



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
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Maura T. Healey
Governor

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November 13, 2025

Via First-Class, Electronic, and Certified Mail No. : 9589 0710 5270 1797 3775 94
Return Receipt Requested

Dawn Filias
22 Desmond Avenue
Manchester, MA 01944
[REDACTED]

RE: In the Matter of Dawn T. Filias
Docket No. NUR-2021-0185
License No. LN62403 (active)

Dear Ms. Filias:

Enclosed please find the Final Decision and Order ("Order") issued by the Board of Registration in Nursing on November 13, 2025, effective immediately. This constitutes full and final disposition of the above-referenced Complaint, as well as the final agency action of the Board. Your appeal rights are noted on page 6 of the Order.

Please note that as of the effective date, a **Reprimand** is attached to your LN license.

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

Sincerely,

Julia Matthews on behalf of
Heather Cambra, BSN, RN, JD
Executive Director
Board of Registration in Nursing

Enclosures

Cc (via email only): James M. Plotkin, Administrative Magistrate
Candace Hodge, Prosecuting Counsel

BOARD OF REGISTRATION IN NURSING

Docket No. NUR-2021-0185

any behavior that is likely to have an adverse effect upon the health, safety, or welfare of the public; and (6) for engaging in unprofessional conduct and conduct that undermines public confidence in the integrity of the nursing profession. The Respondent submitted her *Answer to OTSC* on July 12, 2024. A hearing was held on April 30, 2025, where Prosecuting Counsel and Respondent, who appeared *pro se*, were present.

On June 23, 2025, Administrative Magistrate James M. Plotkin (“AM Plotkin”) issued a *Tentative Decision After Full Adjudicatory Hearing* (“Tentative Decision”), summarizing the facts at issue, the positions of the Petitioner and the Respondent, and recommending discipline against the Respondent. On June 24, 2025, AM Plotkin issued a *Tentative Decision After Full Adjudicatory Hearing, Amended* (“Amended Tentative Decision”) with minor revisions. No objections were filed. The issue before the Board is whether the evidence presented and facts proved at hearing warrant disciplinary action. In issuing this *[Proposed]* Final Decision, the Board has carefully considered the Amended Tentative Decision and hereby adopts the Amended Tentative Decision, including all findings of fact and conclusions of law. The Amended Tentative Decision is attached hereto and incorporated herein by reference.

II. Final Decision

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). In making any determination, the Board must weigh

the nursing professional's conduct against any evidence which supports or refutes legal violations.

AM Plotkin's Findings of Fact ("Findings") include, but are not limited to, the following:

1. The Respondent's license previously expired on or about August 8, 2019 (*See Findings, ¶ 2*);
2. The Respondent forwarded a renewal application to the Board in 2019 via a P.O. Box, along with a payment coupon, which was not received by the Board, unbeknownst to the Respondent. (*See Findings, ¶¶ 3-5*);
3. From August 8, 2019 through October 7, 2021, the Respondent had not renewed her Practical Nursing license ("LN") with the Board, but she continued to practice as an LN without a license to do so. (*See Findings, ¶¶ 6, 8*);
4. On October 7, 2021, the Respondent effectively renewed her LN license, but included the 2019 payment coupon with her 2021 renewal packet. (*See Findings, ¶¶ 4, 28-29*);
5. During the unlicensed period, Respondent provided home care nursing services to at least four (4) patients, where Respondent did not act pursuant to any physician's orders. (*See Findings, ¶¶ 9-11, 13-15, 19-22*);
6. From August 8, 2019 through September 2021, Respondent coordinated and led a team of seven (7) Certified Nurse Aides ("CNAs") in providing care for a patient. (*See Findings, ¶ 12*); and
7. From August 8, 2019 through October 7, 2021, Respondent failed to provide

proof of completing the required continuing education units (“CEUs”) during the unlicensed practice period. (*See Findings*, ¶ 30).

The Board considers mitigating factors, including the Respondent’s dedication to the healthcare profession and supportive references. The Board notes that the events at issue overlapped with the COVID-19 crisis, but the Board cannot overlook unauthorized nursing practice. After a review of the evidence and witness testimony, AM Plotkin found, by a preponderance of the evidence, Respondent performed duties required of a licensed nurse from August 8, 2019 through October 7, 2021, while her LN license was expired. During that time period, she did not follow a physician’s orders in providing such nursing services to at least four (4) patients. Despite Respondent’s position that she only provided general care services and not “nursing” services, AM Plotkin did not find Respondent’s testimony credible. There is no basis for the Board to disturb the findings by AM Plotkin, who has the utmost discretion as the fact finder to make credibility determinations. *See Vinal v. Contributory Ret. Appeal Bd.*, 13 Mass. App. Ct. 85, 100-101 (1982). As such, the Board hereby adopts the Amended Tentative Decision in full.

Ultimately, AM Plotkin determined that all nursing violations cited in the OTSC, 244 CMR 9.03(3)(a), (5), (9), (10), (47), G.L. c. 112, § 61, and unprofessional conduct which undermines the integrity of the profession, were reasonably supported by the evidence. Though unintentional, AM Plotkin notes that Respondent had a duty to be aware of her license status. Her lack of awareness contributed to violations of standards of nursing practice and a risk to patient health, safety, and welfare.

The Board voted to adopt the within **Final Decision** at its meeting held on October 8, 2025, by the following vote:

In favor: S. Abshir, A. Alley, K. Crowley, A. Joseph, L. Kelly, L. Keough, D. Nikitas, K. Pelletier, K. Sanclemente, R. Sesay, and H. Underwood

Opposed: None

Abstained: None

Recused: None

Absent: R. Reynolds

ORDER

Based on its Final Decision, the Board imposes a **REPRIMAND** on Respondent's nursing license, LN62403. The Board believes this sanction will sufficiently serve to notify the public and future employers of Respondent's unauthorized practice without a license and practice beyond her scope.

The Board voted to adopt the within **Final Order** at its meeting held on October 8, 2025, by the following vote:

In favor: S. Abshir, A. Alley, K. Crowley, A. Joseph, L. Kelly, L. Keough, D. Nikitas, K. Pelletier, K. Sanclemente, R. Sesay, and H. Underwood

Opposed: None

Abstained: None

Recused: None

Absent: R. Reynolds

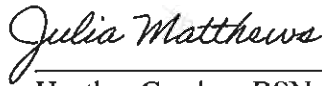
EFFECTIVE DATE OF ORDER

This Final Decision and Order becomes effective immediately, as of 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,

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

Date Issued: November 13, 2025

Notified:

By first-class and certified mail no. : 9589 0710 5270 1797 3775 94

Return receipt requested:

Dawn Filias
22 Desmond Avenue
Manchester, MA 01944

Via email: 

By inter-office mail

Candace Hodge, Esq.
Chief Administrative Magistrate
Department of Public Health
Office of General Counsel
250 Washington Street
Boston, MA 02108

By inter-office mail

James M. Plotkin, Esq.
Administrative Magistrate
Department of Public Health
Office of the General Counsel
250 Washington Street
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