

WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF THE LICENSE OF

VERONICA SCHAAL, L.P.N.,
LICENSEE.

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FINAL DECISION AND ORDER
FOR REMEDIAL EDUCATION

ORDER 0007635

Division of Legal Services and Compliance Case No. 20 NUR 590

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

Veronica Schaal, L.P.N.
Athelstane, WI 54104

Wisconsin Board of Nursing
P.O. Box 8366
Madison, WI 53708-8366

Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 7190
Madison, WI 53707-7190

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, Conclusion of Law, and Order.

FINDINGS OF FACT

1. Veronica Schaal, L.P.N. (Licensee), (Year of Birth 1965) has a multistate license pursuant to the Enhanced Nurse Licensure Compact (Compact) as a licensed practical nurse, having Florida license number PN5234973, first issued on March 26, 2018, and current through July 31, 2021. Licensee's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in Athelstane, Wisconsin 54104.

2. On November 15, 2020, Licensee was working as a charge nurse at a nursing home in Sister Bay, Wisconsin (Home).

3. On November 16, 2020, another nurse working at the Home reported that she had felt threatened by Licensee after advising Licensee of possible neglect due to a delay in care of a

resident by a certified nursing assistant supervised by Licensee. The nurse alleged that she felt threatened by Licensee to not report the issue because the certified nursing assistant was Licensee's friend.

4. The resident was found to have a new skin irritation and it resolved the following day after treatment was given.

5. The Home investigated and did not substantiate neglect, but several other employees reported unprofessional, vulgar, and/or threatening behavior by Licensee towards them. The other employees did not allege that Licensee neglected patients and the residents who were interviewed reported no concerns.

6. Based on the initial report and subsequent witness statements, the Home terminated Licensee's employment and provided education on harassment and discrimination to remaining Home staff.

7. Licensee denies the allegations but to resolve this matter she consents to the entry of the following Conclusion of Law and Order.

CONCLUSION OF LAW

1. The Board is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

ORDER

1. The attached Stipulation is accepted.

2. Within six months of the date of this Order, Licensee shall at her own expense take and successfully complete eight hours of education on the topic of professional ethics and/or interpersonal relationships in the workplace as follows:

a. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Licensee shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Licensee must take and pass any exam offered for the course(s).

b. Licensee shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Department Monitor at the address stated below. None of the education completed pursuant to this requirement may be used to satisfy any continuing education requirements that have been or may be instituted by the Board and may not be used in any future attempt to upgrade a credential.

c. The Board's monitoring liaison may change the number of credit hours and/or education topics in response to a request from Licensee. The monitoring liaison

may consider the topic availability and/or hours of education when determining if a change to the ordered education should occur.


3. Requests for course approval and proof of successful course completion shall be sent by Licensee to the Department Monitor at the address below:

Department Monitor
Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 7190, Madison, WI 53707-7190
Telephone (608) 266-2112; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov

Licensee may also submit this information online at: <https://dpsmonitoring.wi.gov>.

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

WISCONSIN BOARD OF NURSING

By: 
A Member of the Board

10/14/2021
Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF THE LICENSE OF
VERONICA SCHAAL, L.P.N.,
LICENSEE.

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STIPULATION

ORDER 0007635

Division of Legal Services and Compliance Case No. 20 NUR 590

Veronica Schaal, L.P.N. (Licensee) 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. Licensee consents to the resolution of this investigation by Stipulation.

2. Licensee understands that by signing this Stipulation, Licensee voluntarily and knowingly waives the following rights:

- the right to a hearing on the allegations against Licensee, 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 Licensee;
- the right to call witnesses on Licensee's behalf and to compel their attendance by subpoena;
- the right to testify on Licensee'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 Licensee under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Licensee is aware of her right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.

4. Licensee 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. Licensee waives all rights to any appeal of the Board's order, if adopted in the form as attached.

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

4. 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 referred 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 bound in any manner by the consideration of this Stipulation.

5. 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 associated as an attorney in this investigation may appear before the [Board] in open or closed session, without the presence of Licensee, for purposes of speaking in support of the stipulation and answering questions that any member of the [Board] may have connected with deliberations on the Stipulation. Additionally, any such attorney may appear whether the [Board] should accept this Stipulation and issue the [Final Decision and Order].

6. Licensee is informed that should the [Board] issue a [Final Decision and Order] in accordance with standard Department procedures.

7. The Division of Legal Services and Compliance [Board] adopt this Stipulation and issue the [Final Decision and Order].

Thomas School, Jr.
Thomas School, L.P.N., Licensee
Madison, WI 53704
No. License No. 74(52)4773

Date
9/20/21

Date

Paul Krp, Prosecuting Attorney
Department of Safety and Professional Services
Division of Legal Services and Compliance
P.O. Box 7190
Madison, WI 53707-7190

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 Licensee, 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. Licensee 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 Licensee in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.

Veronica Schaal, L.P.N., Licensee
Athelstane, WI 54104
FL License No. PN5234973

Date

Joost Kap, Prosecuting Attorney
Department of Safety and Professional Services
Division of Legal Services and Compliance
P.O. Box 7190
Madison, WI 53707-7190

Date