



STATE OF MAINE
 BOARD OF NURSING
 158 STATE HOUSE STATION
 AUGUSTA, MAINE
 04333-0158

JOHN ELIAS BALDACCI
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
 EXECUTIVE DIRECTOR

IN RE: **GLENDAL. KNIGHTS, R.N.**) **CONSENT AGREEMENT FOR**
 of Burnham, Maine) **REINSTATEMENT AND**
 License #R041522) **PROBATION**

INTRODUCTION

This document is a Consent Agreement regarding Glenda L. Knights' license to practice registered professional nursing in the State of Maine. The parties enter into this Agreement pursuant to 10 M.R.S.A. § 8003(5)(B) and 32 M.R.S.A. § 2105-A(1-A)(B). The parties to this Consent Agreement are Glenda L. Knights ("Licensee"), Maine State Board of Nursing ("Board") and the Office of the Attorney General, State of Maine. The Board met with the Licensee on March 10, 2004. The Licensee requested to be reinstated after being suspended by the Board on May 5, 2003. As a result of the March 10, 2004 meeting with the Board, the parties reached this Agreement.

FACTS

1. Glenda L. Knights has been a registered professional nurse previously licensed to practice in Maine since 1997.
2. Glenda L. Knights was subject to a Consent Agreement For Probation With Conditions dated July 13, 2000. Exhibit 1. This Consent Agreement was for discipline of Ms. Knights' registered professional nurse license and the Consent Agreement was an attempt to address Ms. Knights' past performance regarding her lack of knowledge or ability to apply the principles or skills necessary to safely carry out the practice of professional nursing.
3. On May 9, 2003, Ms. Knights' registered professional nurse license was suspended for 270 days because of incompetent nursing practice and her failure to arrange for and ensure the submission of quarterly reports from her nursing employer under the terms of the July 13, 2000, Consent Agreement. Board Order, Exhibit 2.

REINSTATEMENT WITH CONDITIONS OF PROBATION

4. Glenda L. Knights' license to practice professional nursing in the State of Maine is reinstated on a probationary status with conditions. The period of probation will be for a period of two years, to be effective only while she is employed in



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Consent Agreement for Reinstatement & Probation

Glenda L. Knights, R.N.

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nursing practice. For purposes of this Consent Agreement, nursing employment is any employment during which Glenda L. Knights performs nursing services. Glenda L. Knights's probationary license will be subject to the following conditions:

- a. Glenda L. Knights employment is restricted during the period of probation to structured settings with on-site supervision of another registered nurse, which shall not include assignments from temporary employment agencies or jails or correctional facilities.
 - b. Glenda L. Knights will immediately notify the Board in writing should she return to employment in the field of nursing. Notice under this section shall include the place and position of employment and any subsequent change in employment.
 - c. Glenda L. Knights will notify any and all of her nursing employers and notify faculty involved in any clinical studies of the terms of this Consent Agreement and shall provide them with a copy of it.
 - d. Glenda L. Knights will arrange for and ensure the submission to the Board of quarterly reports from her nursing employer regarding her general nursing practice.
5. Glenda L. Knights agrees and understands that her license will remain on probationary status and subject to the terms of this Consent Agreement indefinitely beyond the two year probationary period, until and unless the Board, at Glenda L. Knights' written request, votes to terminate Glenda L. Knights' probation. When considering whether to terminate the probation, the Board will consider the extent to which Glenda L. Knights has complied with the provisions of this Agreement.
6. Glenda L. Knights understands and agrees that if any member of the Board or the Board's Executive Director receives reasonably reliable information suggesting that Ms. Knights has engaged in further instances of incompetent nursing practice and/or fails to comply with the terms of this Consent Agreement, Ms. Knights' license will be immediately and automatically suspended pending further review by the Board. In the event such information is received by any member of the Board or its Executive Director, the information will be forwarded to Ms. Knights for a response. Ms. Knights agrees and understands that in such event, her license shall remain suspended unless and until the Board is satisfied that Ms. Knights' license may be reinstated consistent with the public health and welfare in the area of nursing practice.

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Glenda L. Knights, R.N.

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7. Glenda L. Knights understands that this document is a Consent Agreement that affects her rights to practice nursing in Maine. Glenda L. Knights understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering into the Consent Agreement.
8. If Glenda L. Knights fails to meet any of the obligations of this Consent Agreement, the Board may take any disciplinary action, which it deems appropriate and impose any of the sanctions, including but not limited to that found in Title 10 M.R.S.A. § 8003 and Title 32 M.R.S.A. § 2105-A.
9. Glenda L. Knights affirms that she executes this Consent Agreement of her own free will.
10. This Consent Agreement replaces the previous Consent Agreement dated July 13, 2000. Modification of this Consent Agreement must be in writing and signed by all the parties.
11. This Consent Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
12. This Consent Agreement becomes effective upon the date of the last necessary signature below.

I, GLENDA L. KNIGHTS, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 4-12-04

Glenda L. Knights R.N.
GLENDA L. KNIGHTS, R.N.

FOR THE MAINE STATE
BOARD OF NURSING

DATED: April 13, 2004

Myra Broadway
MYRA A. BROADWAY, J.D., M.S., R.N.
Executive Director

Consent Agreement for Reinstatement & Probation

Glenda L. Knights, R.N.

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FOR THE OFFICE OF THE
ATTORNEY GENERAL

DATED: April 15, 2004



JOHN H. RICHARDS
Assistant Attorney General



STATE OF MAINE
BOARD OF NURSING
158 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0158

ANGUS S. KING, JR.
GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
EXECUTIVE DIRECTOR

IN RE: **GLENDA L. KNIGHTS, R.N.**) **CONSENT AGREEMENT**
of Albion, Maine) **FOR PROBATION WITH**
License #R041522) **CONDITIONS**

INTRODUCTION

This document is a Consent Agreement regarding Glenda L. Knight's license to practice professional nursing in the State of Maine. The parties enter into this Agreement pursuant to 10 M.R.S.A. § 8003(5)(A-1)(4) and (5)(B) and 32 M.R.S.A. § 2105-A(1-A)(B). The parties to this Consent Agreement are Glenda L. Knights ("Licensee"), Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine. The parties reached this Agreement following an informal conference held on June 7, 2000 on the basis of information submitted by Mount St. Joseph by letter dated February 8, 1999 and information submitted by MaineGeneral Medical Center by letter dated February 18, 1999.

FACTS

1. Glenda L. Knights has been a registered professional nurse ("R.N.") licensed since August 18, 1997.
2. Glenda L. Knights failed to take appropriate action and to follow policies and procedures in a nursing practice situation designed to safeguard the patient by administering medicine that someone else had prepared without verification that it was the correct medication.
3. There was actual patient harm documented in the above-referenced facts.
4. Glenda L. Knights has a history of medical errors which she admits has taken place over the course of her practice as a licensed nurse.
5. Glenda L. Knights irrigated a bladder without a doctor's order. In addition, the wound was irrigated with unsterilized tap water.

AGREEMENT

6. Glenda L. Knights' conduct constitutes grounds for discipline under 32 M.R.S.A. § 2105-A(2)(E)(1), (2)(E)(1), (2)(F) and (2)(H).



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7. Glenda L. Knights' license to practice registered professional nursing is placed on a probationary status with conditions for a period of one year of nursing employment. The conditions of probation are as follows:
 - a. Glenda L. Knights will notify any and all of her nursing employers of the terms of this Consent Agreement and shall provide them with a copy of it. For purposes of this Consent Agreement, nursing employment is any employment during which Ms. Knights performs nursing services or holds herself out as a nurse such as through the designation "R.N."
 - b. Glenda L. Knights will immediately notify the Board in writing of any employment in the field of nursing, including the place and position of employment and of any change in nursing employment.
 - c. Glenda L. Knights will arrange for and ensure the admission to the Board of quarterly reports addressing her job performance from her nursing employer(s).
 - d. Glenda L. Knights understands and agrees that her license will remain on probationary status and subject to the terms of this Agreement indefinitely beyond the one year probationary period, until and unless the Board, at Ms. Knights' request, votes to terminate Ms. Knights' probation. When considering whether to terminate probation, the Board will consider Ms. Knights' compliance with the terms and conditions of this Consent Agreement.
8. Glenda L. Knights understands and agrees that the Board may suspend Ms. Knights' license without further proceedings if it determines that Ms. Knight has engaged in further conduct that evidences the lack of knowledge or ability to apply the principles or skills necessary to safely carry out the practice of professional nursing. Ms. Knights further understands and agrees, in such event, that her license will remain suspended unless and until Ms. Knights can prove to the satisfaction of the Board that her license may be reinstated consistent with the public health and welfare in the area of nursing service.
9. The Board agrees to take no further disciplinary action upon these facts so long as Ms. Knights fully complies with the terms and conditions of this Consent Agreement.
10. Glenda L. Knights understands and agrees that this document imposes discipline regarding her license to practice professional nursing in the State of Maine. Ms. Knights understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering into this Consent Agreement.

- 11. Glenda L. Knights affirms that she executes this Consent Agreement of her own free will.
- 12. Modification of this Consent Agreement must in writing and signed by all the parties.
- 13. This Consent Agreement is not subject to appeal or review by the Licensee but may be enforced by an action in the Superior Court.
- 14. This Consent Agreement becomes effective upon the date of the last necessary signature below.

I, GLENDA L. KNIGHTS, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 7-7-00

Glenda L. Knights RN
 GLENDA L. KNIGHTS, R.N.

FOR THE MAINE STATE BOARD OF NURSING

DATED: July 11, 2000

Myra Broadway
 MYRA A. BROADWAY, J.D., M.S., R.N.
 Executive Director

FOR THE DEPARTMENT OF ATTORNEY GENERAL

DATED: 7/13/00

John H. Richards
 JOHN H. RICHARDS, ESQ.
 Assistant Attorney General

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JOHN ELIAS BALDACCI
GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
EXECUTIVE DIRECTOR

IN RE: **GLENDAL. KNIGHTS, R.N.**)
of Burnham, Maine)
License #R041522)

ORDER OF SUSPENSION

INTRODUCTION

On April 3, 2003 Glenda L. Knights ("Licensee") met with Maine State Board of Nursing ("Board") and the Department of Attorney General, State of Maine in an informal conference. The parties discussed a provider report from North Country Associates, Sanfield Rehabilitation & Living Center ("Sanfield") dated October 29, 2002 and November 4, 2002, attached hereto as Exhibit A. On the basis of this information and the discussion at the informal conference the Board determined that Ms. Knights is in violation of her Consent Agreement dated July 13, 2000, attached hereto as Exhibit B.

FACTS

1. Glenda L. Knights has been licensed as a registered professional nurse since August 18, 1997.
2. On July 13, 2000, Ms. Knights entered in a Consent Agreement with the Board resulting in discipline for incompetent nursing practice and unprofessional conduct. See: Exhibit B.
3. Under the terms of the Consent Agreement, Paragraph 7.a., Ms. Knights failed to "...arrange for and ensure the admission to the Board of quarterly reports addressing her job performance from her nursing employer(s)." See: Exhibit B.
4. As a result of the current complaint from Sanfield through letters dated October 29, 2002 and November 4, 2002 the Board finds that Ms. Knight failed to follow policies and procedures in the practice situation designed to safeguard the patient:
 - a. Ms. Knights changed a resident's enteral feeding rate without confirming the change with the resident's physician.
 - b. Ms. Knights approached a physician to order an antibiotic for a resident with a positive U.T.I. She provided the physician with a culture and sensitivity report, however, she failed to provide the physician with a list of the resident's allergies.



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- c. On October 22, 2002 a resident was transported from a hospital to Sanfield. Ms. Knights admitted the resident and noted the resident's past hospital orders dated September 27, 2002 as a current order.

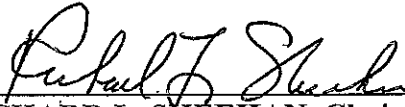
Pursuant to 32 M.R.S.A. § 2105-A(1-A), 10 M.R.S.A. § 8003(5) and the terms of the Consent Agreement, the Board suspends Ms. Knights' registered professional nursing license and will not renew or consider reinstating her license for a period of 270 days commencing on April 3, 2003.

ORDER

By unanimous vote of the Board, the Board finds that Glenda L. Knights has failed to comply with the terms of the Consent Agreement and ORDERS that her license as a registered professional nurse be suspended for a period of 90 days for each of the violations (three) stated in Paragraph 4, to be served consecutively, for a total suspension period of 270 days commencing retroactively to April 3, 2003.

Glenda L. Knights' license will not be reinstated until and unless the Board, upon Ms. Knights' request, votes to reinstate Ms. Knights' license. Following the 270 days period of suspension and after reinstatement, Ms. Knights' license to practice registered professional nursing shall be subject to a period of probation of nursing practice.

DATED: 5-9-03



RICHARD L. SHEEHAN, Chair
FOR THE MAINE STATE
BOARD OF NURSING

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