



Paul R. LePage
GOVERNOR

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

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

IN RE: **GLENDA MICHELLE KRIBEL, CRNA**)
of Hampden, ME) **AGREEMENT TO TERMINATE**
) **CONSENT AGREEMENT**
License Nos. RN50533 & RNA83069)

INTRODUCTION

The purpose of this Agreement ("Agreement") is to terminate Glenda M. Kribel's Consent Agreement dated April 22, 2010 (the "2010 Agreement") and thereby terminate her period of probation and all terms and conditions imposed by the 2010 Agreement. The parties to this Agreement are Glenda M. Kribel ("Ms. Kribel"), the Maine State Board of Nursing ("the Board"), and the Office of the Attorney General, State of Maine.

FACTS

1. Glenda M. Kribel was initially approved by the Board to practice as a Certified Registered Nurse Anesthetist ("CRNA") on February 24, 2005; this "approval" was converted to licensure on September 1, 2008. Ms. Kribel was licensed by the Board to practice as a registered professional nurse ("RN") in Maine on October 29, 2004.
2. On April 22, 2010, Ms. Kribel entered into the 2010 Agreement with the Board, placing her nursing licenses on probation for a term of five years. The 2010 Agreement is attached hereto and marked as Exhibit A.
3. By letter dated February 25, 2012, Ms. Kribel's attorney requested that the Board amend the probation imposed by the 2010 Agreement, paragraph 17 of which states: "Modification of this Agreement must [be] in writing and signed by all parties."
4. On November 28, 2012, Ms. Kribel appeared before the Board and requested that her probation be terminated.
5. The Board considered the following information pertaining to Ms. Kribel's request:
 - a. Ms. Kribel's participation in the Medical Professionals Health Program ("MPHP") since June 14, 2009 and correspondence dated November 15, 2012 from Margaret Palmer, PhD, Clinical Director of MPHP, supporting Ms. Kribel's request;
 - b. Correspondence dated May 31, 2012 from David Hessert, President/CEO of Nurse Anesthesia of Maine regarding its work experience with Ms. Kribel and her progress in recovery;



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- c. Correspondence dated May 29, 2012 from Paul Schneider, CRNA/President of Maine Association of Nurse Anesthetists regarding Ms. Kribel's employment and recovery;
- d. Correspondence dated May 22, 2012 from Laura Schneider-Look, Chief CRNA at Coastal Eye Surgery Center and Maine State Peer Advisor regarding Ms. Kribel's professional abilities and her progress in recovery; and
- e. Correspondence dated November 6, 2012 from Heidi Shawley, RN/Director of Nursing regarding Ms. Kribel's current employment at Brewer Rehabilitation & Living Center.

AGREEMENT


- 6. The Board voted to grant Ms. Kribel's request to modify the 2010 Agreement and thereby terminates the probation imposed in Paragraph No. 9 of the 2010 Agreement and all other terms and conditions under the 2010 Agreement.
- 7. This Agreement is a public record within the meaning of 1 M.R.S. §402 and will be available for inspection and copying by the public pursuant to 1 M.R.S. §408.
- 8. This Agreement becomes effective upon the date of the last necessary signature below.
- 9. Ms. Kribel acknowledges that she has read and understands this Agreement and has had an opportunity to consult with legal counsel prior to signing it.

Dated: 1-28-13



GLENDA MICHELLE KRIBEL, CRNA


Dated: 1-21-13



TRAVIS BRENNAN, ESQ.
Attorney for Glenda Michelle Kribel, CRNA

FOR THE MAINE STATE BOARD OF NURSING

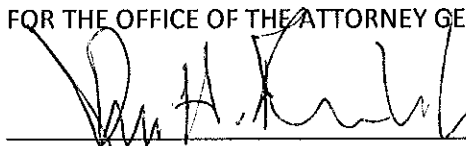
Dated: Feb 1, 2013



MYRA A. BROADWAY, JD, MS, RN
Executive Director

FOR THE OFFICE OF THE ATTORNEY GENERAL

Dated: 2/5/13



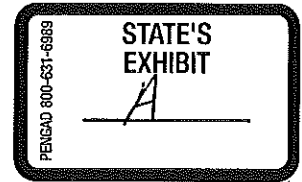
JOHN H. RICHARDS
Assistant Attorney General



JOHN ELIAS BALDACCI
GOVERNOR

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04333-0158

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



IN RE: **GLEND A. M. KRIBEL, CRNA,**) **CONSENT AGREEMENT**
of Hampden, Maine) **FOR**
License #R050533 & AA083069) **PROBATION**

INTRODUCTION

This document is a Consent Agreement ("Agreement") regarding Glenda M. Kribel's ("Ms. Kribel" or "Licensee") license to practice registered professional nursing and advanced practice registered nursing in the State of Maine. The parties to this Agreement are Ms. Kribel, the Maine State Board of Nursing ("Board") and the Office of the Attorney General, State of Maine. The parties enter into this Agreement pursuant to 10 M.R.S. § 8003(5), (A-1) (4) and 10 M.R.S. § 8003(5) (B). On March 23, 2010, the Board met with Ms. Kribel in an informal conference and reached this Agreement on the basis of a Board Notice of Complaint/Provider Report dated April 6, 2009 with a self-report dated March 8, 2009 from Ms. Kribel and information from Nurse Anesthesia of Maine, PLLC ("NAOM") dated March 16, 2009.

FACTS

1. Glenda M. Kribel was initially approved by the Board to practice as a Certified Registered Nursing Anesthetist ("CRNA") on February 24, 2005; this "approval" was converted to licensure on September 1, 2008. She was licensed by the Board to practice as a registered professional nurse in October 2004; this license lapsed on March 17, 2010.
2. Glenda M. Kribel was suspended from NAOM on March 5, 2009 while practicing as a CRNA because of substance abuse of Propofol; there was no documented patient harm.
3. On March 8, 2009, Ms. Kribel self-reported to the Board that she had a substance abuse problem and stated she had ceased practicing as a CRNA to focus on her treatment.
4. Ms. Kribel entered a residential treatment program for addiction at the Farley Center at Williamsburg Place ("Farley Center") located in Williamsburg, VA on March 16, 2009. After her discharge on July 9, 2009, she completed an eight-week intensive outpatient program at the Open Door in Ellsworth, ME. Ms. Kribel continues in treatment which consists of individual counseling and attending various AA meetings. In addition, she voluntarily entered the Maine Professional Health Program ("MPHP") on June 14, 2009. Ms. Kribel has maintained her sobriety since March 14, 2009; her abstinence is currently monitored by random urine screening by the MPHP.
5. In lieu of an adjudicatory hearing, Ms. Kribel has agreed to enter this Agreement with the Board.

AGREEMENT

6. Glenda M. Kribel understands and agrees that this document imposes discipline regarding her license as a registered professional nurse and advanced practice registered nurse in the State of Maine.



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7. Glenda M. Kribel neither admits nor denies the facts contained herein; however, she acknowledges that if this matter went to a hearing before the Board, it is more likely than not the above-stated facts and underlying investigative information to support same would support the Board's findings in this Agreement.
8. Glenda M. Kribel understands that based upon the above-stated facts, this document imposes discipline regarding her license to practice as a registered professional nurse and advanced practice registered nurse in the State of Maine. The grounds for discipline for violations are under 32 M.R.S. § 2105-A(2)(B), (2)(F), (2)(H) and Chapter 4, sections 1(A)(2), 1(A)(6), 1(A)(8) and Chapter 4, section 3(Q) of the Rules and Regulations of the Maine State Board of Nursing. Specifically, the violations are:
 - a. 32 M.R.S. § 2105-A (2) (B). Habitual substance abuse that has resulted or is foreseeably likely to result in the licensee performing services in a manner that endangers the health or safety of patients. (See also Rule Chapter 4, Section 1.A.2)
 - b. 32 M.R.S. § 2105-A (2) (F). Unprofessional Conduct. Ms. Kribel engaged in unprofessional conduct because she violated a standard of professional behavior that has been established in the practice for which she is licensed. (See also Rule Chapter 4, Section 1.A.6.)
 - c. 32 M.R.S. § 2105-A (2) (H). A violation of this chapter or a rule adopted by the Board. (See also Rule Chapter 4, Section 1.A.6.)
 - d. Rule Chapter 4, Section 3. *Unprofessional Conduct*: defined as *nursing behavior which fails to conform to legal standards of the nursing profession, and which could reflect adversely on the health and welfare of the public shall constitute unprofessional conduct and shall include, but shall not be limited to, the following:*

Chapter 4, Section 3(Q). Ms. Kribel possessed, obtained and administered prescription drugs to herself, except as directed by a person authorized by law to prescribe drugs.
9. Glenda M. Kribel's license as a registered professional nurse and advanced practice registered nurse is placed on probation with conditions. The period of probation will commence upon her return to nursing practice and will be for a period of five years, effective only while she is employed in nursing practice and/or enrolled in a clinical nursing education program. For purposes of this Agreement, nursing employment is any employment during which Ms. Kribel performs nursing services. Her probationary license will be subject to the following conditions:
 - a. Glenda M. Kribel shall fully cooperate with the representatives of the Board in its monitoring and investigation of her compliance with probation. She shall inform the Board in writing within 15 days of any address change.
 - b. Glenda M. Kribel will abstain completely from the use of alcohol or drugs, with the exception of substances used in accordance with a valid prescription from a health care provider who is aware of her substance abuse history.
 - c. Glenda M. Kribel will continue in her aftercare treatment program to such an extent and for as long as her treatment provider(s) recommend. Part of her treatment will be to arrange for random urine screens for drugs and alcohol, at her own expense, to be conducted through the MPHP. The results of the drug screens shall be shared with the Board.

- d. Glenda M. Kribel will arrange for and ensure the submission of quarterly reports to the Board by her treatment provider(s) and such reports shall continue until her probation is terminated. If her treatment is terminated during her probation, she shall notify the Board and provide written documentation.
- e. Glenda M. Kribel will notify the Board in writing within five business days after she obtains any nursing employment and/or an educational program in the field of nursing. Notice under this section shall include the place and position of employment or the nursing educational program. If during the period of probation, her employment as a nurse or her educational program in the field of nursing terminates, she shall notify the Board in writing within five business days after she is terminated or separated, regardless of cause, with a full explanation of the circumstances.
- f. Glenda M. Kribel will notify any and all of her nursing employers and faculty involved in any clinical studies of the terms of this Agreement and provide them with a copy of it.
- g. Glenda M. Kribel will arrange for and ensure the submission to the Board of quarterly reports from her nursing employer and/or clinical faculty regarding her general nursing practice.
- h. Glenda M. Kribel agrees and understands that the Board and the Office of the Attorney General shall have access to any and all medical records and all otherwise confidential or medically privileged information pertaining to her treatment for substance abuse which the Board deems necessary to evaluate her compliance with the Agreement and her continued recovery. She shall provide such information, authorize the release of such records and information, and authorize any such discussions and communications with any and all persons involved in her care, counseling and employment as may be requested by the Board.
10. Glenda M. Kribel agrees and understands that her license will remain on probationary status and subject to the terms of this Agreement beyond the five-year probationary period, until and unless the Board, at her written request, votes to terminate her probation. When considering whether to terminate the probation, the Board will consider the extent to which Ms. Kribel has complied with the provisions of this Agreement.
11. Glenda M. Kribel understands and agrees that if any member of the Board or the Board's Executive Director receives reasonably reliable information suggesting that she has not remained substance-free in accordance with this Agreement, her license will be immediately and automatically suspended pending further review by the Board. In the event any member of the Board or its Executive Director receives such information, it will be immediately forwarded to Ms. Kribel for response. Ms. Kribel understands and agrees that in such an event, her license shall remain suspended pending a hearing at the next regularly scheduled Board meeting unless both the Licensee and the Board agree to hold the hearing later, or the Executive Director and/or the Office of the Attorney General earlier determine that such information is without merit. If the information received is proven to be inaccurate or incorrect, either through hearing or determination by the Executive Director and/or the Office of the Attorney General, Ms. Kribel's license will be immediately reinstated retroactive to the date of suspension.
12. If Ms. Kribel violates any other condition of her probation, the Board will give written notice to her regarding her failure to comply. Notice will be sent by certified mail, return receipt requested, to the last known address of the Licensee that is on file with the Board. She has 30 days from receipt of this notification to respond to the Board, in writing, regarding the alleged violation. The Board will review the Licensee's timely response to determine what action, if any, it determines to take. If the Licensee fails to timely respond to the Board's notification regarding her

failure to comply, her license will be immediately suspended pending a hearing at the next regularly scheduled Board meeting. If after notice and a hearing, the Board finds that the Licensee has failed to meet the conditions of probation, 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.

13. The State of Maine is a "party state" that has adopted the Nurse Licensure Compact ("Compact"), which is set out in Chapter 11 of the Rules and Regulations of the Maine State Board of Nursing. The State of Maine is Ms. Kribel's "home state" of licensure and primary state of residence, which means that she has declared the State of Maine as her fixed permanent and principle home for legal purposes; her domicile. Other party states in the Compact are referred to as "remote states," which means party states other than the home state that have adopted the Compact. Ms. Kribel understands this Agreement is subject to the Compact. She agrees that during the pendency of this Agreement, her nursing practice will be limited to the State of Maine as it pertains to the Compact. If Ms. Kribel wishes to practice in any other party state within the Compact, she shall arrange to have the party state in which she intends to practice provide the Board with written authorization that she has been approved to practice in that state.
14. This Agreement is a public record within the meaning of 1 M.R.S.A. § 402 and will be available for inspection and copying by the public pursuant to 1 M.R.S.A. § 408.
15. Glenda M. Kribel understands that she does not have to execute this Agreement and has the right to consult with an attorney before entering into the Consent Agreement.
16. Glenda M. Kribel affirms that she executes this Agreement of her own free will.
17. Modification of this Agreement must in writing and signed by all parties.
18. This Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
19. This Agreement becomes effective upon the date of the last necessary signature below.

I, GLENDA M. KRIBEL, HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THE EFFECT IT WILL HAVE ON MY REGISTERED PROFESSIONAL NURSE AND ADVANCED PRACTICE REGISTERED NURSE LICENSES. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, KNOWINGLY, AND INTELLIGENTLY AND AGREE TO BE BOUND BY THIS AGREEMENT. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 4-18-10

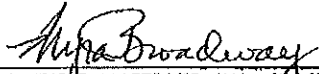
Glenda M. Kribel
GLENDA M. KRIBEL, C.R.N.A.

DATED: 4-18-10

KWL/SMP
KENNETH W. LEHMAN, ESQ.
Attorney for Glenda M. Kribel

**FOR THE MAINE STATE
BOARD OF NURSING**

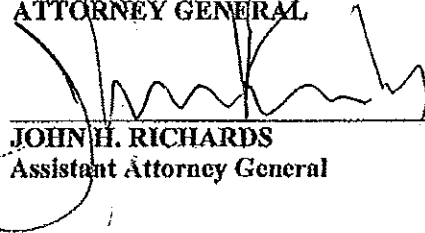
DATED: 4/21/10



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

**FOR THE OFFICE OF THE
ATTORNEY GENERAL**

DATED: 4/22/10



JOHN H. RICHARDS
Assistant Attorney General