

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

DEBRA K. ISAAK, R.N.,
RESPONDENT.

:
:
: FINAL DECISION AND ORDER
:
:
: **0002870**

Division of Legal Services and Compliance¹ Case No. 13 NUR 468

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

Debra K. Isaak, R.N.
217 Griggs Street N
St. Paul, MN 55104-6445

Wisconsin Board of Nursing
P.O. Box 8935
Madison, WI 53708-8935

Division of Legal Services and Compliance
Department of Safety and Professional Services
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 disposition of this matter, subject to the approval of the Wisconsin Board of Nursing (Board). The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

1. Respondent Debra K. Isaak, R.N., (dob November 11, 1963) is licensed in the State of Wisconsin as a professional nurse, having license number 157963-30, first issued on March 1, 2007 and current through February 28, 2014. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 217 Griggs Street N, St. Paul, Minnesota 55104-6445.

¹ The Division of Legal Services and Compliance was formerly known as the Division of Enforcement.

2. On August 1, 2013, the Minnesota Board of Nursing ("Minnesota Board") issued a Stipulation and Consent Order ("2013 Consent Order") imposing discipline against Respondent's Minnesota license to practice professional nursing. Respondent had signed a Participation Agreement with the Health Professionals Services Program ("HPSP") on December 3, 2010 which required her to abstain from using alcohol and nonprescribed controlled substances. Respondent violated the terms of that agreement in 2011 and 2012 by admitted alcohol consumption and improper use of her prescribed medications. In April and August of 2012, Respondent appeared disoriented and disheveled at work which she admitted was due to using her prescribed Seroquel® in greater quantities than prescribed. Respondent also admitted to a relapse with alcohol in 2012 and was subsequently diagnosed with alcohol abuse and opioid dependence.

3. In the 2013 Consent Order, the Minnesota Board ordered that Respondent's Minnesota license to practice professional nursing be suspended. It further ordered that Respondent may petition the Minnesota Board for removal of the suspension upon demonstrating that she is capable of conducting herself in a fit and competent manner in the practice of professional nursing, is successfully participating in a program of chemical dependency rehabilitation, and has been sober and free from mood-altering chemicals during the 24 months immediately preceding her petition. In addition, as proof of compliance, Respondent shall submit the following in support of her petition:

a. Reports from two adult persons, at least one of whom is not related to Respondent, who can attest to Respondent's sobriety and shall address Respondent's active participation in a chemical dependency rehabilitation program and Respondent's sobriety, including the date she last used mood-altering chemicals, including alcohol;

b. A report from Respondent's employer which shall address Respondent's attendance and reliability, ability to carry out assigned functions, ability to handle stress and sobriety;

c. A report from Respondent which shall address Respondent's sobriety (including date of last use of mood-altering chemicals and alcohol), Respondent's treatment and weekly participation in a chemical dependency support group such as Alcoholics Anonymous during the 24 months preceding the petition to include attendance sheets, Respondent's ability to handle stress, Respondent employment, Respondent's future plans for nursing and the steps she has taken to prepare herself to return to nursing practice; evidence Respondent has maintained the knowledge, skills, and ability to practice professional nursing safely, and any other information Respondent believes would assist the Board in review of the matter;

d. A report from any and all physicians and dentists and any other health professional who has prescribed mood-altering chemicals to Respondent during the 24 months preceding her petition (which shall include name, dosage, frequency and purpose of the mood-altering chemicals with confirmation that the

prescribing health professional has been informed of Respondent's chemical dependency history);

e. A report from any mental health treatment professional whom Respondent consults which shall address verification the professional has reviewed the 2013 Consent Order, identification of a plan of treatment and any medication for Respondent, a statement of the involvement between Respondent and the mental health treatment professional, Respondent's progress with therapy and compliance with the treatment plan, and the mental health treatment professional's conclusion as to the need for continuing therapy and Respondent's discontinuance of therapy;

f. A report from an health care professional whom Respondent consults for physical health, mental health, or chemical dependency treatment which shall provide or address that the health care provider has reviewed the 2013 Consent Order, identify diagnoses and any plans of treatment, Respondent's progress with therapy and compliance with the treatment plan, a statement regarding Respondent's mental health status and sobriety, and recommendation for additional treatment, therapy or monitoring;

g. A report from any pain management specialist Respondent consults with while the 2013 Consent Order is in effect. During the petition process, the Board may direct Respondent to obtain a pain management evaluation. The evaluator must be preapproved by the Board. The evaluation must include diagnoses and recommended treatment plan, recommended medication plan, and any further evaluations or treatment recommended by the evaluator.

h. A report from her probation officer if Respondent is on probation for any criminal charge or conviction at any time while the 2013 Consent Order is in effect.

i. Respondent shall undergo a chemical dependency evaluation performed by a chemical dependency treatment professional, if directed to do so by Board staff;

j. Respondent shall comply with any recommendations for additional evaluation and treatment made by the chemical dependency evaluator;

k. Respondent shall undergo a mental health evaluation performed by a psychiatrist or a licensed psychologist, if directed to do so by Board staff;

l. Respondent shall comply with any recommendations for additional evaluation and treatment made by the mental health evaluator;

m. Respondent shall submit to laboratory hair, blood, and urine screenings to determine the presence or absence of alcohol or drugs, as directed by the Minnesota Board; and

n. Respondent shall complete and sign health records waivers and chemical dependency waivers to allow representatives of the Board to discuss Respondent's case with and to obtain written evaluations and reports and copies of all Respondent's health, mental health, and chemical dependency records from her physician, therapist, chemical dependency counselor or others from whom Respondent has sought or obtained support or assistance.

4. In resolution of this matter, Respondent consents to the entry of the following Conclusions of Law and Order.

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 pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Respondent violated Wis. Admin. Code chap. 7.04(7) by having her license disciplined in another jurisdiction.

3. By the conduct described in the Findings of Fact, Respondent violated Wis. Admin. Code chap. 7.03(2) by using Seroquel® at her place of employment to an extent that such use impaired her ability to safely or reliably practice.

4. As a result of the above violations, Respondent is subject to discipline pursuant to Wis. Stat. § 441.07(1)(b), (c) and (d).

ORDER

1. The attached Stipulation is accepted.

2. The license of Debra K. Isaak, R.N., (license number 157963-30), to practice nursing in the state of Wisconsin, and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are **SUSPENDED** for an indefinite period from the date of this Order.

a. The suspension may be stayed upon Respondent providing proof, which is determined by the Board or its designee to be sufficient, that the suspension of Respondent's license to practice nursing in Minnesota has been stayed or lifted.

b. The Board or its designee may, without hearing, remove the stay upon receipt of information that Respondent is in violation of the HPSP Participation Agreement or the 2013 Consent Order.

c. Upon Respondent providing proof, deemed sufficient by the Board or its designee, that she has successfully complied with and completed all terms of the 2013 Consent Order, and has been granted a full, unrestricted license in Minnesota, the Board may grant a petition for the return of full, unrestricted licensure in Wisconsin.

3. In the event Respondent decides to practice nursing, or reside, in Wisconsin and her license is still suspended in Wisconsin pursuant to paragraph 2, she shall notify the Board or its designee of her intentions and practice address at least ninety (90) days prior to her arrival. Upon Respondent's arrival in Wisconsin, her license shall be SUSPENDED and LIMITED as described below.

SUSPENSION

- A.1. The license of Debra K. Isaak, R.N., (license number 157963-30), to practice as a nurse in the State of Wisconsin is SUSPENDED for an indefinite period.
- A.2. The privilege of Debra K. Isaak, R.N., to practice as a nurse in the State of Wisconsin under the authority of another state's license pursuant to the Nurse Licensure Compact is also SUSPENDED for an indefinite period.
- A.3. During the pendency of this Order and any subsequent related orders, Respondent may not practice in another state pursuant to the Nurse Licensure Compact under the authority of a Wisconsin license, unless Respondent receives prior written authorization to do so from both the Wisconsin Board of Nursing and the regulatory board in the other state.
- A.4. Respondent shall mail or physically deliver all indicia of Wisconsin nursing licensure to the Department Monitor within 14 days of the effective date of this order. Limited credentials can be printed from the Department of Safety and Professional Services website at <http://dsps.wi.gov/index.htm>.
- A.5. Upon a showing by Respondent of continuous, successful compliance for a period of at least five (5) years with the terms of this Order (with credit for continuous compliance with the requirements in Minnesota verified directly by the HPSP and the Minnesota Board, and deemed sufficient by this Board or its designee), including at least 600 hours of active nursing for every year the suspension is stayed, the Board may grant a petition by the Respondent under paragraph D.6. for return of full Wisconsin licensure. The Board may, on its own motion or at the request of the Department Monitor, grant full Wisconsin licensure at any time.

STAY OF SUSPENSION

- B.1. If the suspension of Respondent's Wisconsin nursing license has been stayed pursuant to paragraph 2a at the time of her arrival in Wisconsin and she has demonstrated compliance with Sections C and D of this Order, the suspension shall remain stayed. If she does not already have a stay of suspension upon her arrival, the suspension shall not be stayed for the first three (3) months. Any time after 3 months the suspension may be stayed upon Respondent providing proof, which is determined by the Board or its designee to be sufficient, that Respondent has been in compliance with the provisions of Sections C and D of this Order for the most recent three (3) consecutive months.
- B.2. The Board or its designee may, without hearing, remove the stay upon receipt of information that Respondent is in substantial or repeated violation of any provision of Sections C or D of this Order. A substantial violation includes, but is not limited to, a positive drug or alcohol screen. A repeated violation is defined as the multiple violation of the same provision or violation of more than one provision. The Board may, in conjunction with any removal of any stay, prohibit the Respondent for a specified period of time from seeking a reinstatement of the stay under paragraph B.4.
- B.3. This suspension becomes reinstated immediately upon notice of the removal of the stay being provided to Respondent either by:
 - (a) Mailing to Respondent's last-known address provided to the Department of Safety and Professional Services pursuant to Wis. Stat. § 440.11; or
 - (b) Actual notice to Respondent or Respondent's attorney.
- B.4. The Board or its designee may reinstate the stay, if provided with sufficient information that Respondent is in compliance with the Order and that it is appropriate for the stay to be reinstated. Whether to reinstate the stay shall be wholly in the discretion of the Board or its designee.
- B.5. If Respondent requests a hearing on the removal of the stay, a hearing shall be held using the procedures set forth in Wis. Admin. Code ch. SPS 2. The hearing shall be held in a timely manner with the evidentiary portion of the hearing being completed within 60 days of receipt of Respondent's request, unless waived by Respondent. Requesting a hearing does not stay the suspension during the pendency of the hearing process.

CONDITIONS AND LIMITATIONS

Treatment Required

- C.1. Respondent shall enter into, and shall continue, drug and alcohol treatment with a treater acceptable to the Board or its designee ("Treater"). Respondent shall participate in, cooperate with, and follow all treatment recommended by Treater.

- C.2. Respondent shall immediately provide Treater with a copy of this Final Decision and Order and all other subsequent orders.
- C.3. Treater shall be responsible for coordinating Respondent's rehabilitation and treatment as required under the terms of this Order, and shall immediately report any relapse, violation of any of the terms and conditions of this Order, and any suspected unprofessional conduct, to the Department Monitor (See D.1., below). If Treater is unable or unwilling to serve as required by this Order, Respondent shall immediately seek approval of a successor Treater by the Board or its designee.
- C.4. The rehabilitation program shall include individual and/or group therapy sessions at a frequency to be determined by Treater. Therapy may end only with the approval of the Board or its designee, after receiving a petition for modification as required by D.5., below.
- C.5. Treater shall submit formal written reports to the Department Monitor on a quarterly basis, as directed by the Department Monitor. These reports shall assess Respondent's progress in drug and alcohol treatment. Treater shall report immediately to the Department Monitor any violation or suspected violation of this Order.

Releases

- C.6. Respondent shall provide and keep on file with Treater, all treatment facilities and personnel, laboratories and collections sites current releases complying with state and federal laws. The releases shall allow the Board, its designee, and any employee of the Department of Safety and Professional Services, Division of Legal Services and Compliance to: (a) obtain all specimen screen results and patient health care and treatment records and reports, and (b) discuss the progress of Respondent's treatment and rehabilitation with Treater and treatment facilities and personnel, laboratories and collection sites. Copies of these releases shall immediately be filed with the Department Monitor.

AA/NA Meetings

- C.7. Respondent shall attend Narcotics Anonymous and/or Alcoholics Anonymous meetings or an equivalent program for recovering professionals, at the frequency recommended by Treater, but no less than twice per week. Attendance of Respondent at such meetings shall be verified and reported quarterly to Treater and the Department Monitor.

Sobriety

- C.8. Respondent shall abstain from all personal use of alcohol.

- C.9. Respondent shall abstain from all personal use of controlled substances as defined in Wis. Stat. § 961.01(4), except when prescribed, dispensed or administered by a practitioner for a legitimate medical condition. Respondent shall disclose Respondent's drug and alcohol history and the existence and nature of this Order to the practitioner prior to the practitioner ordering the controlled substance. Respondent shall at the time the controlled substance is ordered immediately sign a release in compliance with state and federal laws authorizing the practitioner to discuss Respondent's treatment with, and provide copies of treatment records to, Treater and the Board or its designee. Copies of these releases shall immediately be filed with the Department Monitor.
- C.10. Respondent shall abstain from all use of over-the-counter medications or other substances (including but not limited to natural substances such as poppy seeds) which may mask consumption of controlled substances or of alcohol, create false positive screening results, or interfere with Respondent's treatment and rehabilitation. It is Respondent's responsibility to educate himself or herself about the medications and substances which may violate this paragraph, and to avoid those medications and substances.
- C.11. Respondent shall report to Treater and the Department Monitor all prescription medications and drugs taken by Respondent. Reports must be received within 24 hours of ingestion or administration of the medication or drug, and shall identify the person or persons who prescribed, dispensed, administered or ordered said medications or drugs. Each time the prescription is filled or refilled, Respondent shall immediately arrange for the prescriber or pharmacy to fax and mail copies of all prescriptions to the Department Monitor.
- C.12. Respondent shall provide the Department Monitor with a list of over-the-counter medications and drugs that they may take from time to time. Over-the-counter medications and drugs that mask the consumption of controlled substances or of alcohol, create false positive screening results, or interfere with Respondent's treatment and rehabilitation, shall not be taken unless ordered by a physician and approved by Treater, in which case the drug must be reported as described in paragraph C.11.

Drug and Alcohol Screens

- C.13. Respondent shall enroll and begin participation in a drug and alcohol monitoring program which is approved by the Department (Approved Program).
- C.14. At the time Respondent enrolls in the Approved Program, Respondent shall review all of the rules and procedures made available by the Approved Program. Failure to comply with all requirements for participation in drug and alcohol monitoring established by the Approved Program is a substantial violation of this Order. The requirements shall include:

- (a) Contact with the Approved Program as directed on a daily basis, including vacations, weekends and holidays.
 - (b) Production of a urine, blood, sweat, fingernail, hair, saliva or other specimen at a collection site designated by the Approved Program within five (5) hours of notification of a test.
- C.15. The Approved Program shall require the testing of specimens at a frequency of not less than 49 times per year, for the first year of Respondent's return to Wisconsin. After the first year, Respondent may petition the Board on an annual basis for a modification of the frequency of tests. The board may adjust the frequency of testing on its own initiative at any time.
- C.16. If any urine, blood, sweat, fingernail, hair, saliva or other specimen is positive or suspected positive for any controlled substances or alcohol, Respondent shall promptly submit to additional tests or examinations as the Board or its designee shall determine to be appropriate to clarify or confirm the positive or suspected positive test results.
- C.17. In addition to any requirement of the Approved Program, the Board or its designee may require Respondent to do any or all of the following: (a) submit additional specimens; (b) furnish any specimen in a directly witnessed manner; or (c) submit specimens on a more frequent basis.
- C.18. All confirmed positive test results shall be presumed to be valid. Respondent must prove by a preponderance of the evidence an error in collection, testing, fault in the chain of custody or other valid defense.
- C.19. The Approved Program shall submit information and reports to the Department Monitor as directed.

Practice Limitations

- C.20. Respondent shall not work as a nurse or other health care provider in a setting in which Respondent has access to controlled substances.
- C.21. Respondent shall practice only under the direct supervision of a licensed nurse or other licensed health care professional approved by the Board or its designee.
- C.22. Respondent shall practice only in a work setting pre-approved by the Board or its designee.
- C.23. Respondent may not work in a home health care, hospice, pool nursing, assisted living, or agency setting.

- C.24. Respondent shall provide a copy of this Final Decision and Order and all other subsequent orders immediately to supervisory personnel at all settings where Respondent works as a nurse or care giver or provides health care, currently or in the future.
- C.25. It is Respondent's responsibility to arrange for written reports from supervisors to be provided to the Department Monitor on a quarterly basis, as directed by the Department Monitor. These reports shall assess Respondent's work performance, and shall include the number of hours of active nursing practice worked during that quarter. If a report indicates poor performance, the Board may institute appropriate corrective limitations, or may revoke a stay of the suspension, in its discretion.
- C.26. Respondent shall report to the Board any change of employment status, residence, address or telephone number within five (5) days of the date of a change.

MISCELLANEOUS
Department Monitor

- D.1. Any requests, petitions, reports and other information required by this Order shall be mailed, e-mailed, faxed or delivered to:

Department Monitor
Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 8935, Madison, WI 53708-8935
Telephone (608) 267-3817; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov

Required Reporting by Respondent

- D.2. Respondent is responsible for compliance with all of the terms and conditions of this Order, including the timely submission of reports by others. Respondent shall promptly notify the Department Monitor of any failures of the Treater, treatment facility, Approved Program or collection sites to conform to the terms and conditions of this Order. Respondent shall promptly notify the Department Monitor of any violations of any of the terms and conditions of this Order by Respondent.
- D.3. Every three (3) months the Respondent shall notify the Department Monitor of the Respondent's compliance with the terms and conditions of the Order, and shall provide the Department Monitor with a current address and home telephone number.

Change of Treater or Approved Program by Board

- D.4. If the Board or its designee determines the Treater or Approved Program has performed inadequately or has failed to satisfy the terms and conditions of this Order, the Board or its designee may direct that Respondent continue treatment and rehabilitation under the direction of another Treater or Approved Program.

Petitions for Modification of Limitations or Termination of Order

- D.5. Respondent may petition the Board on an annual basis for modification of the terms of this Order, however no such petition for modification shall occur earlier than one year from the date of the initial stay of the suspension. Any petition for modification shall be accompanied by a written recommendation from Respondent's Treater expressly supporting the specific modifications sought. Denial of a petition in whole or in part shall not be considered a denial of a license within the meaning of Wis. Stat. § 227.01(3)(a), and Respondent shall not have a right to any further hearings or proceedings on the denial.
- D.6. Respondent may petition the Board for termination of this Order anytime after five years from the date of the initial stay of the suspension. However, no petition for termination shall be considered without a showing of continuous, successful compliance with the terms of the Order, for at least five years.

Costs of Compliance

- D.7. Respondent shall be responsible for all costs and expenses incurred in conjunction with the monitoring, screening, supervision and any other expenses associated with compliance with the terms of this Order. Being dropped from a program for non-payment is a violation of this Order.

Costs of Proceeding

- D.8. Respondent shall pay costs of \$250.00 to the Department of Safety and Professional Services, within 120 days of this Order. Payment should be directed to the attention of the Department Monitor at the address in paragraph D.1., above. In the event Respondent fails to timely submit any payment of costs, the Respondent's license (#157963-30) 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.

Additional Discipline

- D.9. In addition to any other action authorized by this Order or law, violation of any term of this Order may be the basis for a separate disciplinary action pursuant to Wis. Stat. § 441.07.

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

Dated at Madison, Wisconsin this 19th day of December, 2013

WISCONSIN BOARD OF NURSING

By: Julia Nelson, RN
A Member of the Board

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

DEBRA K. ISAAK, R.N.,
RESPONDENT.

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:

STIPULATION

0002870

Division of Legal Services and Compliance¹ Case No. 13 NUR 468

Respondent Debra K. Isaak, R.N., and the Division of Legal Services and Compliance,
Department of Safety and Professional Services stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Division of Legal Services and Compliance. Respondent consents to the resolution of this investigation by Stipulation.
2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:
 - the right to a hearing on the allegations against Respondent, at which time the State has the burden of proving those allegations by a preponderance of the evidence;
 - the right to confront and cross-examine the witnesses against Respondent;
 - the right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
 - the right to testify on Respondent's own behalf;
 - the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
 - the right to petition for rehearing; and
 - all other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.
3. Respondent is aware of Respondent's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.
4. Respondent agrees to the adoption of the attached Final Decision and Order by the Wisconsin Board of Nursing (Board). The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order, if adopted in the form as attached.

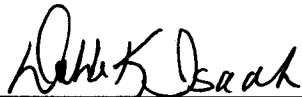
¹ The Division of Legal Services and Compliance was formerly known as the Division of Enforcement.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Division of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

6. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Board ever assigned as an advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, any such advisor may vote on whether the Board should accept this Stipulation and issue the attached Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.

8. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.



Debra K. Isaak, R.N., Respondent
217 Griggs Street North
Saint Paul, MN 55104
License no. 157963-30

11/1/13
Date



Kim Kluck, Attorney
Division of Legal Services and Compliance
P.O. Box 8935
Madison, WI 53708-8935

11/6/13
Date