

**STATE OF NEW HAMPSHIRE
BOARD OF NURSING
CONCORD, NH 03301**

In the matter of:
Lisa Sue Ireland
Lic. #087452-21 – RN

DOCKET #22-NUR-026

SETTLEMENT AGREEMENT

In order to avoid the delay and expense of further proceedings and to promote the best interests of the public and the practice of nursing, the New Hampshire Board of Nursing ("Board") and Lisa Sue Ireland, RN ("Respondent"), a registered nurse licensed by the Board, do hereby stipulate and agree to resolve certain allegations of professional misconduct now pending before the Board according to the following terms and conditions:

- 1) Pursuant to RSA 326-B:4; RSA 326-B:38, RSA 310-A:1-l, RSA 541-A and Board of Nursing Administrative Rule ("Nur") 207, 208, and 211, the Board has jurisdiction to investigate and adjudicate allegations of professional misconduct committed by the Board's licensees. Pursuant to RSA 326-B:37, II(r), and Nur 402.04(d) and (e), the Board may take disciplinary action "[u]pon notification by the licensing authority of another jurisdiction that a licensee has been disciplined." Pursuant to RSA 326-B38, X, RSA 310-A:1-k, III, and RSA 541-A, V, the Board may, at any time, dispose of such allegations by settlement and without commencing a disciplinary hearing.
- 2) The Board first granted Respondent a license to practice as a registered nurse in the State of New Hampshire on February 17, 2022. Respondent holds license number 087452-21, which expires on August 7, 2023.
- 3) Respondent is also licensed in the State of Maine.

- 4) On or about February 26, 2021, the State of Maine Board of Nursing (“Maine Board”) initiated disciplinary proceedings against the Respondent. The Maine Board alleged that the Respondent had diverted Vicodin in February 2021 from a long-term care facility where she was employed.
- 5) On May 17, 2022, the Respondent, the Maine Board, and the Maine Attorney General’s Office executed a Consent Agreement to resolve the disciplinary action (“Maine Consent Agreement.” The Maine Consent Agreement imposed the following principal disciplinary sanctions on the Respondent:
 - a) The Respondent received a warning;
 - b) The Respondent was placed on probation for two years, consisting of:
 - i) Being restricted to working in “structured settings” with on-site supervision and quarterly performance reporting to the Maine Board;
 - ii) Abstaining from the use of alcohol and non-prescribed drugs;
 - iii) Entering into a monitoring agreement with the Maine Medical Professionals Health Program (“MPHP”);
 - iv) Continuing to comply with all current treatment and counseling with quarterly treatment reports provided to the Maine Board;
 - c) The Respondent was prohibited from working outside of Maine pursuant to a multi-state privilege.
- 6) The Maine Consent Agreement was amended on July 5, 2022 to permit the Respondent to practice in the role of an educator without the need for supervision.
- 7) The Respondent did not self-report the Maine discipline to the Board as required by RSA 326-B:37, II(q)(3).

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- 8) The Maine discipline was reported to this Board through Nursys. Board subsequently initiated these disciplinary proceedings against the Respondent.
- 9) Respondent acknowledges that the above-described conduct constitutes grounds for the Board to impose disciplinary sanctions against her license to practice as a registered nurse in the State of New Hampshire.
- 10) Board finds that the Respondent violated RSA 326-B:37, II(r) and RSA 326-B:37, II(q)(3).
- 11) Respondent consents to the Board imposing the following **RECIPROCAL DISCIPLINE** pursuant to RSA 326-B:37, II(r), RSA 326-B:37, III(d), and Nur 402.04(d) and (e):
 - a) Respondent must comply with all terms and conditions of the Maine Consent Agreement;
 - b) Respondent must comply with all terms, conditions, and recommendations of any substance use treatment providers, including but not limited to MPHP;
 - c) Prior to Respondent engaging in any actions constituting the practice of nursing in the state of New Hampshire, she must undergo an evaluation by the New Hampshire Professionals Health Program ("NHPHP") and comply with all treatment, monitoring, or other conditions or recommendations of that program.
- 12) Should Respondent fail to comply with any of the terms of this *Settlement Agreement*, the Board reserves the right to suspend Respondent's license or impose other authorized discipline.
- 13) Except as provided herein, this *Settlement Agreement* shall bar the commencement of further disciplinary action by the Board based upon the misconduct described above.

However, the Board may consider this misconduct as evidence in the event that similar misconduct is proven against Respondent in the future. Additionally, the Board may consider this *Settlement Agreement* as a factor in determining appropriate discipline should any further misconduct be proven against Respondent in the future.

- 14) This *Settlement Agreement* shall become a permanent part of Respondent's file, which is maintained by the Board as a public document.
- 15) Respondent voluntarily enters into and signs this *Settlement Agreement* and states that no promises or representations have been made other than those terms and conditions expressly stated herein.
- 16) Respondent understands that his action in entering into this *Settlement Agreement* is a final act and not subject to reconsideration or judicial review or appeal.
- 17) Respondent has had the opportunity to seek and obtain the advice of an attorney of his choosing in connection with his decision to enter into this agreement.
- 18) Respondent understands that the Board must review and accept the terms of this *Settlement Agreement*. If the Board rejects any portion, the entire *Settlement Agreement* shall be null and void. Respondent specifically waives any claims that any disclosures made to, or by, the Board involving its review of this *Settlement Agreement* have prejudiced her right to a fair and impartial hearing in the future if this *Settlement Agreement* is not accepted by the Board.
- 19) Respondent is not under the influence of any drugs or alcohol at the time she signs this *Settlement Agreement*.
- 20) Respondent certifies that she has read this document titled *Settlement Agreement*.
- 21) Respondent understands that she has the right to a formal adjudicatory hearing

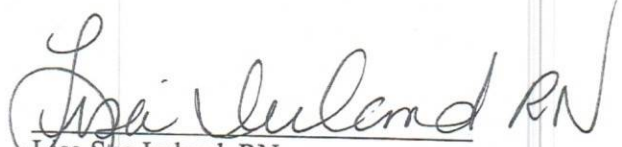
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concerning this matter and that at said hearing she would possess the rights to confront and cross-examine witnesses, to call witnesses, to present evidence, to testify on her own behalf, to contest the allegations, to present oral argument, and to appeal to the courts. Further, Respondent fully understands the nature, qualities and dimensions of these rights. Respondent understands that by signing this *Settlement Agreement*, she waives these rights as they pertain to the misconduct described herein.

22) This *Settlement Agreement* shall take effect as an Order of the Board on the date it is signed by an authorized representative of the Board.

FOR RESPONDENT

Date: 8/24/22


Lisa Sue Ireland, RN

FOR THE BOARD

This proceeding is hereby terminated in accordance with the binding terms and conditions set forth above.

Date: 8/25/2022


(Signature)


(Print or Type name)

Authorized Representative of the
New Hampshire Board of Nursing