



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

April 29, 2025

Via First Class and Certified Mail No. 9589 0710 5270 1788 8585 76
Return Receipt Requested and via Email

Lisa Arlin
1776 Bonds Mill Road
Lawrenceburg, KY, 40342

RE: In the Matter of Lisa Arlin
Docket No. RN-09-039
License No. RN250907

FINAL NOTICE: SUSPENSION

Dear Ms. Arlin:

On November 7, 2023, you entered into a Post-Suspension Consent Agreement by Probation ("Agreement") with the Board of Registration in Nursing ("Board"). The Agreement obligates you to comply with specified licensure conditions during the period of time while your license is on probation. A copy of the Agreement is enclosed with this letter for your review.

On April 10, 2025, I sent you a Notice of Violation and Intent to Suspend ("Notice"). A copy of the Notice is enclosed with this letter. The Notice informed you that you are in violation of the Agreement and listed the facts supporting the determination that you are in violation. The Notice also informed you that the Board voted to suspend your license. The Notice informed you that you had a right to a hearing on the limited issue of whether you are in compliance with, or in violation of, the terms of the Agreement. Lastly, the Notice informed you that to claim your right to a hearing, you needed to submit a written statement of facts and request for a hearing to Board Counsel within seven (7) days.

As of the date of this letter, Board Counsel has not received from you a written statement of facts and request for a hearing. Accordingly, you have waived your right to a hearing.

Effective today, April 29, 2025, the Board **SUSPENDS your license to practice nursing indefinitely. You may not practice as a Registered Nurse in Massachusetts until the Board provides you written notice that it has reinstated your license.**

This notice constitutes a final agency action. You are hereby notified that you have a right to appeal this *Final Notice: Suspension* within thirty (30) days of your receipt of this notice, either to the Superior Court for Suffolk County or the county where you reside pursuant to M.G.L. ch. 30A, § 14, or to the Supreme Judicial Court pursuant to M.G.L. ch. 112, §64.

You may petition the Board to reinstate your license in accordance with the Board's policy 17-01. Please review the attached reinstatement policy for guidance on information and documents that you will need to include with your petition. You may also contact reinstatement@mass.gov if you have any questions regarding license reinstatement.

Sincerely,

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



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RE: In the Matter of Lisa Arlin
Docket No. RN-09-039
License No. RN250907

NOTICE OF VIOLATION AND INTENT TO SUSPEND

Dear Ms. Arlin:

On November 7, 2023, you entered into a Post-Suspension Consent Agreement by Probation ("Agreement") with the Board of Registration in Nursing ("Board"). The Agreement obligates you to comply with specified licensure conditions during the period of time while your license is on probation. A copy of the Agreement is enclosed with this letter for your review.

You are in violation of the Agreement. Under Paragraph 8 of the Agreement, the Board may impose further discipline against your license in the event that you violate any provision of the probation Agreement. At its meeting on February 12, 2025, the Board voted to **SUSPEND your nursing license, effective in 10 days.**

The basis for the Board's contention that you are in violation of the Agreement is as follows:

1. Paragraph 4(f) of the Agreement requires you to maintain active employment in a position that requires a nursing license, in a setting where you receive consistent, on-site supervision by a qualified license nurse, for a minimum average of twenty (20) hours per week throughout the Probationary Period. Paragraph 4(d) requires you to respond to inquiries from Board staff in a timely manner and Paragraph 4(l) requires you to maintain contact with the Board regarding your employment status.
 - *On February 21, 2024, you were granted a "Staff Action" extension by the Board's Probation Compliance Officer (PCO) to comply with the active practice requirement of the Agreement. The PCO has received no further*

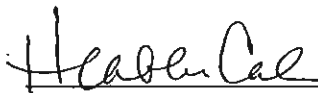
contact from you since this extension was granted. The PCO has sent several letters via mail to your address of record with no response. The letters were not returned as undeliverable.

You have a right to a hearing on the limited issue of whether you are in compliance with, or in violation of, the terms of the Agreement. You may claim your right to a hearing by submitting a written statement to the Board within seven (7) days of receipt of this letter. Your written statement must include specific facts which support the determination that you are in compliance, and not in violation, with the provisions of the Agreement identified above. Your written statement must also include a request for a hearing. Please send your written statement to:

Meghan Bresnahan, Esq.
Board Counsel for the Board of Registration of Nursing
Office of General Counsel
250 Washington Street- 2nd Floor
Boston, MA 02108
Meghan.bresnahan@mass.gov

Your failure to submit a written statement of facts and request for a hearing within seven (7) days shall constitute a waiver of your right to a hearing on the issue of your violation of the Agreement.

Sincerely,

 BSN, RN, JD

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

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK COUNTY

BOARD OF REGISTRATION
IN NURSING

In the Matter of
Lisa Arlin
License No. RN250907

Docket No. RN-09-039

POST-SUSPENSION CONSENT AGREEMENT FOR PROBATION

The Massachusetts Board of Registration in Nursing (Board) and Lisa Arlin (Licensee), a Registered Nurse (RN) licensed by the Board, License No. RN250907, 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 agrees that this Post-Suspension Consent Agreement for Probation ("Agreement") will supercede any and all previous Agreements that she has entered into with the Board. Further, the Licensee agrees that this Agreement has been executed as a result of the Board's:
 - a. receipt and investigation of a complaint filed against her, Docket No. RN-09-039, which resulted in the Licensee entering into a Consent Agreement for Probation with the Board, effective November 1, 2010, in resolution of the complaint. Subsequently, the Licensee acknowledges that she violated the terms of the Consent Agreement for Probation and the Board suspended her license, effective December 24, 2012; and
 - b. consideration of the Licensee's request for license reinstatement and documentation she submitted pursuant to the requirements of the Consent Agreement for Probation referenced in the subparagraph immediately above.
2. The Licensee admitted that while employed as a Registered Nurse by Aureus Nursing, LLL in Omaha, Nebraska and working at Emerson Hospital in Concord, MA, on or about November 25, 2007, she did not appropriately monitor and assess the clinical condition of an assigned patient who was admitted with

supraventricular tachycardia and administered Adenosine intravenously as demonstrated by her:

- i. Failing to assess the patient's cardiovascular and respiratory status with adequate frequency and by conducting direct physical assessments of, and interactions with, the patient.
 - ii. Lack of appropriate focus and attention to monitoring the patient for clinical status changes.
 - iii. Leaving the unit for a break when the patient's heart rate was 150 without providing for appropriate monitoring and care of the patient's clinical condition while she was absent:
3. The Licensee agrees that her 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).
 4. During the Probationary Period, the Licensee further agrees that she 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 her name and/or address.
 - c. Timely renew her license to practice nursing.
 - d. Respond to inquiries from Board staff in a timely manner.
 - e. Disclose the terms of this Agreement to the Program Administrator of any Nursing Education Program at which she is enrolled during the Probationary Period.
 - f. Maintain active employment (Active Practice Requirements) in a position that requires a nursing license, in a facility setting where the Licensee receives consistent, on-site supervision by a qualified licensed nurse¹ for a minimum average of twenty (20) hours per week throughout the Probationary Period.
 - i. The Licensee agrees that a qualified licensed nurse is defined as a nurse who 1) possesses a Massachusetts nursing license in good standing or authority to practice under federal law, or both; 2) is employed in a supervisory role; 3) possesses a minimum of one

¹ The Licensee must receive direct supervision from a qualified licensed nurse who is employed in a supervisory role and is physically located at all times in each facility in which the Licensee practices nursing.

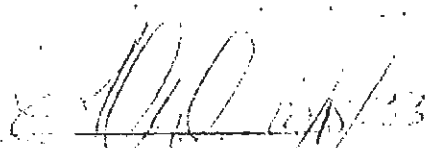
year full-time experience in nursing, or its equivalent, within the last five years; 4) is educationally prepared at or above the level of the Licensee; and 5) has no open complaints with the Board and no open criminal matters.

- g. Refrain from the practice of nursing in any of the following employment settings during the Probationary Period:
 - i. Settings where structured, consistent on-site supervision is not in place including but not limited to, home care agencies or private home care;
 - ii. Travel nurse agencies; or
 - iii. Temporary staffing agencies.
- h. Review this Agreement with each of her 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 reports², 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 the Licensee's interactions with elderly and vulnerable patients, including any errors and incidents. The Board may take action pursuant to paragraph 8 in the event that any quarterly report reveals a practice issue the Board deems significant.
- i. Within 30 days of the Effective Date, notify the Board in writing if the Licensee is not employed in accordance with paragraph 4f.
- j. If not employed in accordance with paragraph 4f within 30 days of the Effective Date:

On a weekly basis: actively search for nursing employment.

² 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.

- ii. On a monthly basis: submit to the Board a detailed description of her nursing job search activities and the status of her nursing employment.
 - k. Complete the Active Practice Requirements within a period up to a maximum of double the length of the Probationary Period.³
 - l. Notify the Board in writing within seven (7) 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.
 - m. Notify the Board in writing within seven (7) days of any complaint filed against her nursing license in any jurisdiction in which she holds such a license.
5. The Licensee agrees that Board staff may, pending review by the Board, take immediate action to restrict nursing practice privileges following:
1. A report from an out of state employer that the Licensee is under investigation for a practice issue which violates Board regulations at 244 CMR 9.00 *et seq.*
- Immediate action that Board staff may take includes notifying the Licensee and any employer where the Licensee may be engaged in nursing practice, that the Licensee's nursing practice privileges have been restricted by the Board. Board staff shall inform the Licensee of the factual basis for taking immediate action. In the event that the Licensee disputes the factual basis, the Licensee agrees to refrain from the practice of nursing pursuant to her Massachusetts license until such time as the Board either determines that there is no violation, or takes action pursuant to paragraph 8.
6. 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.
 7. If the Licensee has complied to the Board's satisfaction with all the requirements contained in this Agreement, the Probationary Period will terminate after the Effective Date upon written notice to the Licensee from the Board⁴.


³ The Probationary Period is defined in Paragraph 3.

⁴ 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.

8. If the Licensee does not comply with each requirement of this Agreement, or if the Board opens a Subsequent Complaint⁵ 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 8(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.
9. The Licensee agrees that if the Board suspends her nursing license in accordance with Paragraph 8, she will immediately return her 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, she will no longer be authorized to engage in the practice of nursing in the Commonwealth of Massachusetts and shall not in any way represent herself as a Registered Nurse until such time as the Board reinstates her nursing license or right to renew such license⁶.
10. The Licensee understands that the Board has granted her petition for reinstatement on the condition that her nursing license is placed on probation for one (1) year. She further understands and agrees that in executing this Post-Suspension Consent Agreement for Probation, she is knowingly and voluntarily waiving any rights she has to a formal adjudication concerning the Board's action on her petition for reinstatement of her nursing license.

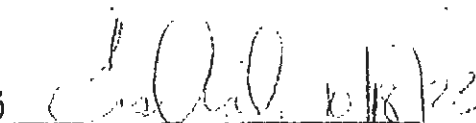
⁵ The term "Subsequent Complaint" applies to a complaint opened after the Effective Date, which (1) alleges that the Licensee engaged in conduct that violates Board statutes or regulations, and (2) is substantiated by evidence, as determined following the complaint investigation during which the Licensee shall have an opportunity to respond.

⁶ Any evidence of unlicensed practice or misrepresentation as a Registered Nurse after the Board has notified the Licensee of her 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.

11. The Licensee acknowledges that she has been at all times free to seek and use legal counsel in connection with the Complaint and this Agreement.
12. 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.
13. The Licensee certifies that she 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.


Witness (sign and date)

Robin Delaney
Witness (print name)


Licensee (sign and date)

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

November 7, 2023
Effective Date of Agreement

Fully Signed Agreement Sent to Licensee on 11/20/23 by Certified
Mail No. 7022 2410 0001 4857 7404

update address: 1776 Bonds Mill Rd
Lawrenceburg, Ky 40342

**COMMONWEALTH OF MASSACHUSETTS
BOARD OF REGISTRATION IN NURSING**

Discipline Policy 17-01

Title	REINSTATEMENT PETITIONS
Purpose	The Board adopts this policy to facilitate timely responses to petitions for reinstatements that clearly do not meet requirements set by the Board. This policy also sets deadlines to allow consistent handling and limits on petitions where a petitioner has not submitted all required documentation. Lastly, this policy establishes minimum, standard reinstatement requirements for those matters where the Board notice, consent agreement or Board order do not specify reinstatement requirements.
Date Adopted	August 9, 2017
Standard Requirements	1. In the event that a licensee petitions the Board for reinstatement of his or her license and the Board notice, consent agreement or Board order that forms the basis for license surrender, suspension or revocation is silent with respect to specific reinstatement requirements, the petitioner must provide the following as part of his or her petition: a. Authorization for the Board to obtain a Criminal Offender Record Information (CORI) Report of the Respondent conducted by the Massachusetts Criminal History Systems Board; b. Either a sworn written statement that there are no pending actions or obligations, criminal or administrative, against the Respondent before any court or administrative body in any other jurisdiction, or documentation that at least one (1) year prior to any petition for reinstatement the Respondent satisfactorily completed all court requirements (including probation) imposed on her in connection with any criminal matter and a description of those completed requirements and/or the disposition of such matters; c. Certified documentation from the state board of nursing of each jurisdiction in which the Respondent has ever been licensed to practice as a nurse which has been sent directly to the Massachusetts Board, identifying the petitioner's license status and discipline history, and verifying that the petitioner's nursing license is, or is eligible to be, in good standing and free of any restrictions or conditions; d. Either a sworn written statement that the petitioner was not employed during the year preceding the petition or a letter from each employer, prepared on official letterhead, describing Respondent's attendance, general reliability, and overall job performance; and e. Documentation of successful completion of all required continuing education for the two (2) license renewal cycles immediately preceding the petition. The Board may require additional documentation prior to acting on the petition, as the Board deems necessary for the protection of the public health, safety and welfare.

Denial of Petition by Staff Action	2. The Board's Executive Director is authorized to send a Notice of Denial of Petition on behalf of the Board on the basis of one or more of the following grounds. a. The minimum period of revocation, suspension or surrender per the terms of the agreement/order has not yet passed. b. More than six (6) months have passed since the petition was submitted and: i. Petitioner has failed to submit any documentation for at least one (1) or more categories of requirements unless, the Petitioner has attempted to fulfill the requirement but has been unsuccessful due to a third party's failure to act; or ii. Petitioner's documentation of attendance requirements covers less than 90% of the specified length (e.g., less than 11 months and requirement is one (1) year). c. Random urine drug testing: i. Petitioner has not yet started random urine drug testing as of the date of the petition; ii. Petitioner will not have the requisite number of months of urines screens as of six (6) months from the date of the petition; iii. Petitioner has one (1) or more positive results for a Schedule I controlled substance during the preceding 24 months; iv. Petitioner has one (1) or more positive results for a substance available only by prescription for which she cannot provide any supporting documentation (medical record, medical provider letter, prescription) during the preceding 24 months; or v. Petitioner has more than six (6) uncured missed calls or missed tests during the preceding 12 months. d. Criminal matter relating to basis for revocation, suspension or surrender is still open. e. Petitioner has failed to complete the requisite continuing education requirements within 0.5 contact hours per topic. f. Petitioner's professional license in one (1) or more jurisdictions was disciplined and has not been restored to good standing unless: i. The discipline in the other jurisdiction is based on the BORN discipline; or ii. Petitioner has attempted to restore his or her license to good standing but has been unsuccessful due to administrative barriers in the other jurisdiction. g. More than three (3) months have passed since the Board issued notice of reinstatement of licensure contingent upon the petitioner entering into a superseding consent agreement and the petitioner has failed to do so.
Subdelegation	3. The Board's Executive Director may subdelegate his or her authority under this policy to: a. Any staff person who reports directly to the Executive Director, and b. Board Counsel or staff who reports to Board Counsel.

Report to Board	4. Board Counsel, or staff who reports to Board Counsel, shall provide a written report to the Board setting forth all actions taken on the Board's behalf pursuant to this policy since the previous meeting of the Board.
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