

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF  
DISCIPLINARY PROCEEDINGS AGAINST

PEGGY L. GRAMBSCH, R.N.  
RESPONDENT.

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FINAL DECISION AND ORDER

**ORDER 0001322**

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Division of Enforcement Case No. 10NUR034

The parties to this action for the purposes of Wis. Stat. § 227.53 are:

Peggy L. Grambsch, R.N.  
P.O. Box 380  
Poy Sippi, WI 54967

Division of Enforcement  
Department of Safety and Professional Services  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

Board of Nursing  
Department of Safety and Professional Services  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final decision of this matter, subject to the approval of the Board of Nursing. The Board has reviewed the attached Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following:

FINDINGS OF FACT

1. Peggy L. Grambsch, R.N. ("Respondent"), date of birth July 30, 1962, is licensed as a professional nurse by the Wisconsin Board of Nursing pursuant to license no. 110734-30. This license was first granted on September 11, 1992.

2. Respondent's most recent address on file with the Wisconsin Board of Nursing is P.O. Box 380, Poy Sippi, Wisconsin, 54967.

3. At all times relevant to this matter, Respondent was the Organ Procurement Organization (OPO) coordinator at ThedaClark Regional Medical Center in Neenah, Wisconsin.

4. In her role as coordinator, Respondent had exclusive control of the credit card attached to the OPO account, which was established to provide awareness, family support, events, and education in the community. The account was also used to receive deposits for expenses and wages during procurement.

5. In June 2009, upon discovering that Respondent was using the account to purchase questionable items, Respondent's supervisor began reviewing the OPO account records. The review revealed the following:

- (a) Respondent was using the OPO credit card to make several unauthorized purchases. These purchases included a cruise for Respondent and her husband, an all-expense paid business trip to New York with her husband, and numerous personal items.
- (b) Respondent failed to deposit a \$779.28 refund check sent from the state OPO. When asked about this allegation, Respondent claimed that because the check was made out to her, she cashed it and deposited a personal check into the OPO account. However, a police investigation revealed that the bank account used to write the personal check had been dormant for several months, including the date written on the check.
- (c) From May 2007 through June 2009, Respondent used 272 hours of personal and vacation time that she did not report to the Payroll Department or deduct from her paid time off (PTO) balance, resulting in \$10,306.08 of time theft. Respondent was given a check for her entire PTO balance upon separation from the company, as the time theft was not immediately discovered.

6. Respondent was terminated from her position at ThedaClark on June 22, 2009 for questionable expenditures, notable misuse of the company credit card account in excess of \$30,000, and for failure to cooperate with an internal investigation.

#### CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction to act in this matter, pursuant to Wis. Stat. § 441.07, and is authorized to enter into the attached Stipulation and Order, pursuant to Wis. Stat. § 227.44(5).

2. The conduct described in paragraph(s) 4-6 above constitutes a violation of Wisconsin Administrative Code § N 7.04(13) and subjects Respondent to discipline pursuant to Wis. Stat. § 441.07(1)(d).

#### ORDER

IT IS ORDERED that:

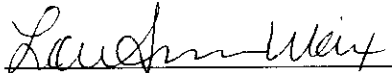
1. The attached Stipulation is accepted.
2. The license of Peggy Grambsch, R.N. to practice nursing in the state of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are SUSPENDED for six (6) months.
3. The license of Peggy Grambsch, R.N. to practice nursing in the state of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are LIMITED as follows:
  - (a.) Respondent shall complete, at her own expense, seven (7) hours of pre-approved continuing education on the topic of Nursing Ethics within 90 days of the date of this Order.
  - (b.) Respondent is responsible for finding appropriate course(s) and submitting the course information to the Board for approval prior to taking the course and in sufficient time to obtain board approval within the 90-day period, taking into account the Board's meeting schedule.
  - (c.) Respondent shall provide proof of completion of the continuing education to the Department Monitor.
4. Pursuant to Uniform Nurse Licensure Compact regulations, Respondent's nursing practice is limited to Wisconsin during the pendency of this limitation. This requirement may be waived only upon the prior written authorization of both the Wisconsin Board of Nursing and the regulatory board in the state in which Respondent proposes to practice.
5. Respondent shall, within 120 days of the date of this Order, pay to the Department of Safety and Professional Services costs of this proceeding in the amount of seven hundred and fifty dollars (\$750.00), pursuant to Wis. Stat. § 440.22(2).
6. All petitions, payments, reports and other correspondence shall be directed to the Department Monitor, as follows:

Department Monitor  
Department of Safety and Professional Services  
Division of Enforcement  
1400 East Washington Avenue  
P.O. Box 8935  
Madison, WI 53708-8935  
Fax (608) 266-2264  
Telephone (608) 267-3817
7. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order. In the event that Respondent fails to timely submit payment of the costs as ordered or

fails to comply with the ordered continuing education as set forth above, Respondent's license (no. 110734-30) may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with the terms of this Order.

8. This Order is effective on the date of its signing.

Wisconsin Board of Nursing

By:   
A Member of the Board

1/26/12  
Date

10NUR034/Grambsch/Koplien/AH