



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
250 Washington Street, Boston, MA 02108-4619
617-624-6000 | mass.gov/dph

Maura T. Healey
Governor

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Lieutenant Governor

Kiame Mahaniah, MD, MBA
Secretary

Robert Goldstein, MD, PhD
Commissioner

October 23, 2025

Via Email

James M. Walsh, Esq.
Walsh & Associates
222-224 Essex Street
Salem, MA 01970
[REDACTED]

RE: In the Matter of Maureen Kellman
Docket No. NUR-2021-0169
License No. LN68010

Dear Attorney Walsh and Ms. Kellman:

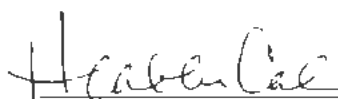
Enclosed please find the Final Decision and Order on Probation Compliance issued by the Board of Registration in Nursing ("Board") on October 23, 2025 and **effective November 2, 2025** in connection with the above-reference matter. Your appeal rights are noted on page 8.

Please note that as of the effective date, your license status will change to **Suspended**. It will remain in this status until the Board notifies you of a change in license status in accordance with the terms of the order.

Please direct all questions, correspondence and documentation relating to licensure reinstatement to the attention of reinstatement@mass.gov.

You may contact Meghan Bresnahan, Board Counsel at Meghan.bresnahan@mass.gov with any questions that you may have concerning this matter.

Sincerely,

 BSN, RN, JD
Heather Cambra, BSN, RN, JD
Executive Director

Board of Registration in Nursing
Enclosures

cc: Kim Jones, Probation Compliance Officer

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK COUNTY

BOARD OF REGISTRATION IN
NURSING

In the Matter of
Maureen Kellman
License No. LN68010
License Expires 07/09/2027

Docket No. NUR-2021-0169

FINAL DECISION AND ORDER ON PROBATION COMPLIANCE

I. PROCEEDINGS

On October 1, 2025, the Board of Registration in Nursing (“Board”) issued and duly served Maureen Kellman (“Respondent” or “Licensee”) an *Amended Hearing Notice* (“Notice”)¹ related to alleged non-compliance with her Consent Agreement for Surrender followed by Probation (“Agreement”), effective May 16, 2025. The Notice set forth that the Board was in possession of evidence indicating that Respondent was in violation of the Agreement and informed her that a hearing would be held on the matter. The Notice included a list and copies of documents that the Board would consider during the hearing. It also notified Respondent of her opportunity to submit documents and present witnesses.

On October 8, 2025, the Board held a hearing, in executive session, via Zoom during its regularly scheduled meeting and received evidence on the issue of Respondent’s compliance with the terms of the Agreement. Respondent and her counsel participated via Zoom.

At the hearing, the Board reviewed the following documents:

1. Consent Agreement for Surrender followed by Probation, effective May 16, 2025
2. Hearing Notice and Notice of Violation and Intent to Impose Further Discipline, dated August 28, 2025
3. Response of Maureen Kellman to Notice of Violation and Intent to Impose Further Discipline, dated September 30, 2025
4. Amended Hearing Notice and Amended Notice of Violation and Intent to Impose Further Discipline, dated October 1, 2025
5. Documents related to criminal matter against Respondent
6. Compliance Summary Report

¹ The initial Hearing Notice was issued August 28, 2025.

During the hearing, the Board heard from Board Counsel and Probation Compliance Officer, (PCO) Kim Jones. The summary is as follows:

1. Per Paragraph 7(a) of the Agreement, Respondent is required to “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” [of the Agreement.]
 - *On or about July 10, 2025, a criminal complaint was issued with a warrant for Respondent’s arrest for alleged conduct that occurred at Maplewood Rehab in Amesbury, MA². Respondent was charged with elder abuse and numerous drug offenses (Criminal Docket No. 2522CR000685).*
 - *This arrest resulted in Respondent being held in custody for two weeks and the imposition of bail conditions prohibiting Respondent from working as a nurse.*
2. Per Paragraph 7(d) of the Agreement, Respondent is required to “Respond to inquiries from Board staff in a timely manner.”
 - *Respondent failed to respond in a timely manner to inquiries from the Board’s Probation Compliance Officer (“PCO”) regarding probation requirements.*
 - *Correspondence from the PCO was sent to Respondent’s address of record on the following dates:*
 - *May 27, 2025*
 - *June 24, 2025*
 - *July 16, 2025*
 - *Respondent did not establish communication with the PCO until August 27, 2025, more than three months after the Effective Date of probation.*
3. Per Paragraph 7(f) of the Agreement, Respondent is required to “Maintain active employment (Active Practice Requirements)...”
 - *Per the conditions of Respondent’s bail in the criminal courts, Respondent is unable to work as a nurse.*
4. Per Paragraph 7(n) of the Agreement, Respondent is required to “Demonstrate either absence of, or successful, sustained recovery from, substance abuse, by:

² The conduct underlying the July 10, 2025 arrest is the subject of an open investigation by the Board, Docket No. NUR-2024-0283. As the Licensee correctly noted in her Response to the Board’s initial Notice of Violation, the Board was already aware of this complaint at the time the Agreement was executed. Accordingly, the underlying conduct is not treated as a “subsequent complaint” and is not, in itself, a violation of the Agreement.

- i. Abstaining from the use of alcohol and all substances of abuse or substances with potential for abuse.
- ii. Complying with random observed toxicology screening, including but not limited to testing of urine, blood or hair as determined necessary by Board staff, for a *minimum* of fifteen tests annually. Compliance requires that the Licensee enroll³ with and maintain a current account with the Board's Drug Testing Management Company (DTMC) identified in **Attachment A** of this Agreement, and that the Licensee meet the conditions and procedures outlined in **Attachment A**, including but not limited to:
 - a. Calling the DTMC daily, during hours set by the DTMC to determine whether the Licensee has been selected to test on that day;
 - b. When selected to test, appearing at a lab identified by the DTMC as appropriate for collecting observed toxicology samples for the type of test that has been scheduled, during the hours of collection, and provide a sample; and
 - c. Agreeing that the DTMC shall provide the results of random toxicology screening to the Board.

The Licensee agrees that positive toxicology screening results that are not supported by a valid prescription provided to Board staff prior to the toxicology test date are a violation of this Agreement.

- iii. Identifying all treatment providers, including primary care physicians, prescribers, therapist(s) and counselor(s), as of the Effective Date and reporting any change of existing treatment providers or addition of new treatment or new treatment providers within ten (10) days. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each current treatment provider. Providing documentation from each treatment provider in which the provider verifies that they are aware of Licensee's Probation status.
- iv. Providing authorization, upon request, for Board staff to obtain the Licensee's Prescription Monitoring Program (PMP) report. Identifying all pharmacies where the Licensee has filled prescriptions within the last year and reporting any new pharmacies where the Licensee fills prescriptions during Probation. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each pharmacy."

- *Respondent failed to enroll in the monitored testing program through the Board's DTMC, as required. Instead, Respondent enrolled in the DTMC's*

³ The Licensee must enroll with the DTMC within seven (7) days of the Effective Date.

individual testing program, which is not monitored by the PCO. As a result, the PCO was unable to receive or review Respondent's toxicology testing results as required under the Agreement. This failure persisted for more than three months after the start of Respondent's probation on May 16, 2025.⁴

- [REDACTED]
- *Respondent had missed check-ins on 7/12/2025 through 7/25/2024, and 8/26/2025.*

The Board heard from Respondent and her counsel. The summary is as follows:

Respondent contended that the September 12, 2024, complaint was received eight months before her probation commenced on May 17, 2025, and therefore did not constitute a "subsequent complaint." She further asserted that the criminal charges filed in Newburyport District Court on or about July 10, 2025, arose from the same conduct as the 2024 complaint and did not allege new criminal activity. Respondent maintained that alleged probation violations must occur during the probation term and that the conduct underlying the alleged violation of Paragraph 7(a) predated her probation and therefore could not constitute a violation.

With respect to Paragraphs 7(d) and 7(n), the Respondent asserted that she promptly enrolled with the Board's Drug Testing Management Cite ("Spectrum") and attempted to comply with all requirements, but that Spectrum's clerical error caused communication issues that were later corrected in July 2025.

The Respondent further contended that she was unemployed when probation began, that her July 2025 arrest and resulting bail conditions restricted her from working as a nurse in most traditional settings (Respondent clarified at the Hearing that the exact bail condition was that she could not work as a nurse with any individual over the age of 70), and that it was therefore impossible for her to comply with the employment-related provisions of Paragraphs 7(f) and 7(h).

Respondent requested that the Board find no violation of probation and hold the employment provisions in abeyance while her bail conditions remained in effect.

II. FINDINGS

The Board did not treat the subsequent complaint opened against Respondent (NUR-2024-0283) as a violation of the Agreement, as noted in the Amended Notice of Violation issued

⁴ The Board acknowledged that following Respondent's August 27, 2025 conversation with the PCO, she subsequently enrolled in the proper program with the Board's DTMC.

October 1, 2025. The Board found, however, that the Respondent failed to comply with the terms of her probation. Specifically, the Respondent did not enroll in the toxicology testing program designated by the Board, failed to respond to the Board's compliance officer, and thereby failed to demonstrate compliance with required monitoring. While the Respondent ultimately produced evidence of participation in another program, such participation did not satisfy the requirements of the Board's probation. [REDACTED]

In addition, on or about July 10, 2025, the Respondent was the subject of a criminal complaint and was subsequently held in custody for approximately two weeks. This arrest resulted in the imposition of bail conditions significantly restricting the Respondent's ability to work as a nurse. These events constitute independent violations of the requirement that Respondent maintain eligibility to practice while on probation.

Probation is intended to serve as a structured alternative to suspension or revocation, allowing for close monitoring while permitting a licensee to continue practicing safely. Here, the Respondent demonstrated an inability or unwillingness to comply with the requirements of probation. In light of her failure to establish proper toxicology enrollment, non-responsiveness to the compliance officer, a positive toxicology result, and her arrest with resulting practice restrictions, the Board concluded that probation was no longer a viable or sufficient means to protect the public.

Accordingly, the Board makes the following finding:

1. Respondent violated Paragraph 7(d), (f), and (n) of the Agreement. The Board voted to suspend Licensee's license for no less than three (3) years with reinstatement requirements to include substance use disorder terms.

III. ORDER

1. Based on its Final Decision and the foregoing discussion, the Board **SUSPENDS** the Respondent's license to practice as a Licensed Practical Nurse in Massachusetts, License No. LN68010 for a **minimum of three (3) years**. The Board further suspends the Respondent's right to renew her license. If Respondent renews her license to practice as a Licensed Practical Nurse in Massachusetts before the Effective Date of this Final Decision and Order, the Board suspends said license.
2. Respondent shall not practice as a Licensed Practical Nurse in Massachusetts on or after the Effective Date of this Order until the license is reinstated by the Board. "Practice as a Licensed Practical Nurse" includes, but is not limited to, seeking and accepting a paid or voluntary position as a Licensed Practical Nurse or in any way representing herself as a Licensed Practical Nurse in Massachusetts. The Board shall refer any evidence of unlicensed practice to appropriate law enforcement authorities for prosecution as provided by G.L. c. 112, §§ 65 and 80A.

3. The Board may choose to reinstate Respondent's license if the Board determines in its sole discretion that reinstatement is in the best interests of the public health, safety and welfare. Respondent may petition the Board in writing for relicensure when she can provide documentation satisfactory to the Board demonstrating her ability to practice nursing in a safe and competent manner. With any petition for relicensure, the Respondent shall have submitted directly to the Board:
- a. Reports from Respondent's primary care provider and any specialist(s) whom Respondent may have consulted verifying that Respondent is medically able to resume the safe and competent practice of nursing, which meets the requirements set forth in **Attachment B 1**;
 - b. If employed during the year immediately preceding Respondent's petition for relicensure, have each employer from said year submit on official letterhead an evaluation reviewing Respondent's attendance, general reliability, and overall job performance;⁵
 - c. Certified Court and/or Agency documentation that there are no pending actions or obligations, criminal or administrative, against the Respondent before any court or Administrative Agency including, but not limited to:
 - i. 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/him in connection with any criminal matter and a description of those completed requirements and/or the disposition of such matters;⁶ and
 - ii. Certified documentation from the state board of nursing of each jurisdiction in which the Respondent has ever been licensed to practice as a nurse, sent directly to the Massachusetts Board identifying her license status and discipline history, and verifying that her nursing license is, or is eligible to be, in good standing and free of any restrictions or conditions.
 - d. Documentation satisfactory to the Board of Respondent's successful completion of all continuing education equivalent to the continuing education required by Board regulations for the two (2) license renewal cycles immediately preceding any petition for relicensure.

⁵ If Respondent was not employed during this period, submit an affidavit so attesting.

⁶ The Respondent shall also provide, if requested, an authorization for the Board to obtain a Criminal Offender Record Information (CORI) Report of the Respondent conducted by the Massachusetts Criminal History Systems Board and 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.

- e. In addition to the items identified above, the Respondent shall submit the following documentation of the Respondent's stable and sustained recovery from all substances of abuse for the three (3) years immediately preceding any petition for reinstatement:
- i. The results of random observed urine tests for substances of abuse sent directly to the Board and collected from the Respondent according to the conditions and procedures outlined in **Attachment A**, no less than fifteen (15) times per year during the two (2) years immediately preceding the petition date. All such results are required to be negative.
 - ii. Documentation that the Respondent has obtained a sponsor and has regularly attended Alcoholics Anonymous (AA) and/or Narcotics Anonymous (NA) meetings at least three (3) times per week during the two (2) years immediately preceding the petition date. This documentation must include a letter of support from the Respondent's sponsor and signatures verifying the required attendance.
 - iii. Documentation prepared within thirty (30) days of the petition date and sent directly to the Board from a licensed mental health provider verifying that the Respondent has regularly attended group or individual counseling or therapy, or both, conducted by the mental health provider. Such documentation shall specify the frequency and length of the therapy and/or counseling and shall include a summary of the Respondent's progress in therapy and specific treatment recommendations for the Respondent's sustained recovery from substance abuse, dependency and addiction.
4. The Board may choose to reinstate the Respondent's license if the Board determines that reinstatement is in the best interests of the public at large. Any reinstatement of the Respondent's license may be conditioned upon the Respondent entering into a Consent Agreement for the Probation of her license including other requirements that the Board determines at the time of relicensure to be reasonably necessary in the best interests of the public health, safety and welfare.

The Board voted to issue this Final Decision and Order on Probation Compliance at its meeting held on October 8, 2025, by the following vote:

In favor: *A. Alley, MSN, S. Abshir, LPN, RN, K. Crowley, DNP, RN, A. Joseph, MD, L. Kelly, DNP, CNP, RN, L. Keough, PhD, CNP, RN, D. Nikitas, BSN, RN, K. Pelletier, ADN, RN, K. Sanclemente, BSN, RN, R. Sesay, ASN, RN, H. Underwood, LPN*

Opposed: *None*

Abstained: *None*

Recused: *None*

Absent: *R. Reynolds, PhD, MSN, RN*

EFFECTIVE DATE OF ORDER

This Final Decision and Order on Probation Compliance 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 on Probation Compliance either to the Superior Court for Suffolk County or the county where Respondent resides pursuant to M.G.L. c. 30A, § 14, or to the Supreme Judicial Court pursuant to M.G.L. c. 112, §64, within thirty (30) days of receipt of notice of this Final Decision and Order.

Board of Registration in Nursing,


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

October 23, 2025

Date Issued

Notified:

VIA EMAIL

James M. Walsh, Esq.
Walsh & Associates
222-224 Essex Street
Salem, MA 01970
Jw@jwalshlegal.com

INTEROFFICE DELIVERY VIA SHARED DRIVE

Kimberly Jones, Probation Compliance Officer
250 Washington Street
Boston, MA 02108

ATTACHMENT B 1

Minimum requirements for medical evaluations to be submitted to the Board

Medical evaluation

A medical evaluation of the Licensee conducted by a licensed, board certified physician or certified nurse practitioner written on the provider's letterhead, sent directly to the Board by the provider and completed within thirty (30) days before submission of the petition for reinstatement or other submission to the Board. The evaluation shall state that the provider has reviewed this document and any Board Consent Agreement, Order, and/or other relevant documents, and that he or she has reviewed the specific details of the Licensee's underlying conduct alleged or otherwise described.

The evaluation shall provide a detailed, clinically based assessment of the Licensee and shall be completed in accordance with all accepted standards for such an evaluation. The purpose of the evaluation is to provide the Board with the provider's analysis of the following materials and his or her opinion as to whether the Licensee is able to practice nursing in a safe and competent manner. To be most useful to the Board, the evaluation should include, but not be limited to, the following:

- a. Record Review. A review of the Licensee's written or electronic medical and mental health records (for at least the preceding two years);
- b. Conversation(s) with Provider(s). Follow up conversations with any currently or recently treating primary care physicians or advanced practice registered nurses and any mental health providers;
- c. Review of Prescriptions. A list of all of the Licensee's prescribed medications with the medical necessity for each prescription; if there are or may be other prescribers than the evaluating provider then the evaluation should include a review of all of the Licensee's pharmacy records for the preceding two years;
- d. In-Person Interview(s). Medical (and mental health if pertinent) history obtained by the provider through in-person interviews with the Licensee, which are as extensive as needed for the provider to reach a clinical judgment;
- e. Detailed Statement of History. A detailed statement of the Licensee's medical (and mental health if pertinent) history including diagnoses, treatments and prognoses;
- f. Detailed Description(s) of Current Conditions. Detailed descriptions of the Licensee's existing medical conditions with the corresponding status, treatments and prognosis including, but not limited to, each condition, if any, which gave rise to the conduct which is the subject of the Board's interest;

- g. Any Existing Limitations. A detailed description of any and all corresponding existing or continuing limitations of any kind;
- h. Ongoing Treatment Plan. Recommendations for the Licensee's on-going treatment and specific treatment plan, if any;
- i. Evaluating Provider's Opinion as to Safety and Competence. The provider's opinion as to whether the Licensee is presently able to practice nursing in a safe and competent manner (in light of all of the above); and
- j. Provider's C.V. A copy of the provider's curriculum vitae should be attached.

MASSACHUSETTS BOARD OF REGISTRATION IN NURSING

ATTACHMENT A

Guidelines for Licensee's Participation in Random Toxicology Drug Screens for Evaluation by the Massachusetts Board of Registration in Nursing (Board)

- I. Licensees who are required by a Board Agreement or Order to have random, observed toxicology drug screens are expected to remain abstinent from all substances of abuse, including alcohol and other substances, including but not limited to over-the counter (OTC) medication, supplements, products, and food items which metabolize as substances listed in Section XI¹.
- II. Unless otherwise stated in a Licensee's Board Agreement or Order, all Licensees shall comply with random, observed toxicology screens a minimum of fifteen (15) times per year. The Licensee will comply with additional random toxicology screening, including but not limited to testing of urine, blood and hair as determined necessary by Board staff.
- III. The Board designates one Drug Testing Management Company (DTMC).² The Board will accept only the results of toxicology drug screens that are performed under the auspices of the DTMC and reported directly to the Board.
- IV. All costs related to a Licensee's participation in the DTMC toxicology drug screening program are the responsibility of the participating licensee.
- V. A Licensee is expected to sign an agreement with the DTMC and to comply with all of the conditions and requirements of the agreement with the DTMC and any related policies, including without limitation, any requirements related to observation of urine collection and/or temperature checks.
- VI. Arrangements can be made through the DTMC to have toxicology screens done at approved laboratories throughout the continental U.S.
- VII. Failure to call the DTMC or failure to test when selected shall be considered non-compliance with the Licensee's Board Agreement or Order. Calls to the DTMC must be made during hours set by the DTMC.
- VIII. A positive drug screen that is not supported by appropriate documentation of medical necessity and a valid prescription shall be considered non-compliance with the Licensee's Board agreement or Order.

¹ This includes but is not limited to, OTC cold medications, hand sanitizers, oils, poppy seeds, fermented teas, and vanilla extract.

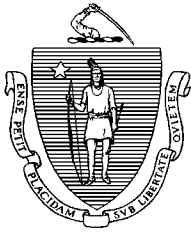
² The current DTMC is Affinity eHealth. To contact Affinity eHealth call 1-877-267-4304.

MASSACHUSETTS BOARD OF REGISTRATION IN NURSING

- IX. Urine drug screen reports that show a low creatinine (<20 mg/dl) may be an indication of an adulterated or diluted specimen; further testing may be required.
- X. Nurses who do not have a current MA nursing license and who are enrolled in urine drug screening with the DTMC for the purpose of documenting to the Board that they are in stable and sustained recovery from substance abuse, must provide written authorization to the DTMC to release to the Board a complete record of their participation in the drug screening program, including documentation of missed calls, no shows, test results and a full history report at the completion of their DTMC participation. The Board does not monitor the testing of unlicensed individuals and will evaluate a nurse's participation in the DTMC only when the DTMC testing is completed and the nurse applies for license reinstatement. Unlicensed nurses should identify themselves as such to the DTMC and sign an individual agreement with the DTMC.
- XI. Random observed toxicology screening shall test for the following substances:
- Ethanol and all ethanol products
 - Amphetamines
 - Barbiturates
 - Benzodiazepines
 - Buprenorphine
 - Cocaine (metabolite)
 - Carisoprodol
 - Diphenhydramine
 - Gabapentin
 - Opiates
 - Fentanyl
 - Codeine
 - Morphine
 - Hydromorphone
 - Hydrocodone
 - Oxycodone
 - Phencyclidine
 - Methadone
 - Propoxyphene
 - Meperidine
 - Pseudoephedrine
 - THC
 - Tramadol
 - Sedative-Hypnotics (e.g., zolpidem, eszopiclone, zalepon)
 - Sedative-Antidepressants (e.g., trazadone, mirtazapine, amitriptyline)
 - Substances identified by the National Institute of Drug Abuse (NIDA) as a substance of abuse or misuse [<https://www.drugabuse.gov/drugs-abuse>]

MASSACHUSETTS BOARD OF REGISTRATION IN NURSING

Substances identified by the Substance Abuse and Mental Health Services Administration (SAMHSA) as a substance of abuse or misuse
[\[https://www.samhsa.gov/atod\]](https://www.samhsa.gov/atod)



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October 1, 2025

Via Email

James M. Walsh, Esq.
Walsh & Associates
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RE: In the Matter of Maureen Kellman
Docket No. NUR-2021-0169
License No. LN68010

AMENDED HEARING NOTICE

Dear Attorney Walsh and Ms. Kellman:

On May 16, 2025, you entered into a Consent Agreement for Surrender followed 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 August 28, 2025, the Board sent you a Notice of Violation and Intent to Impose Further Discipline and a Hearing Notice ("Notices"). A copy of the Notices is enclosed with this letter. The Notices advised you that the Board is in possession of evidence indicating violations of the Agreement and set forth the facts supporting that determination. The Notices also scheduled a hearing on the alleged probation violations for September 10, 2025.

On September 9, 2025, Attorney Walsh, on your behalf, requested a continuance of the hearing. Board Counsel agreed to reschedule the hearing to October 8, 2025, contingent upon your execution of a Voluntary Agreement Not to Practice pending the issuance of a Final Decision and Order on Probation Compliance.

Since the issuance of the initial Notices, the Board has received additional information. Enclosed with this letter is an Amended Notice of Violation and Intent to Impose Further Discipline.

Accordingly, the Board will hold a hearing on the alleged probation violations on Wednesday, October 8, 2025.

The Board Meeting will be held via Zoom. You will receive information by separate letter with time details and instructions on how to access the meeting in order to participate in the Zoom meeting.

The hearing shall be conducted in accordance with the State Administrative Procedure Act, G.L. c.30A, §§ 10 and 11, and the Standard Adjudicatory Rules of Practice and Procedure, 801 CMR 1.01 and 1.03, under which you are granted certain rights including, but not limited to, the rights: to a hearing, to secure legal counsel or another representative to represent your interests, to call and examine witnesses, to cross-examine witnesses who testify against you, to testify on your own behalf, to introduce evidence, and to make arguments in support of your position. The Board's consideration of this matter will be in Executive Session unless you request the session be open as provided by G.L. c. 30A, §21(a)(l).

G.L. c. 30A, §21(a)(l) provides that when an Executive Session is held, the individual involved shall have the following rights:

1. To be present (via Zoom) at such Executive Session during deliberations which involve that individual;
2. To have counsel or a representative of his/her own choosing present (via Zoom) and attending for the purpose of advising the individual and not for the purpose of active participation in the executive session;
3. To speak on his/her own behalf; and
4. To cause an independent record to be created of said executive session by audio-recording or transcription, at the individual's expense.

This section of the statute also states that these rights of an individual are in addition to the rights that s/he may have from another source.

Please note that **the hearing will be limited to the issue of whether you are in compliance with, or in violation of, the terms of the Agreement.** The Board will not conduct a hearing on the facts of the complaint resolved by the Agreement.

At the hearing, the Board will consider the following documents (copies enclosed):

1. Consent Agreement for Surrender followed by Probation, effective May 16, 2025
2. Hearing Notice and Notice of Violation and Intent to Impose Further Discipline, dated August 28, 2025
3. Response of Maureen Kellman to Notice of Violation and Intent to Impose Further Discipline, dated September 30, 2025
4. Amended Notice of Violation and Intent to Impose Further Discipline, dated October 1, 2025
5. Documents related to criminal matter against Licensee
6. Compliance Summary Report

You have previously been informed of the opportunity to submit documents or witnesses relevant to whether you are in compliance with the terms of the Agreement. You have submitted one document for the Board's review, noted above (3). The Board reserves the right to refuse to consider any evidence that is redundant or irrelevant.

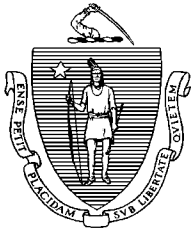
Board Counsel for this matter is:

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

Sincerely,

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

cc: Kim Jones, Probation Compliance Officer



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RE: In the Matter of Maureen Kellman
Docket No. NUR-2021-0169
License No. LN68010

AMENDED NOTICE OF VIOLATION
AND INTENT TO IMPOSE FURTHER DISCIPLINE

Dear Attorney Walsh and Ms. Kellman:

On May 16, 2025, you entered into a Consent Agreement Surrender followed 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.

The Board possesses evidence indicating that you are in violation of the Agreement. Under Paragraph 10 of the Agreement, the Board may impose further discipline against your license in the event that you violate any provision of the probation Agreement.

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

1. Per Paragraph 7(a) of the Agreement, you are required to "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" [of the Agreement.]
 - *On July 10, 2025, a criminal complaint was issued with a warrant for your arrest for alleged conduct that occurred at Maplewood Rehab in Amesbury,*

MA¹. You were charged with elder abuse and numerous drug offenses (Criminal Docket No. 2522CR000685).

- *This arrest resulted in a violation of your existing criminal probation (Criminal Docket No. 2236CR1809), two weeks of incarceration, and imposition of bail conditions prohibiting you from working as a nurse.*
2. Per Paragraph 7(d) of the Agreement, you are required to “Respond to inquiries from Board staff in a timely manner.
- *You failed to respond in a timely manner to inquiries from the Board’s Probation Compliance Officer (“PCO”) regarding probation requirements.*
 - *Correspondence from the PCO was sent to your address of record on the following dates:*
 - *May 27, 2025*
 - *June 24, 2025*
 - *July 16, 2025*
 - *You did not establish communication with the PCO until August 27, 2025, more than three months after the Effective Date of probation.*
3. Per Paragraph 7(f) of the Agreement, you are required to “Maintain active employment (Active Practice Requirements).…”
- *Per the conditions of your bail in the criminal courts, you are unable to work as a nurse.*
4. Per Paragraph 7(n) of the Agreement, you are required to “Demonstrate either absence of, or successful, sustained recovery from, substance abuse, by:
- i. Abstaining from the use of alcohol and all substances of abuse or substances with potential for abuse.
 - ii. Complying with random observed toxicology screening, including but not limited to testing of urine, blood or hair as determined necessary by Board staff, for a *minimum* of fifteen tests annually. Compliance requires that the Licensee enroll² with and maintain a current account with the Board’s Drug Testing Management Company (DTMC) identified in **Attachment A** of this Agreement, and that the Licensee meet the conditions and procedures outlined in **Attachment A**, including but not limited to:

¹ The conduct underlying the July 10, 2025 arrest is the subject of an open investigation by the Board, Docket No. NUR-2024-0283. As the Licensee correctly noted in her Response to the Board’s initial Notice of Violation, the Board was already aware of this complaint at the time the Agreement was executed. Accordingly, the underlying conduct is not treated as a “subsequent complaint” and is not, in itself, a violation of the Agreement.

² The Licensee must enroll with the DTMC within seven (7) days of the Effective Date.

- a. Calling the DTMC daily, during hours set by the DTMC to determine whether the Licensee has been selected to test on that day;
- b. When selected to test, appearing at a lab identified by the DTMC as appropriate for collecting observed toxicology samples for the type of test that has been scheduled, during the hours of collection, and provide a sample; and
- c. Agreeing that the DTMC shall provide the results of random toxicology screening to the Board.

The Licensee agrees that positive toxicology screening results that are not supported by a valid prescription provided to Board staff prior to the toxicology test date are a violation of this Agreement.

- iii. Identifying all treatment providers, including primary care physicians, prescribers, therapist(s) and counselor(s), as of the Effective Date and reporting any change of existing treatment providers or addition of new treatment or new treatment providers within ten (10) days. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each current treatment provider. Providing documentation from each treatment provider in which the provider verifies that they are aware of Licensee's Probation status.
 - iv. Providing authorization, upon request, for Board staff to obtain the Licensee's Prescription Monitoring Program (PMP) report. Identifying all pharmacies where the Licensee has filled prescriptions within the last year and reporting any new pharmacies where the Licensee fills prescriptions during Probation. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each pharmacy."
- *You failed to enroll in the monitored testing program through the Board's DTMC, as required. Instead, you enrolled in the DTMC's individual testing program, which is not monitored by the PCO. As a result, the PCO was unable to receive or review your toxicology testing results as required under the Agreement. This failure persisted for more than three months after the start of your probation on May 16, 2025.³*
 - [REDACTED]
 - *You had missed check-ins on 7/12/2025 through 7/25/2024, and 8/26/2025.*

³ The Board acknowledges that following your August 27, 2025 conversation with the PCO, you subsequently enrolled in the proper program with the Board's DTMC.

The Board will hold a hearing on your alleged probation violations at its meeting on October 8, 2025. Please see the accompanying Hearing Notice for more information.

Sincerely,

Julia Mattava on behalf of

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

COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES
DEPARTMENT OF PUBLIC HEALTH

RE: In the Matter of Maureen Kellman

Docket No.: NUR-2021-0169

License No.: LN68010

**RESPONSE OF MAUREEN KELLMAN TO NOTICE OF VIOLATION AND INTENT
TO IMPOSE FURTHER DISCIPLINE DATED AUGUST 28, 2025**

Maureen Kellman, LPN, herein responds to the Notice of Violation and Intent to Impose Further Discipline dated August 28, 2025, issued by Heather Cambra, BSN, RN, JD (the “Notice”). Numbered paragraphs below respond to the specific numbered paragraphs and alleged violations in the Notice.

1. Ms. Kellman’s probation commenced on May 17, 2025, one day after the effective date of the Consent Agreement (the “Agreement”). The September 12, 2024, complaint against her nursing license was received by the Board eight months before Ms. Kellman’s probation even began. Therefore, it is not a “subsequent complaint”.

Likewise, the criminal charges in Newburyport District Court, issued on July 11, 2025, arise out of the same alleged conduct as the September 12, 2024, complaint. It does not allege new criminal conduct.

Alleged probation violations must be “in term”, in other words, committed by the probationer while the probation is in effect, not before. See Commonwealth v. Smith, 38 Mass. App. Ct. 324 (1993); Commonwealth v. Sawicki, 369 Mass. 377 (1975). Here, the conduct alleged to have violated Paragraph 7(a) of the Agreement, which Ms. Kellman DENIES, is alleged to have occurred in 2024, well before the probation began. It cannot violate probation that did not exist at the time.

2. Paragraph 7(d) of the Agreement requires Ms. Kellman to “respond to inquiries from Board staff in a timely manner”. She has done so. On May 21, 2025, just three business days after her probation began, Ms. Kellman signed up with Spectrum Compliance, as she was directed to do, and Spectrum assigned her a probation officer. Ms. Kellman emailed this officer numerous times over the next several weeks, but she never received a response. Apparently, Spectrum entered Ms. Kellman’s information into an incorrect database, and

Spectrum never notified the Board's Probation Compliance Officer to let them know that Ms. Kellman had signed up and was ready, willing and able to comply with drug testing requirements. Upon information and belief, when this error was discovered in July 2025, it was corrected and since then Ms. Kellman has always responded to the Board's Probation Compliance Officer. Ms. Kellman should not be penalized for Spectrum's mistake.

3. Ms. Kellman was unemployed at the time her probation began, but she was looking for work. The Board was aware of this when her probation began. Ms. Kellman was not able to find work between the time her probation began and the time of her arrest on July 10, 2025 (less than two months). With her arrest on July 10, 2025, the conditions of her bail on the criminal charges prevent her from working as a nurse. Therefore, it is impossible for Ms. Kellman to comply with the employment requirement of her probation. Upon information and belief, the Board's Probation Compliance Officer is aware of these limitations. Further, between July 10, 2025, and July 24, 2025, Ms. Kellman was held in custody in the Barnstable House of Correction facility in Barnstable, Massachusetts, until she was able to post bail. During that two-week timeframe, Ms. Kellman's ability to communicate at all was severely curtailed. In short, it has been impossible for Ms. Kellman to comply with the employment requirements of Paragraph 7(f) of the Agreement.
4. Due to her unemployment and inability to work, as explained above, it has been impossible for Ms. Kellman to comply with Paragraph 7(h) of the Agreement.
5. On May 21, 2025, within just days of her probation commencing on May 17, 2025, Ms. Kellman enrolled in the Spectrum Compliance program in order to satisfy the requirements of Paragraph 7(n) of the Agreement. Upon information and belief, the Board's Probation Compliance Officer is aware of that. Apparently, and due to circumstances beyond Ms. Kellman's control, Spectrum entered Ms. Kellman's information into the wrong database, which resulted in miscommunication between the Spectrum Compliance program and the Board's Probation Compliance Officer. Once the error was discovered in July 2025, it was corrected. Upon information and belief, the Board's Probation Compliance Officer will verify that Ms. Kellman has always been willing to comply with the requirements of paragraph 7(n) of the Agreement. Ms. Kellman should not be penalized for Spectrum's mistake.

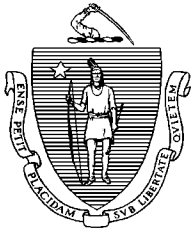
CONCLUSION

For all the reasons stated above, Ms. Kellman respectfully requests this Board to find that she is not in violation of her probation. Further, Ms. Kellman respectfully requests that the employment specific provisions of her probation be held in abeyance as long as the conditions of her bail in the criminal case prevent her from working as a nurse.

/s/ James M. Walsh

Date: 9-30-25

James M. Walsh, Esquire
Counsel for Maureen Kellman



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
250 Washington Street, Boston, MA 02108-4619
617-624-6000 | mass.gov/dph

Maura T. Healey
Governor

Kimberley Driscoll
Lieutenant Governor

Kiame Mahaniah, MD, MBA
Secretary

Robert Goldstein, MD, PhD
Commissioner

August 28, 2025

Via First Class and Certified Mail No.
Return Receipt Requested and via Email

Maureen Kellman
37 Lexington Street
Lynn, MA 01902

RE: In the Matter of Maureen Kellman
Docket No. NUR-2021-0169
License No. LN68010

HEARING NOTICE

Dear Ms. Kellman:

On May 16, 2025, you entered into a Consent Agreement Surrender followed 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.

Enclosed with this Notice, please find the Board's Notice of Violation and Intent to Impose Further Discipline ("Notice"). The Notice informs you that the Board is in possession of evidence indicating that you are in violation of the Agreement and lists the facts supporting the basis for this contention. The Notice informs you that 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.

Accordingly, the Board will hold a hearing on Wednesday, September 10, 2025.

The Board Meeting will be held via Zoom. You will receive information by separate letter with time details and instructions on how to access the meeting in order to participate in the Zoom meeting.

The hearing shall be conducted in accordance with the State Administrative Procedure Act, G.L. c.30A, §§ 10 and 11, and the Standard Adjudicatory Rules of Practice and Procedure, 801 CMR 1.01 and 1.03, under which you are granted certain rights including, but not limited to, the rights:

to a hearing, to secure legal counsel or another representative to represent your interests, to call and examine witnesses, to cross-examine witnesses who testify against you, to testify on your own behalf, to introduce evidence, and to make arguments in support of your position. The Board's consideration of this matter will be in Executive Session unless you request the session be open as provided by G.L. c. 30A, §21(a)(l).

G.L. c. 30A, §21(a)(l) provides that when an Executive Session is held, the individual involved shall have the following rights:

1. To be present (via Zoom) at such Executive Session during deliberations which involve that individual;
2. To have counsel or a representative of his/her own choosing present (via Zoom) and attending for the purpose of advising the individual and not for the purpose of active participation in the executive session;
3. To speak on his/her own behalf; and
4. To cause an independent record to be created of said executive session by audio-recording or transcription, at the individual's expense.

This section of the statute also states that these rights of an individual are in addition to the rights that s/he may have from another source.

Please note that **the hearing will be limited to the issue of whether you are in compliance with, or in violation of, the terms of the Agreement.** The Board will not conduct a hearing on the facts of the complaint resolved by the Agreement.

At the hearing, the Board will consider the following documents (copies enclosed):

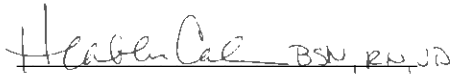
1. Consent Agreement for Surrender followed by Probation, effective May 16, 2025
2. Notice of Violation and Intent to Impose Further Discipline, dated August 28, 2025
3. Documents related to subsequent complaint opened against Licensee (Docket No. NUR-2024-0283)
4. Documents related to criminal matter against Licensee
5. Compliance Summary Report (correspondence from Probation Compliance Officer to Licensee)

At the hearing, you may present additional documents relevant to the issue of whether you are in compliance with the terms of the Agreement. You may also present witnesses who agree to testify on your behalf on the date of the hearing, if such persons have firsthand knowledge about facts demonstrating your compliance. If you intend to present documents and/or witnesses at the hearing, you must provide notice to Board Counsel on or before **September 3, 2025**. Your failure to provide such notice may be grounds for the Board to refuse to consider such documents or witness testimony. Notice must include a copy of all documents you intend to submit at the hearing, as well as the names and addresses of all witnesses, with a description of the facts to which they will testify. The Board reserves the right to refuse to consider any evidence that is redundant or irrelevant.

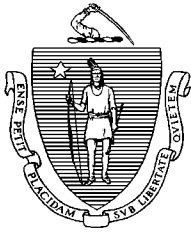
Board Counsel for this matter is:

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

Sincerely,


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

cc: Kim Jones, Probation Compliance Officer



The Commonwealth of Massachusetts
Executive Office of Health and Human Services
Department of Public Health
250 Washington Street, Boston, MA 02108-4619
617-624-6000 | mass.gov/dph

Maura T. Healey
Governor

Kimberley Driscoll
Lieutenant Governor

Kiame Mahaniah, MD, MBA
Secretary

Robert Goldstein, MD, PhD
Commissioner

August 28, 2025

Via First Class and Certified Mail No. : 9589 0710 5270 0506 3053 09
Return Receipt Requested and via Email

Maureen Kellman
37 Lexington Street
Lynn, MA 01902

RE: In the Matter of Maureen Kellman
Docket No. NUR-2021-0169
License No. LN68010

NOTICE OF VIOLATION AND INTENT TO IMPOSE FURTHER DISCIPLINE

Dear Ms. Kellman:

On May 16, 2025, you entered into a Consent Agreement Surrender followed 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.

The Board possesses evidence indicating that you are in violation of the Agreement. Under Paragraph 10 of the Agreement, the Board may impose further discipline against your license in the event that you violate any provision of the probation Agreement.

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

1. Per Paragraph 7(a) of the Agreement, you are required to "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" [of the Agreement.] Additionally, per Paragraph 10 of the Agreement, if the Board opens a subsequent complaint during the Probationary Period, the Board may impose further discipline on your license as warranted to protect the public health, safety, or welfare.

As of the date of this letter, you have failed to comply with this requirement.
Specifically,

- *On or about September 12, 2024, the Board received a subsequent complaint filed against your nursing license alleging diversion of controlled substances from Maplewood Rehab in Amesbury, MA (Docket No. NUR-2024-0283). This matter is currently under investigation by the Board.*
- *On July 10, 2025, a criminal complaint was issued with a warrant for your arrest for the alleged conduct that occurred at Maplewood Rehab in Amesbury, MA. You were charged with elder abuse and numerous drug offenses. You were arrested on this date and to the Board's knowledge, are currently being held at the Essex County House of Correction in lieu of having posted bail in the amount ordered (\$500,000 surety bond or \$50,000 cash).*

2. Per Paragraph 7(d) of the Agreement, you are required to "Respond to inquiries from Board staff in a timely manner.

As of the date of this letter, you have failed to comply with this requirement.
Specifically,

- *You have been unresponsive to the Board's Probation Compliance Officer's requests for documentation.*

3. Per Paragraph 7(f) of the Agreement, you are required to "Maintain active employment (Active Practice Requirements)..."

As of the date of this letter, you have failed to comply with this requirement.
Specifically,

- *The Probation Compliance Officer has not received any communication from you regarding your work status.*

4. Per Paragraph 7(h) of the Agreement, you are required to "Review this Agreement with each of your nursing supervisors, and arrange for each nursing supervisor to submit directly to the Board. . . a Supervisor Verification Form. . . and quarterly Supervision Report Forms."

As of the date of this letter, you have failed to comply with this requirement.
Specifically,

- *The Probation Compliance Officer has not received any communication from you regarding your work status or any of the required supervision report forms.*

5. Per Paragraph 7(n) of the Agreement, you are required to “Demonstrate either absence of, or successful, sustained recovery from, substance abuse, by:
- i. Abstaining from the use of alcohol and all substances of abuse or substances with potential for abuse.
 - ii. Complying with random observed toxicology screening, including but not limited to testing of urine, blood or hair as determined necessary by Board staff, for a *minimum* of fifteen tests annually. Compliance requires that the Licensee enroll¹ with and maintain a current account with the Board’s Drug Testing Management Company (DTMC) identified in **Attachment A** of this Agreement, and that the Licensee meet the conditions and procedures outlined in **Attachment A**, including but not limited to:
 - a. Calling the DTMC daily, during hours set by the DTMC to determine whether the Licensee has been selected to test on that day;
 - b. When selected to test, appearing at a lab identified by the DTMC as appropriate for collecting observed toxicology samples for the type of test that has been scheduled, during the hours of collection, and provide a sample; and
 - c. Agreeing that the DTMC shall provide the results of random toxicology screening to the Board.

The Licensee agrees that positive toxicology screening results that are not supported by a valid prescription provided to Board staff prior to the toxicology test date are a violation of this Agreement.

- iii. Identifying all treatment providers, including primary care physicians, prescribers, therapist(s) and counselor(s), as of the Effective Date and reporting any change of existing treatment providers or addition of new treatment or new treatment providers within ten (10) days. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each current treatment provider. Providing documentation from each treatment provider in which the provider verifies that they are aware of Licensee’s Probation status.
- iv. Providing authorization, upon request, for Board staff to obtain the Licensee’s Prescription Monitoring Program (PMP) report. Identifying all pharmacies where the Licensee has filled prescriptions within the last year and reporting any new pharmacies where the Licensee fills prescriptions during Probation. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each pharmacy.

¹ The Licensee must enroll with the DTMC within seven (7) days of the Effective Date.

As of the date of this letter, you have failed to comply with this requirement. Specifically,

- *You have not complied with any requirement set forth in Paragraph 7(n).*

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. **Accordingly, the Board will hold a hearing on your alleged probation violations at its meeting on September 10, 2025.** Please see the accompanying Hearing Notice for more information.

Sincerely,

A handwritten signature in dark ink, appearing to read "Heather Cambra", followed by the printed text "BSN, RN, JD".

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



MAURA T. HEALEY
Governor

KIMBERLEY DRISCOLL
Lieutenant Governor

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

Attachment 1

KATHLEEN E. WALSH
Secretary

ROBERT GOLDSTEIN, MD,
PhD Commissioner

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

May 19, 2025

Via First Class & Certified Mail No. 9589 0710 5270 1788 8587 67

Return Receipt Requested

Maureen Kellman
37 Lexington St.
Lynn, MA 01902

- Eff: 6/14/23 ; Exp: 7/9/25

RE: In the Matter of Maureen Kellman, License No. LN68010
Board of Registration in Nursing; Docket No. NUR-2021-0169

Dear Ms. Kellman:

Please find enclosed a fully executed **Consent Agreement for Surrender followed by Probation, effective May 16, 2025**. This Agreement constitutes full and final disposition of the above-referenced complaint.

Please note that as of the effective date, your license status was changed to **Voluntary Surrender**. The Board acknowledges that you have met the requirements for license reinstatement specified in the agreement. Accordingly, your license status will be changed to **Probation**, effective May 17, 2025.

All questions, correspondence and documentation relating to the Agreement's probation terms and conditions should be directed to the attention of Kimberly Jones, Probation Compliance Officer at (617) 973 -0863.

Regards,

/s _____

Lisa Ferguson
Paralegal
Office of General Counsel

Encl: Fully Executed Consent Agreement for Voluntary Surrender followed by Probation

COMMONWEALTH OF MASSACHUSETTS

SUFFOLK, ss.

BOARD OF REGISTRATION
IN NURSING

In the Matter of
Maureen Kellman
LICENSE NUMBER LN68010
LICENSE EXPIRATION 07.09.25

Docket Number NUR-2021-0169

CONSENT AGREEMENT FOR SURRENDER FOLLOWED BY PROBATION

The Massachusetts Board of Registration in Nursing (Board) and Maureen Kellman (Licensee), a Licensed Practical Nurse (LN) licensed by the Board, with License Number LN68010, 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 her Massachusetts Licensed Practical Nurse license (License)¹ related to the conduct set forth in paragraph 2, identified as Docket Number NUR-2021-0169 (the Complaint).
2. The Licensee and the Board agree to resolve this Complaint without making any admissions or findings and without proceeding to a formal adjudicatory hearing. The Complaint alleges the following:

While employed as a Licensed Practical Nurse at Hathorne Hill in Danvers, Massachusetts, on or about July 27, 2021, she diverted narcotics from the facility [REDACTED]. Specifically, the Licensee kept an oxycodone tablet for herself by signing a fake signature of a non-existent nurse as a witness, fraudulently highlighted numerous controlled substances in narcotics book indexes to make them appear as if they had been taken out of the count when they were "stolen by her," and stole 54 oxycodone tablets from a patient at discharge and falsified the patient's transfer records to conceal diversion.

3. The Licensee and the Board acknowledge and agree that the conduct described in paragraph 2 constitutes one (1) or more failures to comply with the Board's Standards of Conduct at 244 CMR Sections 9.03(5), (6), (35), (39), (44), and (47) and warrants disciplinary action by the Board pursuant to MGL Chapter 112, Section 61 and Board regulations at 244 CMR 7.04, Disciplinary Actions.

4. The Licensee agrees to **SURRENDER** her nursing License and right to renew it for no less than one (1) day commencing with the date on which the Board signs this Agreement (Effective Date).

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

5. After the Surrender Period, the Licensee's License will be automatically reinstated. The License will immediately be placed on Probation in accordance with the terms of this Agreement.

6. The Licensee understands and agrees that her License shall be placed on **PROBATION** for no less than one (1) year (Probationary Period) commencing immediately upon the date of reinstatement.

7. During the Probationary Period, the Licensee further agrees that she shall comply with all 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 nurse² 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 Massachusetts³ 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) year full-time experience in nursing, or its equivalent, within the last five years; 4) is educationally prepared at or above the level of

² The Licensee must receive direct supervision from a qualified licensed nurse who is employed in a supervisory role and who is physically located at all times in each facility in which the Licensee practices nursing.

³ Or a license to practice in the jurisdiction in which the Licensee is employed.

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 reports,⁴ 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 proper storage and documentation of all narcotics within the facility, including any errors and incidents. The Board may take action pursuant to paragraph 10 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 7f.
- j. If not employed in accordance with paragraph 7f within thirty (30) days of the Effective Date:
 - i. On a weekly basis: actively search for nursing employment.

⁴ 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 their nursing job search activities and the status of their nursing employment.
- k. Complete the Active Practice Requirements within a period up to a maximum of double the length of the Probationary Period.⁵
- 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.
- n. Demonstrate either absence of, or successful, sustained recovery from, substance abuse, by:
 - i. Abstaining from the use of alcohol and all substances of abuse or substances with potential for abuse.
 - ii. Complying with random observed toxicology screening, including but not limited to testing of urine, blood or hair as determined necessary by Board staff, for a *minimum* of fifteen tests annually. Compliance requires that the Licensee enroll⁶ with and maintain a current account with the Board's Drug Testing Management Company (DTMC) identified in **Attachment A** of this Agreement, and that the Licensee meet the conditions and procedures outlined in **Attachment A**, including but not limited to:
 - A. Calling the DTMC daily, during hours set by the DTMC, to determine whether the Licensee has been selected to test on that day;
 - B. When selected to test, appearing at a lab identified by the DTMC as appropriate for collecting observed toxicology samples for the type of test that has been scheduled, during the hours of collection, and provide a sample; and
 - C. Agreeing that the DTMC shall provide the results of random toxicology screening to the Board.

⁵ The term of the Probationary Period is defined in paragraph 6.

⁶ The Licensee must enroll with the DTMC within seven (7) days of the Effective Date.

The Licensee agrees that positive toxicology screening results that are not supported by a valid prescription provided to Board staff prior to the toxicology test date are a violation of this Agreement.

- iii. Identifying all treatment providers, including primary care physicians, prescribers, therapist(s), and counselor(s), as of the Effective Date and reporting any change of existing treatment providers or addition of new treatment or new treatment providers within ten (10) days. After the Effective Date and upon request thereafter, providing an Authorization for Release of Information for each current treatment provider. Providing documentation from each treatment provider in which the provider verifies that they are aware of Licensee's Probation status.
- iv. Providing authorization, upon request, for Board staff to obtain the Licensee's Prescription Monitoring Program (PMP) report. Identifying all pharmacies where the Licensee has filled prescriptions within the last year and reporting any new pharmacies where the Licensee fills prescriptions during Probation. After the Effective Date and upon request, thereafter, providing an Authorization for Release of Information for each pharmacy.

8. The Licensee agrees that Board staff may, pending review by the Board, take immediate action to restrict nursing practice privileges following:

- a. A self-report of unauthorized substance use by the Licensee;
- b. A positive toxicology screening result that is not supported by a current and valid prescription provided to Board staff prior to the toxicology test date;
- c. A third-party report that the Licensee has engaged in unauthorized substance use or has been impaired, provided that such report is supported by statement or documentation by a person to whom the Licensee has admitted such use or impairment or a person who has observed such use or impairment;
- d. 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 10.

9. If and when the Board determines that the Licensee has complied to the Board's satisfaction with all the requirements contained in this Agreement, and no earlier than **one (1) year** after the date of reinstatement, the Board shall send written notice to the Licensee which shall terminate the Probationary Period.

10. If the Licensee does not comply with each requirement of this Agreement, or if the Board opens a Subsequent Complaint⁷ during either the Surrender Period or 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 Surrender Period and/or the Probationary Period; and/or
 - ii. **MODIFY** the Surrender Period and/or the Probationary Period requirements; and/or
 - iii. **IMMEDIATELY SUSPEND** the Licensee's nursing license.
- b. If the Board suspends the Licensee's License pursuant to paragraph 10(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.
- c. If the Licensee fails to comply with the requirements of paragraph 7n, the Licensee understands and agrees that her license shall be Suspended for a minimum three (3) year period immediately effective upon written notice

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.

from the Board. The Licensee further agrees that conditions for reinstatement of her license shall include, at a minimum, the results of at least fifteen (15) random urine tests per year, in accordance with the terms set forth in Attachment A, regular participation in AA/NA and/or therapy, and health care provider and employer evaluations.

11. The Licensee agrees that during the Surrender Period and/or if the Board suspends her license in accordance with paragraph 10(a)(iii), 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 Licensed Practical Nurse until such time as the Board reinstates her license.⁸

12. 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.

13. The Licensee understands that she has a right to formal adjudicatory hearing concerning the Complaint and that during said adjudication she would possess the right 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, to appeal to the courts, and all other rights as set forth in the Massachusetts Administrative Procedures Act, MGL 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, she is knowingly and voluntarily waiving her right to a formal adjudication of the Complaint.

14. The Licensee acknowledges that she has been represented by legal counsel or has been at all times free to seek and use legal counsel in connection with the Complaint and this Agreement.

15. 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.

16. 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 it is not subject to reconsideration, appeal, or judicial review.

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⁸ Any evidence of unlicensed practice or misrepresentation as a Licensed Practical Nurse during the Suspension period and/or after the Board has notified the Licensee of her 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 MGL Chapter 112, Sections 61 and 65.

mkrr / 5/12/25

Maureen Kellman
Licensee (sign and date)

Heather Cambra BSN, RN, JD

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

May 16, 2025

Effective Date of Agreement

Fully Signed Agreement Sent to Licensee on May 19, 2025 by Certified Mail
No. 9589 0710 5270 1788 8587 67

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ATTACHMENT A

Guidelines for Licensee's Participation in Random Toxicology Drug Screens for Evaluation by the Massachusetts Board of Registration in Nursing (Board)

- I. Licensees who are required by a Board Agreement or Order to have random, observed toxicology drug screens are expected to remain abstinent from all substances of abuse, including alcohol and other substances, including but not limited to over-the counter (OTC) medication, supplements, products, and food items which metabolize as substances listed in Section XI¹.
- II. Unless otherwise stated in a Licensee's Board Agreement or Order, all Licensees shall comply with random, observed toxicology screens a minimum of fifteen (15) times per year. The Licensee will comply with additional random toxicology screening, including but not limited to testing of urine, blood and hair as determined necessary by Board staff.
- III. The Board designates one Drug Testing Management Company (DTMC).² The Board will accept only the results of toxicology drug screens that are performed under the auspices of the DTMC and reported directly to the Board.
- IV. All costs related to a Licensee's participation in the DTMC toxicology drug screening program are the responsibility of the participating licensee.
- V. A Licensee is expected to sign an agreement with the DTMC and to comply with all of the conditions and requirements of the agreement with the DTMC and any related policies, including without limitation, any requirements related to observation of urine collection and/or temperature checks.
- VI. Arrangements can be made through the DTMC to have toxicology screens done at approved laboratories throughout the continental U.S.
- VII. Failure to call the DTMC or failure to test when selected shall be considered non-compliance with the Licensee's Board Agreement or Order. Calls to the DTMC must be made during hours set by the DTMC.
- VIII. A positive drug screen that is not supported by appropriate documentation of medical necessity and a valid prescription shall be considered non-compliance with the Licensee's Board agreement or Order.

¹ This includes but is not limited to, OTC cold medications, hand sanitizers, oils, poppy seeds, fermented teas, and vanilla extract.

² The current DTMC is Affinity eHealth. To contact Affinity eHealth call 1-877-267 4304.

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- IX. Urine drug screen reports that show a low creatinine (<20 mg/dl) may be an indication of an adulterated or diluted specimen; further testing may be required.
- X. Nurses who do not have a current MA nursing license and who are enrolled in urine drug screening with the DTMC for the purpose of documenting to the Board that they are in stable and sustained recovery from substance abuse, must provide written authorization to the DTMC to release to the Board a complete record of their participation in the drug screening program, including documentation of missed calls, no shows, test results and a full history report at the completion of their DTMC participation. The Board does not monitor the testing of unlicensed individuals and will evaluate a nurse's participation in the DTMC only when the DTMC testing is completed and the nurse applies for license reinstatement. Unlicensed nurses should identify themselves as such to the DTMC and sign an individual agreement with the DTMC.
- XI. Random observed toxicology screening shall test for the following substances:
- Ethanol and all ethanol products
 - Amphetamines
 - Barbiturates
 - Benzodiazepines
 - Buprenorphine
 - Cocaine (metabolite)
 - Carisoprodol
 - Diphenhydramine
 - Gabapentin
 - Opiates
 - Fentanyl
 - Codeine
 - Morphine
 - Hydromorphone
 - Hydrocodone
 - Oxycodone
 - Phencyclidine
 - Methadone
 - Propoxyphene
 - Meperidine
 - Pseudoephedrine
 - THC
 - Tramadol
 - Sedative-Hypnotics (e.g., zolpidem, eszopiclone, zalepon)
 - Sedative-Antidepressants (e.g., trazadone, mirtazapine, amitriptyline)
 - Substances identified by the National Institute of Drug Abuse (NIDA) as a substance of abuse or misuse [<https://www.drugabuse.gov/drugs-abuse>]

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Substances identified by the Substance Abuse and Mental Health Services Administration (SAMHSA) as a substance of abuse or misuse
[\[https://www.samhsa.gov/atod\]](https://www.samhsa.gov/atod)