



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
250 Washington Street, Boston, MA 02108-4619

MAURA T. HEALEY
Governor

KIMBERLEY DRISCOLL
Lieutenant Governor

KATHLEEN E. WALSH
Secretary

ROBERT GOLDSTEIN, MD, PhD
Commissioner

Tel: 617-624-6000
www.mass.gov/dph

October 4, 2024

Via Electronic Mail Only

Elizabeth A. Turner, Esq.
Turner Law Office
1337 Massachusetts Avenue, #225
Arlington, MA 02476
eturner@rcn.com

RE: In the Matter of Andra Ieremias
Docket No. NUR-2020-0149
License No. RN2308107 (Active)

Dear Attorney Turner:

You were recently mailed a Final Decision and Order (“Order”) packet for Docket No. NUR-2020-0149, pertaining to your client, Andra Ieremias (enclosed herein). The Order indicates final resolution of the Complaint. Please note that the prior cover letter contained an error pertaining to the effective date. To clarify, the Order previously mailed to you was issued by the Board of Registration of Nursing on **September 27, 2024**. As the Order becomes effective ten (10) days after the date of issue, the **Order is effective October 7, 2024**. At that time, the **Reprimand** will be reflected on Ms. Ieremias’s nursing license.

Again, I want to make you aware that Ms. Ieremias’s appeal rights are indicated on page 6 of the Order.

As always, please let me know if you have any questions. Thank you for your attention to this matter.

Sincerely,

Rebecca Barros

Rebecca Barros, Esq.
Board Counsel
Board of Registration of Nursing

Enclosure

cc: Allison Callahan, Prosecutor
Martha J. Sesnovich, Administrative Magistrate



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
250 Washington Street, Boston, MA 02108-4619

MAURA T. HEALEY
Governor

KIMBERLEY DRISCOLL
Lieutenant Governor

KATHLEEN E. WALSH
Secretary

ROBERT GOLDSTEIN, MD, PhD
Commissioner

Tel: 617-624-6000
www.mass.gov/dph

September 27, 2024

Via First-Class Mail and Certified Mail No.: 9589 0710 5270 0684 6986 06

Elizabeth A. Turner, Esq.
Turner Law Office
1337 Massachusetts Avenue, #225
Arlington, MA 02476

RE: In the Matter of Andra Ieremias
Docket No. NUR-2020-0149
License No. RN2308107 (Active)

Dear Attorney Turner:

Enclosed please find the Final Decision and Order (“Order”) issued by the Board of Registration in Nursing on September 11, 2024 and **effective September 27, 2024**. This constitutes full and final disposition of the above-referenced Complaint, as well as the final agency action of the Board. Ms. Ieremias’s appeal rights are noted on page 6 of the Order.

Please note that as of the effective date, Ms. Ieremias has a **Reprimand** attached to her license.

Please contact Rebecca Barros, Board Counsel, at rebecca.barros@mass.gov with any questions that you may have concerning this matter.

Sincerely,

Patricia McNamee

Heather Cambra, BSN, RN, JD

Executive Director

Board of Registration in Nursing

Patricia McNamee on behalf of: Heather Cambra, Executive Director

Enclosure

cc: Jessica Uhing-Luedde, Esq., Chief Administrative Magistrate
Martha J. Sesnovich, Administrative Magistrate

SUFFOLK COUNTY

nursing practice, and a violation of 244 CMR 9.03(47), for engaging in any other conduct that fails to conform to accepted standards of nursing practice or in any behavior that is likely to have an adverse effect upon the health, safety, or welfare of the public.

The Stipulated Facts which gave rise to the complaint are the following: At the time of the incident on June 7, 2020, the Respondent, who had held an active nursing license since 2016, was employed at Cooley Dickinson Hospital (CDH) in Northampton, MA on the Medical-Surgical Unit. She was assigned a patient and spoke with this patient regarding medications the patient was taking, and subsequently entered medication orders.

According to Respondent's testimony which was summarized in the Tentative Decision, she had been employed at CDH for approximately ten (10) weeks and was still in the orientation phase, working with a preceptor. The Medical-Surgical Unit was receiving more admissions from the Emergency Room than typical due to the Covid-19 crisis, the Respondent was working through assignments quickly, and she was less supervised at times. The orientation format was also unclear. Respondent had assigned multiple preceptors during her orientation at CDH, including a preceptor who had never previously been in that role and relied upon Respondent for feedback. Respondent also misunderstood the process surrounding 'Verbal with Readback' prescription orders. There was nothing in the record to dispute this testimony.

On June 7, 2020, the Licensee was performing a patient admission assessment and entered 'Verbal with Readback' orders for the patient for Robitussin, 200 mg, and Tramadol, 50 mg, and discontinuation of Flonase nasal spray. The Respondent notified the attending provider, PA Jamie Moore, after each order was placed. Though Respondent and PA Moore reportedly exchanged communication whereby Moore asked Respondent not to

place orders without a provider discussion or sign-off, and Respondent acknowledged the same but proceeded to place the orders, the evidence pertaining to all of these communications was unclear. Additionally, at no time did PA Moore discontinue the medication orders or intervene with the patient's care in any way.

The Board recognizes that this incident of unauthorized medication orders occurred nearly five (5) years ago, during the height of the Covid-19 outbreak. The incident occurred over a period of 36 minutes on the same day, June 7, 2020, during a single patient's admission assessment. Furthermore, there was no actual harm to the patient involved and no other patients were directly placed at risk. The Board further acknowledges that the Respondent was a new hire at the facility who was still undergoing orientation and was reportedly working under the supervision of multiple preceptors.

The Respondent testified that she misunderstood the facility policy concerning 'Verbal with Readback' prescription orders. In fact, the Board notes that the facility policy submitted by the hospital did not define 'Verbal with Readback' prescription orders, lending further confusion to the appropriate course of action for Respondent to take regarding orders of this type.

The Board has carefully considered the Tentative Decision and hereby adopts the Tentative Decision, including all findings of fact and conclusions of law. The Tentative Decision is attached hereto and incorporated herein by reference.

Based on the recommend discipline by the Administrative Magistrate, the Board has determined that the evidence warrants a **Reprimand**. As basis for this finding, the Board is charged with protecting the public health, safety, and welfare. *See Kvitka v. Board of Registration in Medicine*, 407 Mass. 140, 143 (190), *citing Levy v. Board of Registration & Discipline in Medicine*, 378 Mass. 519, 524 (1979). The Board has broad authority to regulate

the conduct of nursing professionals including the ability to sanction professionals for conduct that undermines public confidence in the integrity of the profession. *See Kvitka*, 407 Mass. at 143; *see also Raymond v. Board of Registration in Medicine*, 387 Mass. 708, 713 (1982).

The evidence supports that Respondent admitted to entering an order to discontinue Flonase that was not authorized by a provider. While the allegations indicate that three (3) medication orders were placed in total which were allegedly unauthorized by a prescribing provider, the burden of proof was deemed not met for two (2) of those medication orders at the adjudicatory hearing.

The Board recognizes that Respondent's actions constitute conduct outside of the scope of her practice and behavior that may have an adverse effect on the health, safety, or welfare of the public in violation of 244 CMR 9.03(10) and (47), respectively. However, the Board considers that significant time has lapsed since the incident and Respondent has no prior complaint history with the Board of Nursing, nor have any complaints been made against Respondent since this incident occurred. The Board further acknowledges that the incident occurred on a single day during a brief window of time while caring for a single patient, which did not allow for Respondent to sufficiently reeducate herself, correct any misunderstandings, or remediate her practice.

The Board voted to adopt the within **Final Decision** at its meeting held on September 11, 2024, by the following vote:

In favor: *A. Alley, K.A. Barnes, A. Joseph, L. Kelly, L. Keough, J. Monagle, D. Nikitas, V. Percy, R. Reynolds, R. Sesay, and A. Sprague*

Opposed: *None*

Abstained: *None*

Recused: *None*

Absent: *K. Crowley, H. Underwood.*

ORDER

Based on its Final Decision, the Board imposes a **REPRIMAND** on Respondent's nursing license, RN2308107. The Board notes that while the evidence was not clear pertaining to the unauthorized orders for Robitussin and Tramadol, Respondent acted in good faith and took responsibility for her actions thereafter. The Board believes this sanction will sufficiently serve to notify the public and future employers of Respondent's practice breakdown related to the events on June 7, 2020. The Board recognizes that Respondent has acknowledged her errors, is remorseful regarding her conduct, and has attested to learning from her mistakes.

The Board voted to adopt the within **Final Order** at its meeting held on September 11, 2024, by the following vote:

In favor: *A. Alley, K.A. Barnes, A. Joseph, L. Kelly, L. Keough, J. Monagle, D. Nikitas, V. Percy, R. Reynolds, R. Sesay, and A. Sprague*

Opposed: *None*

Abstained: *None*

Recused: *None*

Absent: *K. Crowley, H. Underwood.*

EFFECTIVE DATE OF ORDER

This Final Decision and Order becomes effective upon the tenth (10th) day from the date issued (see "Date Issued" below).

RIGHT TO APPEAL

Respondent is hereby notified of the right to appeal this Final Decision and Order to the Supreme Judicial Court pursuant to M.G.L. c. 112, § 64. Respondent must file any appeal within thirty (30) days of receipt of this notice of Final Decision and Order.

Board of Registration in Nursing,

Patricia McNamee on behalf of
Heather Cambra, BSN, RN, JD
Executive Director
Board of Registration in Nursing

Date Issued: September 27, 2024

Notified:

By first-class and certified mail no. : 9589 0710 5270 0684 6986 06

Return receipt requested:

Elizabeth A. Turner, Esq.
Turner Law Office
1337 Massachusetts Avenue, #225
Arlington, MA 02476

By inter-office mail and electronic mail

Jessica Uhing-Luedde, Esq.
Chief Administrative Magistrate
Department of Public Health
Office of General Counsel
250 Washington Street
Boston, MA 02108

By inter-office mail and electronic mail

Martha J. Sesnovich
Administrative Magistrate
Department of Public Health
Office of the General Counsel
250 Washington Street
Boston, MA 02108