

## 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

CASSANDRA L. ZUEHLKE, R.N.,  
RESPONDENT.

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FINAL DECISION AND ORDER

**ORDER 0007638**

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Division of Legal Services and Compliance Case No. 19 NUR 580

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

Cassandra L. Zuehlke, R.N.  
Grand Marsh, WI 53936

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 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 Cassandra L. Zuehlke, R.N., (Year of Birth 1981) is licensed in the state of Wisconsin as a registered nurse, having license number 153180-30, first issued on April 26, 2006, and current through February 28, 2022. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in Grand Marsh, Wisconsin 53936.

2. At all times relevant to this proceeding, Respondent was employed as a registered nurse with charge nurse duties at a hospital located in Baraboo, Wisconsin (Facility).

3. On September 8, 2019, the Facility commenced an investigation after receiving a report that Respondent removed controlled substances from the Pyxis without documenting in the

medication administration record (MAR) that the controlled substances were administered to patients.

4. The Facility's investigation discovered that between June 12, 2019, and September 9, 2019, Respondent removed controlled substances from the Intensive Care Unit Pyxis machine without documentation in the MAR, including, but not limited to, 105 tablets of Oxycodone 5mg.

5. Respondent underwent a urine drug screen and tested negative for all controlled substances tested, including Oxycodone<sup>1</sup>.

6. During the Facility's investigation, Respondent admitted that on several occasions after returning home from work, she found medications in her pockets and in the dryer lint trap that she failed to return to the Facility because it would look bad. Respondent also admitted that as a charge nurse, she removed medications for other nurses but failed to document all medications administered per Facility protocol.

7. On September 19, 2019, the Facility terminated Respondent's employment.

8. In resolution of this matter, Respondent 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 into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Respondent obtained, possessed or attempted to obtain or possess a drug without lawful authority within the meaning of Wis. Admin. Code § N 7.03(8)(e).

3. As a result of the above conduct, Respondent is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b), (c), and (d), and Wis. Admin. Code § N 7.03.

#### ORDER

1. The attached Stipulation is accepted.

2. Respondent is REPRIMANDED.

3. The registered nurse license issued to Respondent (license number 153180-30), and privilege to practice in Wisconsin pursuant to the Enhanced Nurse Licensure Compact (Compact), are LIMITED as follows:

- a. Within ninety (90) days Respondent shall, at her own expense, undergo and complete an Alcohol and Other Drug Abuse (AODA) assessment with an

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<sup>1</sup> Respondent represented to the Facility that she is prescribed Oxycodone.

evaluator pre-approved by the Board or its designee who has experience conducting these assessments (AODA Evaluator).

- b. Prior to the assessment, Respondent shall provide a copy of this Order to the AODA Evaluator. Respondent shall provide the Department Monitor with written acknowledgment from the AODA Evaluator that a copy of this Order has been received by the AODA Evaluator. Such acknowledgment shall be provided to the Department Monitor prior to the assessment.
  - c. Respondent shall provide and keep on file with the AODA Evaluator current releases complying with state and federal laws. The releases shall allow the Board, its designee, and any employee of the Department to obtain a copy of the assessment. Copies of these releases shall immediately be filed with the Department Monitor.
  - d. Respondent shall identify and provide the AODA Evaluator with authorizations to communicate with all physicians, mental health professionals, and facilities at which Respondent has been treated or evaluated.
  - e. Respondent is responsible for ensuring that the results of the evaluation are sent to the Department Monitor at the address below.
  - f. Respondent shall comply with the AODA Evaluator's recommendations.
  - g. The Board, or its designee, may impose additional limitations upon Respondent's license based on the results of the assessment and/or the AODA Evaluator's recommendations.
4. The registered nurse license issued to Respondent (license number 153180-30), and privilege to practice in Wisconsin pursuant to the Compact are further LIMITED as follows:
- a. Within ninety (90) days of the date of this Order, Respondent shall at her own expense, successfully complete five (5) hours of education on the topic of documentation, and two (2) hours of education on the topic of the proper wasting of medication, offered by a provider pre-approved by the Board's monitoring liaison, including taking and passing any exam offered for the courses.
  - b. Respondent 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 or Department, and also may not be used in future attempts to upgrade a credential in Wisconsin.
  - c. The Board's monitoring liaison may change the number of credit hours and/or education topics in response to a request from Respondent. The monitoring liaison may consider the topic availability and/or hours of education when determining if a change to the ordered education should occur.

d. This limitation shall be removed from Respondent's license after satisfying the Board or its designee that Respondent has successfully completed the ordered education and AODA assessment.

5. Pursuant to the Compact, Respondent may not practice in a Compact state, other than Wisconsin, during the pendency of this limitation(s).

6. Within ninety (90) days from the date of this Order, Respondent shall pay COSTS of this matter in the amount of \$865.00.

7. Request for approval of AODA Evaluator, submission of AODA Evaluator's report, requests for course approval, petitions, payments of costs (made payable to Department of Safety and Professional Services), and other information required by this Order shall be submitted 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) 266-2112; Fax (608) 266-2264  
DPSMonitoring@wisconsin.gov

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

8. In the event Respondent violates any term of this Order, Respondent's license (153180-30), or Respondent's right to renew her license, 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 the Order. 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. This Order is effective on the date of its signing.

WISCONSIN BOARD OF NURSING

By:   
A Member of the Board of Nursing

10/14/2021  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

CASSANDRA L. ZUEHLKE, R.N.,  
RESPONDENT.

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STIPULATION  
**ORDER 0007638**

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Division of Legal Services and Compliance Case No. 19 NUR 580

Cassandra L. Zuehlke, R.N. (Respondent) 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.

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.

Cassandra L. Zuehlke

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Cassandra L. Zuehlke, R.N., Respondent  
Grand Marsh, WI 53936  
License No. 153180-30

9/14/2021

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Date



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

10/1/2021

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Date