

IN THE MATTER OF * BEFORE THE
JESSICA MICHELLE BOSSE * MARYLAND BOARD
LICENSE NO. R223034 * OF NURSING

**ORDER MODIFYING MAY 26, 2021 CONSENT ORDER TERMINATING
PROBATION OF REGISTERED NURSE LICENSE ORDERED BY MARCH 17, 2020
REINSTATEMENT ORDER/CONSENT ORDER OF PROBATION OF
REGISTERED NURSE LICENSE**

On May 26, 2021, the Board issued a Consent Order Terminating Probation of Registered Nurse License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of Registered Nurse License (the "Probation Order") to Jessica Michelle Bosse (the "Respondent"), a registered nurse ("RN"), license number R223034. The Probation Order placed the Respondent's RN license on probation for a minimum of two (2) years subject to numerous terms and conditions. The Probation Order is incorporated by reference in its entirety into this Order and is attached as Exhibit A.

On or about May 18, 2022, the Respondent requested modification of the Probation Order, Specifically, that the Board modify condition #8 of the Probation Order, which provides:

8. The Respondent shall work no more than forty (40) hours per week[.] (Probation Order, p. 14). The Respondent requested to work overtime greater than forty hours and/or to pick up an extra shift.

Upon consideration of the Respondent's request for modification, and after a review of the Respondent's probation compliance file, the Board hereby grants the Respondent's request and lifts and terminates condition number #8 of the Probation Order.

**BOSSE, Jessica Michelle (R223034)
Order Modifying May 26, 2021 Consent Order Terminating Probation of Registered Nurse
License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of
Registered Nurse License**

ORDER

Based upon the foregoing, it is hereby:

ORDERED that condition #8 of the Board's May 26, 2021 Probation Order is hereby
LIFTED AND TERMINATED and is of no further force and effect; and it is further

ORDERED that all other terms and conditions of the Probation Order shall remain in full
force and effect; and it is further

ORDERED that this Order of the Maryland Board of Nursing is a **PUBLIC RECORD**
pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2019).

11/15/2020
Date

Karen E. B. Evans MSN, RN-BC
The Executive Director's Signature
Appears on the Original Document

IN THE MATTER OF

*

BEFORE THE MARYLAND

JESSICA BOSSE

*

BOARD OF NURSING

LICENSE NO.: R223034

*

* * * * *

**CONSENT ORDER TERMINATING PROBATION OF REGISTERED NURSE
LICENSE ORDERED BY MARCH 17, 2020 REINSTATEMENT ORDER/CONSENT
ORDER OF PROBATION OF REGISTERED NURSE LICENSE**

I. PROCEDURAL BACKGROUND

On or about January 21, 2020, the Maryland Board of Nursing (the "Board") received information regarding the registered nursing practice of Jessica Bosse, (the "Respondent"), license number Error! Reference source not found.223034. As a result of the information, on March 24, 2021, the Board issued a Notice of Agency Action- Charges Under the Maryland Nurse Practice Act (the "Charges"), which notified the Respondent that the Board was charging her with violations of the Nurse Practice Act, specifically Md. Code Ann., Health Occ. ("Health Occ.") § 8-316 (a):

(30) Violates regulations adopted by the Board or an order from the Board[.]

On April 13, 2021, the Respondent, her attorney, Cory Silkman, Esq., and the Administrative Prosecutor, attended a case resolution conference with members of the Board in an effort to resolve the pending charges in lieu of an evidentiary hearing. At that case resolution conference, the Board and the Respondent agreed to the following Findings of Fact, Conclusions of Law, and Order.

II. FINDINGS OF FACT

The Board finds that:

1. On or about July 6, 2016, the Respondent was issued a license to practice as a registered



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nurse (“RN”) in the State of Maryland, license number **Error! Reference source not found.**223034. The status of Respondent’s RN license is currently “active – probation” and her license is scheduled to expire on May 28, 2021. The Compact¹ status of the Respondent’s RN license is “Single State.”

BACKGROUND

2. On or about October 18 2017, the Respondent self-reported to the Board that she had been diverting controlled dangerous substances (“CDS”) from her employer.
3. On April 26, 2018, the Board issued an *“Order for Summary Suspension of Registered Nursing License and Certified Nursing Assistant Certificate Pursuant to Section § 10-226 (c)(2) of the Administrative Procedure Act”* (“Order for Summary Suspension”), which notified the Respondent that the Board had summarily suspended her RN license and CNA certificate pursuant to Md. Code Ann., State Gov’t §10-226(c)(2) (2014 Repl. Vol.). On April 25, 2018, the Board issued a *Notice of Agency Action – Charges Under the Maryland Nurse Practice Act* (“Charges”), which charged the Respondent’s RN license and CNA certificate with violations of the Maryland Nurse Practice Act, Md. Code Ann., Health Occ. § 8-101 *et seq.* (2014), specifically § 8-316(a) (7)ii, (8), (25) and § 8-6A-10(a)(20) and (26).
4. In lieu of an evidentiary hearing, on July 24, 2018, the Respondent voluntarily surrendered her license to practice as an RN and her certificate to practice as a CNA in Maryland for a minimum of one year.

¹ The Nurse Licensure Compact (NLC) is an agreement between Boards of Nursing of party states that allows nurses to have one multistate nursing license with the ability to practice nursing in both their home state and other party states. In accordance with the Nurse Licensure Compact, Md. Code Ann., Health Occ. § 8-7A-01.3(h) and § 8-7A-01.3(m) respectively, “Home state” means the party state that is the nurse’s primary state of residence, and “Party state” means any state that has adopted this Compact.

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5. On or about August 9, 2019, the Respondent submitted a written request for reinstatement of her RN license. In response to her request, on March 17, 2020, the Board issued an *Order of Reinstatement of Registered Nurse License/Order of Probation* (“Probation Order”) reinstating her RN license to practice in the State of Maryland.²

PROBATION ORDER

6. The Probation Order placed the Respondent’s RN license on probation for a minimum of one year and imposed the following terms and conditions, among others:

....

3. The Respondent may seek employment as an RN, but shall obtain Board approval before accepting any new position as an RN
4. The Respondent shall submit to the Board written monthly self-reports describing the Respondent’s progress, even if the Respondent is not working in the nursing field. Failure to provide written self-reports on time shall constitute a violation of probation and this Order.
5. The Respondent shall arrange for the Respondent’s supervisor at the Respondent’s place of employment to submit written quarterly work-site reports to the Board evaluating the Respondent’s work performance and nursing practice. If the Respondent’s employment terminates at any of the Respondent’s place(s) of employment prior to the due date of a quarterly report, then a final work-site report is due on the last day of employment. It is the Respondent’s responsibility to ensure that work-site reports are submitted to the Board and to notify the Respondent’s supervisor when these reports are due. An unsatisfactory report will be considered a violation of probation and this Consent Order;
6. The Respondent shall notify the Board in writing of any nursing position from which the Respondent is terminated by the employer and/or any nursing position from which the Respondent voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination/resignation. The Respondent shall include the reasons for the termination or resignation in said written notification;

² The Respondent did not request reinstatement of her CNA certificate. Therefore, the Probation Order does not address her CNA certificate, which remains voluntarily surrendered.

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....

8. The Respondent shall not [*sic*] more than forty (40) hours per week.

....

10. The Respondent shall submit to random drug and alcohol testing, at any time, of urine, breath, hair, or blood **at least once a month, but not more than 40 times per year** as required by the Board and cause the results to be submitted to the Board in addition to the following additional drug-monitoring terms and conditions:

- a. Registering with "First Source Solutions" (First Hospital Laboratories, Inc., Professional Health Monitoring) by contacting them by phone at 1-800-732-3784 or on their website at www.firstsourcesolutions.com **within five (5) days from the effective date of this order**. After registering, the Respondent is responsible for contacting First Source Solutions on a daily basis (Monday through Sunday) and submitting to all First Source Solutions testing requirements and policies and procedures;
- b. Any positive or missed test directed or ordered by First Source Solutions, the Board, or the Respondent's employer(s) shall be reported to the Board and be considered a violation of the Order;
- c. Any tampering with a test sample or other improper attempt to avoid a positive drug or alcohol test result is a violation of the Order;
- d. The Respondent shall not consume poppy seeds, quinine water, hemp tea, or other products containing substances that could trigger a false positive drug or alcohol test; and
- e. The Respondent shall remain drug and alcohol free;

....

11. The Respondent shall attend at least one (1) support group meeting per week and submit documentation, such as signed attendance slips, verifying the Respondent's attendance at one (1) meeting per week;

12. The Respondent shall maintain a sponsor;

....

15. If the Respondent is prescribed any medication, the Respondent shall notify the Board immediately and send a copy of the prescription or the pharmacy report to the Board within **THREE (3) BUSINESS DAYS**;

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16. If the Respondent is prescribed any CDS or mood-altering medication, the Respondent shall, in addition to immediately notifying the Board in writing, agree to have the Respondent's prescribing provider(s) provide to the Board a medication report or pharmacy report pertaining to the condition that necessitated the prescription **within TEN (10) BUSINESS DAYS of each time** that the Respondent is prescribed any mood-altering substance or any Schedule II–V controlled substance. It is the Respondent's responsibility to ensure that these reports are submitted timely to the Board;
17. The Respondent shall maintain treatment with a Board-approved treatment provider/treatment program. Within **TWO (2) WEEKS** of the effective date of the Order, the Respondent is responsible for ensuring that her treatment program/treatment provider submits written verification that they have reviewed the Order to the Board;
18. The Respondent shall comply with all terms and conditions set by the treatment program/treatment provider.
19. The Respondent shall arrange for the Respondent's treatment provider/treatment program to submit written quarterly reports to the Board evaluating the Respondent's compliance and progress toward rehabilitation. It is the Respondent's responsibility to notify all treatment providers when these reports are due;
20. The Respondent shall maintain treatment throughout the probationary period unless the Respondent is formally discharged from treatment before the end of the probationary period. A discharge summary is to be submitted to the Board within **TWO (2) WEEKS** of discharge from the program. In the event the Respondent terminates treatment before discharge by the treatment program/treatment provider, has a missed or positive toxicology screen and/or breathalyzer, or has unsatisfactory progress, the Respondent shall immediately notify the Board.
....
23. The Respondent must notify the Board of Nursing's Compliance Unit and First Source Solutions of any and all vacation or travel plans at least two weeks prior to the date of departure.

(Probation Order, pp. 4-9).

7. The Probation Order further provides:

ORDERED that after **ONE (1) YEAR** from the effective date of this Order have [*sic*] passed, the Board will consider a written petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with all of the probationary terms of this Consent Order and safely employed as a

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registered nurse for at least **NINE (9) MONTHS** immediately preceding the petition for termination of probationary status; and it is further

....

ORDERED that if the Respondent violates any of the terms and conditions of this Order, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing, may impose, by further public Order of the Board, any sanction(s) authorized by Health Occ. § 8-316, including reprimand, additional probation, suspension, revocation, and/or monetary penalty[.]

(Probation Order, p. 8-9).

8. On April 5, 2020, the Respondent met with the Board's Compliance Staff Specialist ("Compliance Staff Specialist")³ where the Respondent received a copy of the Probation Order with a cover letter. The Respondent signed in acknowledgment that she had reviewed the Probation Order and fully understood the terms and conditions. The Respondent further acknowledged that she was provided with copies of the following documents which were fully explained to her: Work-Site Reports, Self-Reports, Employment Verification Forms, the report schedule, Treatment Program/Provider Verification form, Treatment Provider Progress Report, Recovery Support Group Attendance Log, and First Source Solutions information. The cover letter and the report schedules notified the Respondent that her monthly self-reports were due on the 17th of every month beginning on April 17, 2020; and, that her quarterly work-site reports were due on the 17th of April, July, October, and January beginning on April 17, 2020. The cover letter and the report schedules further informed the Respondent that "[a]ny report received one (1) day after the due date is considered late."

³ For purposes of ensuring confidentiality, proper names have been omitted and replaced with generic placeholders. Upon written request, the Administrative Prosecutor will provide the information to the Respondent.

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Employment and Work-Site Reports

9. In her Self-Report dated June 14, 2020, the Respondent indicated she was offered employment as an RN at a hospital in Maryland (“Employer”) and was seeking approval from the Board to start working in August 2020. The Respondent also submitted an Employment Verification form to the Board from the Employer in which the Employer indicated that they had reviewed the Probation Order during the Respondent’s interview for the job and agreed to submit quarterly reports to the Board.

10. By letter dated July 23, 2020, the Board approved the Respondent’s request to work as an RN for Employer and reminded the Respondent that her first quarterly Work-Site report was due on October 17, 2020 and then according to the quarterly schedule she received at her initial meeting (January 17th, April 17th, July 17th, and October 17th).

11. The Respondent has indicated in her monthly Self-Reports for August 2020, September 2020, November 2020, December 2020, and January 2021 that she was still working for Employer.

12. However, from the inception of her employment with Employer, two work-site reports were due on October 17, 2020 and January 17, 2021, but the Respondent failed to ensure the Employer submitted the two required work-site reports.

13. The Board has not received any further communication from the Employer after initially receiving the Employment Verification form on or about June 5, 2020.

14. In her Self-Reports dated September 15, 2020 and December 16, 2020, the Respondent requested approval to work more than 40 hours per week.⁴

⁴ The Board has not made a decision regarding the Respondent’s request to work more than 40 hours per week.

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Self-Reports

15. Since the Probation Order was executed, the Respondent has been required to submit ten (10) monthly self-reports to the Board. The Respondent failed to submit one (1) self-report to the Board on October 17, 2020.

16. In her Self-Report dated November 16, 2020, the Respondent wrote that she had relapsed for 2-5 weeks, had moved to a recovery home, went back to work and switched to day-shift at work.

Treatment Program/Provider

17. The Respondent failed to maintain treatment throughout the entire duration of her probationary period or receive a formal discharge from treatment.

18. The Board received a Treatment Program/Provider Verification form and one Progress Report dated April 30, 2020 from Treatment Provider A indicating that the Respondent had completed an outpatient treatment program from June 28, 2019 to December 4, 2019 and that the Respondent agreed to continuing treatment and aftercare as required by the Board.

19. The Board received no other Progress Reports from Treatment Provider A and it is unknown if the Respondent has been discharged from Treatment Provider A.

20. On October 2, 2020, via telephone and email, the Respondent notified the Board Compliance Staff that she had relapsed and was going to in-patient treatment ("Treatment Provider B") and then, after, would move to a recovery house ("Treatment Provider C").

21. The Board never received any correspondence from Treatment Provider B, including progress reports, a discharge report, or written verification that Treatment Provider B had reviewed the Probation Order.

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22. The Board never received any correspondence from Treatment Provider C, including progress reports, a discharge report, or written verification that Treatment Provider C had reviewed the Probation Order.

23. Furthermore, in her Self-Report dated January 16, 2021, the Respondent indicated that she had changed therapists (“Treatment Provider D”). The Board never received any correspondence from Treatment Provider D, including progress reports, a discharge report, or written verification that Treatment Provider D had reviewed the Probation Order.

Toxicology Screens

24. Between April 4, 2020 – January 26, 2021, the Respondent:

- i. Failed to call into First Source Solutions on 37 occasions.
- ii. Failed to submit to one (1) toxicology screen on the date she was selected—October 30, 2020.
- iii. Submitted to 12 toxicology screens. The results of 11 of the screens were negative, and one screen, on December 17, 2020, was reported as “flawed” because “there [was] no signature or identification of the collection official recorded on the COC [chain of custody form].”

Prescriptions

25. On or about April 10, 2020, the Respondent submitted to the Board pharmacy records for eight⁵ medications she had been prescribed, seven (7) of which were mood-altering medications, and one (1) muscle relaxant. None of the medications are classified as controlled dangerous substances.

26. On May 28, 2020, the Board received documentation from the Respondent’s healthcare

⁵ Medications A – H.

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provider indicating she was currently being prescribed six (6) mood altering medications⁶ and describing the conditions for which the Respondent was receiving the prescriptions. The healthcare provider indicated that the Respondent would be taking the six medications “indefinitely.”

27. The Respondent failed to provide documentation from a healthcare provider for two of her prescriptions.

Support Group Verification

28. The Respondent failed to provide documentation indicating that the Respondent attended at least one support group meeting per week for the following weeks:

September 27, 2020 – October 3, 2020

October 11, 2020 – October 17, 2020

October 18, 2020 – October 24, 2020

October 25, 2020 – October 31, 2020

November 22, 2020 - November 28, 2020

November 29, 2020 – December 5, 2020

Correspondence

29. In an email to the Compliance Staff Specialist dated November 4, 2020, the Respondent wrote the following:

...I know I am in violation of my order/probation. I was just released from inpatient treatment today and got to a recovery house. I was not able to check in or anything the entire time I was in treatment. I also know that I am overdue on reports and what not. I spoke to my employer and they would

⁶ The Respondent’s healthcare provider named Medications A – F, but did not indicate that the Respondent was prescribed Medication G (a mood altering drug) or Medication H (a muscle relaxant that is not a controlled substance).

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like me to come back to work...What should I do now?

III. DISCUSSION

The Board issued an Order of Reinstatement of Registered Nursing License/Order of Probation of the Respondent's RN license on March 17, 2020. After meeting with the Board's Compliance Staff Specialist and reviewing her probation conditions and the forms she was required to submit to the Board, the Respondent was non-compliant with the conditions of her probation in the following ways: relapsing and failing to abstain from alcohol and/or drugs; failing to submit one Self-Report in October 2020; failing to submit a Work-Site report in October 2020; failing to provide documentation for attendance at support group meetings for six weeks between September 27, 2020 and December 5, 2020; failing to call First Source on 37 occasions; failing to submit to one toxicology screen when she was selected on October 30, 2020; and, failing to provide documentation from a healthcare provider for two of her prescriptions. Therefore, the Board finds that the Respondent violated Health Occ. § 8-316 (a) (30).

The Respondent failed to comply with Therefore, the Board finds that the Respondent violated Health Occ. § 8-316 (a) (30).

The Board concludes that the Respondent's violations of the Act fall within E (1) of the Board's sanctioning guidelines. *See* COMAR 10.27.26.07.E (1). The range of potential sanctions under category E (1) is probation for 3 years to revocation; and, the range of potential monetary penalties is \$1,000 to \$5,000. Upon consideration of the totality of this case, the Board will depart from the sanctioning guideline and order a minimum of two (2) years of probation.

IV. CONCLUSIONS OF LAW

Based on the foregoing findings of fact, the Board concludes that the Respondent violated:

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Health Occ. § 8-316 (a) *In general.* – Subject to the hearing provisions of § 8-317 of this subtitle, the Board may . . . reprimand any licensee, . . . place any licensee on probation, or suspend or revoke the license of a licensee if the . . . licensee:

(30) Violates regulations adopted by the Board or an order from the Board[.]

V. ORDER

Based upon the foregoing Findings of Fact and Conclusions of Law, it is hereby:

ORDERED that the **PROBATION** of **JESSICA BOSSE'S** license to practice as a **REGISTERED NURSE** in the State of Maryland, License Number, R223034, as ordered by the Board March 17, 2020 *Order of Reinstatement of Registered Nurse License/Order of Probation*, is hereby **TERMINATED**; and it is further

ORDERED that, beginning on the effective date of this Order, the license of the Respondent to practice as a registered nurse in the State of Maryland (License Number R223034) is placed on **PROBATION** for a **MINIMUM OF TWO (2) YEARS** subject to the following terms and conditions:

1. The Respondent's status as a registered nurse will be listed in the Board's records and on the Board's website as being on "**Probation**".

SELF-REPORTS

2. The Respondent shall submit to the Board written MONTHLY self-reports describing the Respondent's progress, even if the Respondent is not working in the nursing field. Failure to provide written self-reports on time shall constitute a violation of probation and this Order.

EMPLOYMENT AND WORK-SITE REPORTS

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3. The Respondent shall immediately notify all employers of the probationary status of the Respondent's license and arrange for all employers to submit, in writing, confirmation that they have reviewed this Order.

4. The Respondent may continue to work at her current position as an RN. If she seeks new employment as an RN, the Respondent shall obtain Board approval before accepting any new position as an RN.

5. The Respondent shall arrange for the Respondent's supervisor at the Respondent's place of employment to submit written QUARTERLY Work-Site reports to the Board evaluating the Respondent's work performance and nursing practice. If the Respondent's employment terminates at any of the Respondent's place(s) of employment before the due date of a quarterly report, then a final work-site report is due on the last day of employment. It is the Respondent's responsibility to ensure that work-site reports are submitted to the Board and to notify the Respondent's supervisor when these reports are due. An unsatisfactory report will be considered a violation of probation and this Order.

6. The Respondent shall notify the Board in writing of any nursing position from which the Respondent is terminated by the Respondent's employer and/or of any nursing position from which the Respondent voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination/resignation. The Respondent shall include the reasons for the termination or resignation in the written notification.

7. The Respondent shall not seek employment or be employed in the following work environments: Emergency Room, Critical Care Unit, Intensive Care Unit, Operating Room, Delivery Room, Neonatal Intensive Care, Palliative Care, Temporary Agency,

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Hospice, or Staffing Agency.

8. The Respondent shall not more than forty (40) hours per week.
9. The Respondent shall only work where there is a registered nurse physically present and immediately available.

DRUG AND ALCOHOL TESTING

10. The Respondent shall submit to random drug and alcohol testing, at any time, of urine, breath, hair, or blood **at least once a month, but not more than 40 times per year** as required by the Board and cause the results to be submitted to the Board in addition to the following additional drug-monitoring terms and conditions:

- a. Registering with “FSSolutions” (First Hospital Laboratories, Inc., Professional Health Monitoring) by contacting them by phone at 1-800-476-1173 Recovery Management Solutions) and enroll in the drug monitoring program via their website https://app.caseworthy.com/CaseWorthy_8_0/PortalDefault.aspx?DatabaseID=890&#/PortalDefault within five (5) days from the effective date of this Consent Order. After registering and enrolling in the program, the Respondent shall contact FSSolutions on a daily basis (Monday through Sunday) via their website and submit to all FSSolutions testing requirements and policies and procedures;
- b. The Board’s Discipline and Compliance staff, FSSolutions, or the Respondent’s employer may, at their discretion, require the Respondent to submit to a random drug and alcohol test at any time;

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- c. Any positive or missed test directed or ordered by FSSolutions, the Board's Discipline and Compliance Staff, or the Respondent's employer(s) shall be reported to the Board and be considered a violation of this Consent Order;
- d. Any tampering with a test sample or other improper attempt to avoid a positive drug or alcohol test result is a violation of this Consent Order;
- e. The Respondent shall not consume poppy seeds, quinine water, hemp tea, cannabidiol (CBD), or other products containing substances that could trigger a false positive drug or alcohol test; and,
- f. The Respondent shall remain drug and alcohol free.

SUPPORT GROUP/SPONSOR

- 11. The Respondent shall attend at least one (1) support group meeting per week and submit documentation, such as signed attendance slips, verifying the Respondent's attendance at one (1) meeting per week.
- 12. The Respondent shall maintain a sponsor.

PRESCRIPTION MEDICATIONS

- 13. The Respondent shall not take any CDS or mood-altering drugs unless approved by the Respondent's healthcare provider.
- 14. The Respondent shall show this Order to any healthcare provider who prescribes for the Respondent, including, but not limited to, dentists, physicians, pain management clinicians, emergency and urgent care providers, nurse practitioners, and physician assistants.

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15. If the Respondent is prescribed any medication, the Respondent shall notify the Board immediately and send a copy of the prescription or the pharmacy report to the Board within **THREE (3) BUSINESS DAYS**.

16. If the Respondent is prescribed any CDS or mood-altering medication, the Respondent shall, in addition to immediately notifying the Board in writing, agree to have the Respondent's prescribing provider(s) provide to the Board a medication report or pharmacy report pertaining to the condition that necessitated the prescription **within TEN (10) BUSINESS DAYS of each time** that the Respondent is prescribed any mood-altering substance or any Schedule II–V controlled substance. It is the Respondent's responsibility to ensure that these reports are submitted timely to the Board.

TREATMENT

17. The Respondent shall **maintain** treatment with a Board-approved treatment provider(s)/treatment program(s).⁷ Within **TWO (2) WEEKS** of the effective date of this Order, the Respondent is responsible for ensuring that her treatment program(s)/treatment provider(s) submits **written verification** that they have reviewed this Order to the Board.

18. The Respondent shall comply with all terms and conditions set by the treatment program(s)/treatment provider(s).

19. The Respondent shall arrange for **all of the Respondent's treatment provider(s)/treatment program(s)** to submit **written quarterly reports** to the Board evaluating the Respondent's compliance and progress towards rehabilitation. It is the

⁷ The Respondent has indicated that she is currently being treated by two separate treatment providers: an outpatient treatment program and separate individual therapy.

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Respondent's responsibility to notify all treatment providers when these reports are due.

20. The Respondent shall continue to meet with her individual treatment provider **AT LEAST ONCE PER MONTH.**

21. The Respondent shall maintain treatment with all treatment provider(s)/treatment program(s) throughout the probationary period unless the Respondent is formally discharged from treatment before the end of the probationary period. A discharge summary is to be submitted to the Board within **TWO (2) WEEKS** of discharge from any and all treatment program(s) and/or treatment provider(s). In the event the Respondent terminates treatment before discharge the treatment program(s)/treatment provider(s), has a missed or positive toxicology screen and/or breathalyzer, or has unsatisfactory progress, the Respondent shall immediately notify the Board.

22. The Respondent shall sign all necessary consent forms required to authorize disclosure and use of the Respondent's substance use disorder treatment records, including, but not limited to, treatment records for in-patient treatment, outpatient treatment, and individual therapy, to the Board. Furthermore, the Respondent consents to the use and disclosure of her substance use disorder treatment records including, but not limited to, treatment records for in-patient treatment, outpatient treatment, and individual therapy in subsequent Board proceedings, including but not limited to, any final, public order issued by the Board.

PSYCHIATRIC/PSYCHOLOGICAL/OTHER EVALUATION

23. At any time during the probationary period, the Board may, in its discretion, order the Respondent to submit to an examination by a healthcare provider designated by the

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Board. If so ordered, the Board shall pay for the cost of the examination. The Respondent shall sign all necessary consent forms required to authorize disclosure of the healthcare provider's written report to the Board. Furthermore, the Respondent consents to the use and disclosure of the healthcare provider's report, as well as any other medical, mental health, or substance use disorder treatment records, in any subsequent Board proceeding, including, but not limited to, any final, public order issued by the Board.

TRAVEL

24. The Respondent must notify the Board of Nursing's Compliance Unit and FSSolutions of any and all vacation or travel plans at least **two weeks** prior to the date of departure; and it is further

ORDERED that the Respondent shall have contacted, and scheduled an appointment with, the Board of Nursing's Discipline/Compliance Unit no later than **TEN (10) DAYS from the effective date of this Order** for the purpose of beginning compliance with the terms and conditions of probation imposed in this Order; and it is further

ORDERED that, pursuant to the Nurse Licensure Compact,⁸ the multistate status of the Respondent's RN license shall be **deactivated** during the pendency of this Consent Order. Accordingly, the Respondent's RN license shall be designated as **single-state only**, and the Respondent shall not have a multistate licensure privilege to practice as an RN in any party state to the Nurse Licensure Compact. The multistate status of the Respondent's RN license shall not

⁸ The Nurse Licensure Compact is an agreement between boards of nursing of party states to the Compact under which registered nurses and licensed practical nurses may have one "multistate" nursing license in their primary state of residence that allows them to practice in any other party state pursuant to a "multistate licensure privilege." See generally Health Occ. §§ 8-7A-01 *et seq.* Maryland is a party state to the Compact.

**Consent Order Terminating Probation of Registered Nurse License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of Registered Nurse License
Bosse, Jessica R223034**

be reactivated unless and until the probation imposed by this Order is terminated; the Respondent's RN license is restored to full unencumbered and active status; and the Respondent is not otherwise disqualified from holding a multistate license at that time; and it is further

ORDERED that the Respondent shall disclose a copy of this Order to the nursing board of any other state where employed and submit to the Board written acknowledgement that the other board(s) has reviewed this Order; and it is further

ORDERED that in the event that the Board issues to the Respondent any other type of license and/or certificate that the Board is authorized to grant, that license and/or certificate shall also be subject to the terms of this Consent Order; and it is further

ORDERED that the Respondent shall obey all state and federal laws. If the Respondent is convicted of, or pleads guilty to, any crime(s), whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, the Respondent shall notify the Board, in writing, of any conviction(s) or guilty plea(s) within **TEN (10) BUSINESS DAYS** of the conviction or guilty plea. Failure to report a conviction or guilty plea to the Board in writing within **TEN (10) BUSINESS DAYS** is a violation of probation and this Order; and it is further

ORDERED that in the event that the Respondent moves, permanently or temporarily, either within or outside of Maryland, the Respondent shall notify the Board of the new address and phone number within **THREE (3) BUSINESS DAYS** of the move; and it is further

ORDERED that the Respondent shall submit to an in-person, face-to-face annual meeting with Board staff throughout the entire duration of the probationary period if requested to do so; and it is further

ORDERED that the Respondent shall be responsible for paying all costs required to

**Consent Order Terminating Probation of Registered Nurse License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of Registered Nurse License
Bosse, Jessica R223034**

comply with the terms and conditions of the probation and this Order; and it is further

ORDERED that there shall be no early termination of the probation; and it is further

ORDERED that after **TWO (2) YEARS** from the effective date of this Order have passed, the Board will consider a written petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with all of the probationary terms of this Order and safely employed as a registered nurse for at least **NINE (9) MONTHS** immediately preceding the petition for termination of probationary status; and it is further

ORDERED that failure to comply with any of the terms and conditions in this Order shall constitute a violation of this Order; and it is further

ORDERED that if the Respondent violates any of the terms and conditions of this Order, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing, may impose, by further public Order of the Board, any sanction(s) authorized by Health Occ. § 8-316, including reprimand, additional probation, suspension, revocation, and/or monetary penalty; and it is further

ORDERED that this Order of Reinstatement of Registered Nurse License/Order of Probation is a **PUBLIC RECORD** under Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2014).

5/26/21
Date

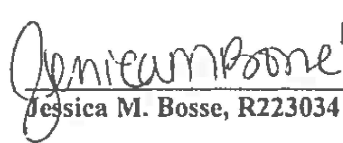
Karen E. B. Evans MSN, RN-BC
The Executive Director's Signature
Appears on the Original Document

**Consent Order Terminating Probation of Registered Nurse License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of Registered Nurse License
Bosse, Jessica R223034**

CONSENT

By this Consent, I acknowledge that I have read this Consent Order in its entirety and I hereby admit the truth of the Findings of Fact, and accept and submit to the foregoing Consent Order and its conditions. I acknowledge the validity of this Consent Order as if entered into after the conclusion of a formal evidentiary hearing in which I would have had the right to legal counsel authorized to practice law in Maryland, to confront witnesses, to give testimony, to request subpoenas for witnesses, to call witnesses on my own behalf, to introduce testimony and evidence on my own behalf, and to all other substantive and procedural protections provided by law. I waive these rights, as well as any appeal rights under Maryland Code Annotated, State Government Article § 10-222.

I sign this Consent Order after having an opportunity to consult with an attorney, voluntarily and without reservation, and I fully understand and comprehend the language, meaning, terms, and effect of this Consent Order.

 ^{RN} R223034

Jessica M. Bosse, R223034

**Consent Order Terminating Probation of Registered Nurse License Ordered by March 17, 2020 Reinstatement Order/Consent Order of Probation of Registered Nurse License
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NOTARIZATION

STATE: Maryland

CITY/COUNTY: Wicomico

I HEREBY CERTIFY that on this 3rd day of May 2021,
before me, Notary Public of the State and City/County aforesaid, JESSICA BOSSE

personally appeared – OR –

if, during the Maryland State of Emergency and Catastrophic Health Emergency related to COVID-19 as declared by Governor Lawrence J. Hogan, Jr. (the "Governor"), appeared in a manner and under the conditions authorized by the Governor's Executive Order ("EO") Authorizing Remote Notarizations (EO 20-03-30-04)

and made oath in due form of law that signing the foregoing Consent Order was the voluntary act and deed of JESSICA BOSSE.

AS WITNESSETH my hand and notarial seal.

SEAL

Harvey Payton
Notary Public

My Commission Expires: 1/23/23