COMMONWEALTH OF MASSACHUSETTS

SUFFOLK COUNTY

BOARD OF REGISTRATION
IN NURSING

In the Matter of JEREME E. BEERS RN License No. 2286720 RN License expires 10/25/16	)	Docket No. NUR-2013-0243

CONSENT AGREEMENT FOR PROBATION

The Massachusetts Board of Registration in Nursing (Board) and JEREME E. BEERS (Licensee), a **Registered Nurse (RN)** licensed by the Board, License No.2286720, do hereby stipulate and agree that the following information shall be entered into and become a permanent part of the Licensee's record maintained by the Board:

1. The Licensee acknowledges that a complaint has been filed with the Board against his Massachusetts Registered Nurse license (license[1]) related to the conduct set forth in paragraph 2, identified as Docket No. NUR-2013-0243 (the Complaint).

2. The Licensee admits that while working as a Registered Nurse and while on assignment through a nurse staffing agency at Cambridge Hospital in Cambridge, MA, in the late summer and early fall of 2013, on multiple occasions he withdrew schedule II medications in a manner inconsistent with medication orders, failed to fully account for schedule II medications he withdrew, and/or held schedule II medications in his personal locker for excessive periods before wasting those medications. The Licensee acknowledges that his conduct constitutes failure to comply with the Board's Standards of Conduct at 244 Code of Massachusetts Regulations (CMR) 9.03(5), (9), (35), (38), (39), (44) and (47) and warrants disciplinary action by the Board under Massachusetts General Laws (G.L.) Chapter 112, section 61 and Board regulations at 244 CMR 7.04, Disciplinary Actions.

3. The Licensee agrees that his nursing license shall be placed on PROBATION for no less than one (1) year (Probationary Period), commencing with the date on which the Board signs this Agreement (Effective Date).

[1] The term "license" applies to both a current license and the right to renew an expired license.

4. During the Probationary Period, the Licensee further agrees that he shall comply with all of the following requirements to the Board's satisfaction:

   a. Comply with all laws and regulations governing the practice of nursing, and not engage in any continued or further conduct such as that set forth in Paragraph 2.

   b. Notify the Board in writing within ten (10) days of each change in his name and/or address.

   c. Timely renew his license to practice nursing.

   d. Maintain active employment in a position that requires a nursing license, in a setting where the Licensee receives consistent, on-site supervision by a qualified licensed nurse[2], for a minimum average of twenty (20) hours per week throughout the Probationary Period. The Licensee may not accept any home care, travel or temporary staffing assignment, or other practice assignment where consistent, on-site supervision is not in place.

      i. Within 30 days of the Effective Date, the Licensee shall notify the Board's Probation Monitor in writing if the Licensee is not employed in accordance with paragraph 4d.

   e. Review this Agreement with each of his nursing supervisors, and arrange for each nursing supervisor to submit directly to the Board:

      i. a completed and signed "Supervisor Verification Form" (Form 1), provided with this Agreement, within thirty (30) days of

         (1) the Effective Date *and*

         (2) any subsequent employment commenced during the Probationary Period

      ii. *quarterly* written reports[3], using the "Supervision Report Form" (Form 2) provided with this Agreement attesting to the quality of the Licensee's nursing practice, reliability and attendance and specifically addressing Licensee's practices with respect to

---

[2] The Licensee must receive direct supervision from a licensed nurse who must have at least one (1) year of clinical nursing practice experience, no open complaints, no past discipline of the nurse's license, and who is physically located at all times in each facility in which the Licensee practices nursing.

[3] The Licensee is responsible for ensuring that these reports on the required form are received by the Board commencing ninety (90) days after the Effective Date and on the first day of every third month thereafter.

handling and administration of controlled substances including any errors and incidents[4].

f. Notify the Board's Probation Monitor in writing within ten (10) days of any change in the Licensee's employment status, including each change in Employer, each resignation or termination, and the name, address and telephone number of each new Employer.

g. Demonstrate absence of substance abuse by:

   i. Having submitted directly to the Board, according to the terms set forth in **Attachment A**, the results of random, supervised urine tests for substances of abuse, collected from the Licensee no less than fifteen (15) times per year during the Probation Period, all of which are required to be negative.

   ii. Abstaining from the use of alcohol and all substances of abuse or substances with potential for abuse.

   iii. If prescribed any controlled substance, notifying the Board within five (5) days and arrange for the prescriber to submit immediately thereafter and directly to the Board a written statement of the kind and amount of each controlled substance prescribed with medical necessity for each such prescription.

h. Submit documentation that he has successfully completed the following continuing education[5] within thirty (30) days after the Effective Date,

   i. 6 Contact Hours of Medication Administration of and Documentation in Nursing (including the topic of Maintaining Medication Security and Integrity);

   ii. 6 Contact Hours on Pain Management in Nursing Practice;

   iii. 3 Contact Hours of the Legal and Ethical Aspects of Nursing; and

   iv. 3 Contact Hours on Critical Thinking and Judgement in Nursing Practice

---

[4] The Board may take action under paragraph 7 in the event that the reports reveal a practice issue which the Board deems significant.

[5] These continuing education courses must be *in addition to* any contact hours required for license renewal. They may be taken as home study or as correspondence course, *provided that* they meet the requirements of Board Regulations at 244 CMR 5.00, Continuing Education.

5. The Board agrees that in return for the Licensee's execution and successful compliance with all the requirements of this Agreement it will not prosecute the Complaint.

6. If the Licensee has complied to the Board's satisfaction with all the requirements contained in this Agreement, the Probationary Period will terminate 1 (one) year after the Effective Date upon written notice to the Licensee from the Board[6].

7. If the Licensee does not comply with each requirement of this Agreement, or if the Board opens a Subsequent Complaint[7] during the Probationary Period, the Licensee agrees to the following:

   a. The Board may upon written notice to the Licensee, as warranted to protect the public health, safety, or welfare:

      i. EXTEND the Probationary Period; and/or

      ii. MODIFY the Probation Agreement requirements; and/or

      iii. IMMEDIATELY SUSPEND the Licensee's nursing license.

   b. If the Board suspends the Licensee's nursing license pursuant to Paragraph 7(a)(iii), the suspension shall remain in effect until:

      i. the Board gives the Licensee written notice that the Probationary Period is to be resumed and under what terms; or

      ii. the Board and the Licensee sign a subsequent agreement; or

      iii. the Board issues a written final decision and order following adjudication of the allegations (1) of noncompliance with this Agreement, and/ or (2) contained in the Subsequent Complaint.

8. The Licensee agrees that if the Board suspends his nursing license in accordance with Paragraph 7, he will immediately return his current Massachusetts license to practice as a Registered Nurse to the Board, by hand or certified mail. The Licensee further agrees that upon said suspension, he will no longer be authorized to engage in the practice of nursing in the Commonwealth of Massachusetts and

---

[6] In all instances where this Agreement specifies written notice to the Licensee from the Board, such notice shall be sent to the Licensee's address of record.

[7] The term "Subsequent Complaint" applies to a complaint opened after the Effective Date, which (1) alleges that the Licensee engaged in conduct that violates Board statutes or regulations, and (2) is substantiated by evidence, as determined following the complaint investigation during which the Licensee shall have an opportunity to respond.

shall not in any way represent himself as a Registered Nurse until such time as the Board reinstates his nursing license or right to renew such license[8].

9. The Licensee understands that he has a right to formal adjudicatory hearing concerning the Complaint and that during said adjudication he would possess the right to confront and cross-examine witnesses, to call witnesses, to present evidence, to testify on his own behalf, to contest the allegations, to present oral argument, to appeal to the courts, and all other rights as set forth in the Massachusetts Administrative Procedures Act, G. L. c. 30A, and the Standard Adjudicatory Rules of Practice and Procedure, 801 CMR 1.01 *et seq.* The Licensee further understands that by executing this Agreement he is knowingly and voluntarily waiving his right to a formal adjudication of the Complaints.

10. The Licensee acknowledges that he has been represented by legal counsel in connection with the Complaint and this Agreement.

11. The Licensee acknowledges that after the Effective Date, the Agreement constitutes a public record of disciplinary action by the Board. The Board may forward a copy of this Agreement to other licensing boards, law enforcement entities, and other individuals or entities as required or permitted by law.

12. The Licensee certifies that he has read this Agreement. The Licensee understands and agrees that entering into this Agreement is a voluntary and final act and not subject to reconsideration, appeal or judicial review.

2/22/16
Witness (sign and date)

2/22/16
Jereme E. Beers
Licensee (sign and date)

Witness (print name)

Lorena M. Silva, MSN-L, MBA, DNP, RN
Executive Director
Board of Registration in Nursing

March 2nd 2016
Effective Date of Probation Agreement

[8] Any evidence of unlicensed practice or misrepresentation as a **Registered** Nurse after the Board has notified the Licensee of **his** license suspension shall be grounds for further disciplinary action by the Board and the Board's referral of the matter to the appropriate law enforcement authorities for prosecution, as set forth in G.L. c. 112, §§ 65 and 80.