

## 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 APPLICATION FOR  
RENEWAL OF A REGISTERED NURSE  
LICENSE

SARA ELFLEIN, R.N.,  
APPLICANT.

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**ORDER 0006896**

ORDER GRANTING  
LIMITED LICENSE FOR A  
WISCONSIN LICENSE

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

Sara Elflein, R.N.  
Cedarburg WI 53012

Wisconsin Board of Nursing  
Department of Safety and Professional Services  
4822 Madison Yards Way  
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 resolution of this renewal application. The Wisconsin Board of Nursing (Board) adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

1. Sara Elflein (Applicant) filed an application to renew her Wisconsin Registered Nurse license (license number 164943-30).
2. Applicant resides in Wisconsin.
3. Information received in the application process reflects that Applicant has the following convictions:
  - a. On or about July 17, 2013 – Disorderly Conduct, an ordinance violation.
    - i. Applicant states she got into a physical altercation with her sister after they both had been drinking.
    - ii. According to the police report, Applicant told the responding officer that their mother had passed away a couple of years ago and they were having troubles dealing with the loss. They began drinking

vodka at 9:30PM prior to the physical altercation at 2:00AM which caused bruising and scratches on both subjects. Their children woke up due to the fight which deescalated the fight. Applicant paid a fine.

- b. On or about September 6, 2018 – Disorderly Conduct (Domestic Abuse), a misdemeanor conviction.
  - i. Applicant states she got into a “shoving match” with her 17-year-old son. She states she had been drinking that day.
  - ii. According to the criminal complaint, Applicant’s son called the police reporting Applicant hit and scratched him while she was intoxicated. Applicant got into an argument with her son and he tried to stop her from leaving with his younger brother because of her intoxication.
  - iii. Applicant, was ordered to serve one (1) year of probation, pay costs, maintain absolute sobriety, and to complete an Alcohol and Other Drug Abuse (AODA) assessment with any follow-up. Applicant’s probation was revoked due to her 2019 Disorderly Conduct convictions and she was ordered to serve 70 days jail.
- c. On or about May 14, 2019 – Disorderly Conduct (Domestic Abuse), a misdemeanor conviction.
- d. On or about May 14, 2019 – Disorderly Conduct (Domestic Abuse), a misdemeanor conviction.
  - i. Applicant states she got into a physical altercation with her sister after they had been drinking. Applicant states she drank too much and made poor choices.
  - ii. According to the criminal complaint, Applicant and her sister were at a hotel for vacation. Applicant’s sister said Applicant attacked her, choked her to the point she could not breathe, and caused her pain. A physical altercation ensued. The sister stated Applicant was highly intoxicated and “flipped out for no reason.”
  - iii. Applicant was placed on probation for two (2) years, ordered to complete an AODA assessment, counseling, and anger management. Applicant’s probation agent notes she has been compliant with her conditions.

4. Applicant admits that alcohol has had a very negative impact on her life, that Applicant makes poor choices while drinking, and that she needs to abstain from alcohol.

5. Applicant's Chemical Dependency Assessment (CDA) found Applicant meets the DSM-5 criteria for a diagnosis of F10.20 Alcohol use disorder, Severe. Applicant's treater recommends random urine screens.

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

#### CONCLUSIONS OF LAW

1. The Board has jurisdiction to act in this matter pursuant to Wis. Stat. § 441.07 and is authorized to enter the attached Stipulation pursuant to Wis. Stat. §§ 15.08(5)(c) and 227.44(5).

2. By the conduct described in the Findings of Fact, Applicant violated Wis. Stat. §§ 441.07(1g)(b), (c), and (d), and Wis. Admin. Code §7.03(6)(f).

3. Pursuant to Wis. Stat. § 441.07(1g)(c), the Board may deny or limit a license if Applicant committed acts which show the Registered Nurse, to be unfit or incompetent by reason of negligence, abuse of alcohol or other drugs, or mental incompetency.

4. Pursuant to Wis. Stat. §§ 441.07(1g)(b) and (d), the Board may deny or limit a license if Applicant violates any rule or statute or engages in unprofessional conduct.

5. Grounds for denying a license include being unable to practice professional nursing safely by reason of alcohol or other drugs pursuant to Wis. Admin. Code § N 7.03(6)(f).

6. Applicant's series of Disorderly Conduct convictions and Applicant's CDA finding of Alcohol use disorder, Severe, shows the Registered Nurse unfit or incompetent by reason of alcohol or other substance abuse.

7. Pursuant to Wis. Stat. § 440.08(4), the Board may deny the Applicant's application for renewal of her Registered Nurse license to protect the public health, safety, or welfare.

#### ORDER

1. The attached Stipulation is accepted.

2. Limitations upon Applicant's Registered Nurse license are necessary to ensure that she is fit and competent to safely practice as a Registered Nurse.

3. Applicant's ability to practice as a Registered Nurse in the state of Wisconsin, and her privilege to practice professional nursing pursuant to the Enhanced Nurse Licensure Compact (Compact), is LIMITED as follows:

a. For a period of at least two (2) years from the date of this Order:

i. Applicant shall enroll and participate in a drug and alcohol monitoring program which is approved by the Board or its designee

(Approved Program). Enrollment shall occur within thirty (30) calendar days from the date of this Order.

- ii. At the time Applicant enrolls in the Approved Program, Applicant shall review 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:
  - 1. Contact with the Approved Program as directed on a daily basis, including vacations, weekends and holidays.
  - 2. 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.
  - 3. The Approved Program shall require the testing of specimens at a frequency of not less than twenty-eight (28) times per year, for at least the first year of this Order. Thereafter, the Board may adjust the frequency of testing on its own initiative at any time.
- iii. Applicant shall abstain from all personal use of alcohol.
- iv. Applicant 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. Applicant shall disclose Applicant's drug and alcohol history and the existence and nature of this Order to the practitioner prior to the practitioner ordering the controlled substance. Applicant 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 Applicant's treatment with, and provide copies of treatment records to, the Board or its designee. Copies of these releases shall immediately be filed with the Department of Safety and Professional Services Monitor (Department Monitor).
- v. Applicant shall report to the Department Monitor all prescription medications and drugs taken by Applicant. 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, Applicant shall

immediately arrange for the prescriber or pharmacy to fax and mail copies of all prescriptions to the Department Monitor.

- vi. Applicant shall provide the Department Monitor with a list of over-the-counter medications and drugs that she 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 Applicant's treatment and rehabilitation, shall not be taken unless ordered by a physician, in which case the drug must be reported as described in the paragraph 4(a)v.
- vii. All positive test results are presumed valid and may result in automatic suspension of licensure by the Board or the Board's designee. A positive test is a violation of this order.
- viii. If any urine, blood, sweat, fingernail, hair, saliva or other specimen is positive or suspected positive for any controlled substances or alcohol, Applicant 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.
- ix. Applicant shall provide Applicant's nursing employer with a copy of this Order before engaging in, or continuing to engage in, any nursing employment. Applicant shall provide the Department Monitor with written acknowledgment from each nursing employer that a copy of this Order has been received. Such acknowledgment shall be provided to the Department Monitor within fourteen (14) days of beginning new employment and/or within fourteen (14) days of the date of this Order for employment current as of the date of this Order.
- x. It is Applicant's responsibility to arrange for quarterly written reports to be submitted to the Department Monitor from her supervisor at each setting in which Applicant practiced nursing in the previous quarter. These reports shall be submitted as directed by the Department Monitor, and shall assess Applicant'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 additional limitations on Applicant's nursing license, in its discretion.
- xi. Applicant MAY work as a nurse or other health care provider in a setting in which Applicant has access to controlled substances.

- xii. Applicant shall report to the Board any change of employment status, residence, address or telephone number within five (5) days of the date of change.
- xiii. Applicant shall commit no new violations of law and shall report all law enforcement contacts leading to arrest, charge or conviction, including DWI/OWI and municipal/ordinance violations, to the Department Monitor within 48 hours of any such event, including any convictions resulting from pending charges.

4. Applicant 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 (1) year from the date of this Order. 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 Applicant shall not have a right to any further hearings or proceedings on the denial.

5. After two (2) consecutive years of successful compliance, including at least six hundred (600) hours of approved nursing practice each year, the Applicant may petition the Board for return of full licensure. The Board may grant or deny any petition, in its discretion, or may modify this Order as it sees fit.

6. Pursuant to the Compact, Applicant may not practice in a Compact State, other than Wisconsin, while her license is encumbered by any limitation or restriction imposed by this order.

7. 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 7190, Madison, WI 53707-7190  
Telephone (608) 267-3817; Fax (608) 266-2264  
[DSPSMonitoring@wisconsin.gov](mailto:DSPSMonitoring@wisconsin.gov)

You may also submit this information online via DSPS' Monitoring Case management System, here: <https://dpsmonitoring.wi.gov>

8. In the event Applicant violates any term of this Order, Applicant's license, or Applicant's right to renew her license, may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing. The Board or its designee may terminate the suspension if provided with sufficient information that Applicant is in compliance with the Order and that it is appropriate for the suspension to be terminated. Whether to terminate the suspension shall be wholly in the discretion of the Board or its designee. The Board may, in addition and/or in the alternative refer any violation of this Order to the Division of Legal Services and Compliance for further investigation and action.

9. Applicant 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.

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

WISCONSIN BOARD OF NURSING

By: Peter Kallio  
A Member of the Board

07/15/2020  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF APPLICATION FOR  
RENEWAL OF A REGISTERED NURSE  
LICENSE

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STIPULATION

SARA ELFLEIN, R.N.,  
APPLICANT.

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It is stipulated between Applicant and the Wisconsin Board of Nursing (Board) as follows:

1. Applicant filed an application to renew a Registered Nurse license.
2. Information received by the Board reflects a basis for denial of the renewal of licensure.
3. Based upon the information of record, the Board agrees to issue, and Applicant agrees to accept, an Order granting renewal of the Registered Nurse license, subject to the terms and conditions set forth in the attached Order adopting the Stipulation.
4. Applicant understands that by signing this Stipulation, Applicant voluntarily and knowingly waives the following rights:
  - the right to request a hearing related to the denial of the application;
  - the right to confront and cross-examine the witnesses against Applicant;
  - the right to call witnesses on Applicant's behalf and to compel their attendance by subpoena;
  - the right to testify on Applicant'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 Applicant under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.
5. Applicant is aware of Applicant's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.
6. Applicant agrees to the adoption of the attached Order Granting Limited License by the Board. The parties to the Stipulation consent to the entry of the attached Order Granting Limited License without further notice, appearance, or consent of the parties.


7. Applicant waives all rights to any appeal of the Board's Order, as adopted in the form as attached.

8. Applicant is informed that the Order Granting Limited License is a public record and will be published in accordance with standard procedure.

9. Applicant is informed that the Order Granting Limited License is an encumbrance as defined by the Enhanced Nurse Licensure Compact (Compact) and Applicant's multi-state license and/or privilege, if any, will be subject to all terms and conditions of the Compact.

  
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Sara Elflein, R.N.  
Cedarburg WI 53012  
License no. 164943-30

7/16/20  
\_\_\_\_\_  
Date

  
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A Member of the Board of Nursing  
Department of Safety and Professional Services  
P.O. Box 8935  
Madison, WI 53708-8935

07/15/2020  
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Date