, she entered into a Recovery Monitoring Contract with the Health Practitioners' Intervention Program ("HPIP"), pursuant to Chapter 25.1 of Title 54.1 of the Code, and 18 VAC 76-10-10 et. seq. of the Regulations Governing the HPIP. The HPIP Committee met on April 15, 2005, and, after hearing a report that she was not in compliance with the terms of her contract, voted to vacate the stay of disciplinary action granted to her in August 2004.

3. Ms. Nadder violated § 54.1-3007(2) and (6) of the Code, and 18 VAC 90-20-300(A)(2)(c) of the Board of Nursing Regulations, in that, by her own admission, on or about July 15, 2003, she reported to the emergency department at Chippenham Johnston Willis Medical Center, Richmond, Virginia, seeking treatment for a substance abuse problem. During her visit there, she was found to be in possession of 173 tablets of Fioricet (butalbital and acetaminophen), a Schedule VI controlled substance. When questioned, Ms. Nadder admitted that she had diverted said tablets from the pharmacy of Henrico Doctors' Hospital – Forest Hill Campus, Richmond, Virginia, where she was employed as a pharmacy technician, on approximately four occasions between January and July 2003, for her own personal and unauthorized use.

4. Ms. Nadder's sobriety date is March 5, 2005.

5. Linda Kleiner, HPIP case manager, testified that Ms. Nadder is currently in compliance with her HPIP Recovery Monitoring contract and has signed a new Recovery Monitoring contract that will extend through 2009. A copy of this signed contract was provided to the Committee.

6. The Committee concludes that Crystal Nadder, L.P.N., R.N., is properly enrolled in the HPIP.

ORDER

On the basis of the foregoing, the Committee, effective upon entry of this Order, hereby ORDERS that it shall TAKE NO ACTION at this time contingent expressly upon Crystal Nadder's continued compliance with the following terms and conditions:

1. Ms. Nadder shall comply with all terms and conditions of the Contract with the HPIP for the period specified in the Contract.
2. Any violation of the terms and conditions stated in this Order shall be reason for revoking

the licenses of Ms. Nadder, and an administrative proceeding shall be held to decide whether her licenses shall be revoked. Ms. Nadder shall be noticed to appear before a Committee at such time as the Board is notified that:

- a) Ms. Nadder is not in compliance with the terms and conditions of the HPIP, or has been terminated from participation in the HPIP, or
- b) There is a pending investigation or unresolved allegations against Ms. Nadder involving a violation of law, regulation or any term of probation this order, or
- c) Ms. Nadder has successfully completed the above-referenced period of participation in the HPIP. However, upon receipt of evidence of Ms. Nadder's participation in and compliance with the HPIP, the Committee, at its discretion, may waive Ms. Nadder's appearance before the Committee, and conduct an administrative review of this matter.

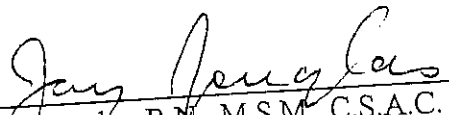
This Order shall be applicable to Ms. Nadder's Multistate licensure privileges, if any, to practice practical nursing in the Commonwealth of Virginia. It is further ordered that for the duration of this Order, Ms. Nadder may not work outside the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where the respondent wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

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.

If Ms. Nadder does not consent to the Committee's decision and desires a hearing before the

If Ms. Nadder does not consent to the Committee's decision and desires a hearing before the Board or a panel thereof, she shall notify, in writing, Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 6603 W. Broad Street, Fifth Floor, Richmond, Virginia 23230-1717 within thirty-three days from the date of entry of this Order. This Order shall become final upon the expiration of the thirty-three day period unless a written request for a formal hearing is received within such time. Upon receiving timely request for a hearing, the Board or panel thereof shall then proceed with a hearing as provided in §§ 2.2-4020 and 2.2-4021 of the Code.

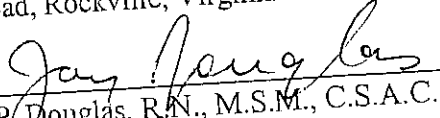
FOR THE BOARD


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

August 14th, 2006
ENTERED

Certificate of Service

I hereby certify that a certified true copy of the foregoing Order was mailed on this day to Crystal Nadder, L.P.N., R.N., at 19401 Turkey Road, Rockville, Virginia 23146.


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

August 14th, 2006
Date