

IN THE MATTER OF * BEFORE THE
DANIELLE ALEXANDREA STAINES * MARYLAND BOARD
LICENSE NO.: R204769 * OF NURSING

**ORDER OF REINSTATEMENT OF REGISTERED NURSE LICENSE/
ORDER OF PROBATION**

I. PROCEDURAL BACKGROUND

On September 26, 2017, the Maryland Board of Nursing (the “Board”) accepted the voluntary surrender of the license of Danielle Alexandra Staines (the “Respondent”) to practice as a registered nurse (“RN”), license number R204769, as well as her certificate to practice as a certified nursing assistant (“CNA”), certificate number A00090610, in the State of Maryland, for a minimum of two (2) years. The voluntary surrender was based on the Respondent’s expulsion from the Board’s Rehabilitation Program.¹

On or about August 3, 2020, the Respondent submitted a request to the Board to reinstate her RN license to inactive status so that she could complete a Board-approved refresher course. On January 5, 2021, the Board issued an “Order of Reinstatement of Registered Nurse License to Inactive Status,” which reinstated the Respondent’s RN license to inactive status for a period of no longer than one (1) year for the purpose of completing of a Board-approved refresher course. The Respondent completed a Board-approved refresher course on August 26, 2021.

II. CONSIDERATION OF REINSTATEMENT APPLICATION

On or about September 14, 2021, the Respondent submitted a request to the Board to reinstate her license to practice as an RN in the State of Maryland. In support of her reinstatement request, the Respondent submitted a letter requesting reinstatement, several letters of reference,

¹ Effective October 1, 2017, the Rehabilitation Program was renamed as the Safe Practice Program.

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evidence of sobriety and rehabilitation, and evidence of completion of a Board-approved nurse refresher course.

The Board has considered the materials submitted by the Respondent in support of her reinstatement request and concludes that the Respondent is suitable for reinstatement of her license to practice as an RN. However, upon consideration of the Respondent's file and the history of this case, the Board will place the Respondent's reinstated RN license on probation for a minimum of three (3) years subject to terms and conditions that the Board considers necessary.

III. ORDER

Based upon the foregoing, it is hereby:

ORDERED that the Respondent's application for reinstatement of her license to practice as a registered nurse in the State of Maryland is **GRANTED**; and it is further

ORDERED that the Respondent's license to practice as a registered nurse in the State of Maryland is **REINSTATED to ACTIVE STATUS**;² and it is further

ORDERED that, beginning on the effective date of this Order, the license of the Respondent to practice as a registered nurse in the State of Maryland is placed on **PROBATION** for a minimum of **THREE (3) YEARS** subject to the following terms and conditions:

1. The Respondent's status as a registered nurse will be listed in the Board's records and on the Board's website as being on "**Probation**".
2. The Respondent shall immediately notify all employers of the probationary status of the Respondent's license and arrange for all employers to submit, in writing, confirmation that they have reviewed this Order.

² The Respondent's CNA certificate remains voluntarily surrendered.

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3. The Respondent may seek employment as an RN, but shall obtain Board approval before accepting any new position as an RN.
4. The Respondent shall submit to the Board written monthly self reports describing the Respondent's progress, even if the Respondent is not working in the nursing field. Failure to provide written self reports on time shall constitute a violation of probation and this Order.
5. The Respondent shall arrange for the Respondent's supervisor at the Respondent's place of employment to submit written quarterly work-site reports to the Board evaluating the Respondent's work performance and nursing practice. If the Respondent's employment terminates at any of the Respondent's place(s) of employment before the due date of a quarterly report, then a final work-site report is due on the last day of employment. It is the Respondent's responsibility to ensure that work-site reports are submitted to the Board and to notify the Respondent's supervisor when these reports are due. An unsatisfactory report will be considered a violation of probation and this Order.
6. The Respondent shall notify the Board in writing of any nursing position from which the Respondent is terminated by the Respondent's employer and/or of any nursing position from which the Respondent voluntarily resigns within **THREE (3) BUSINESS DAYS** of the date of termination/resignation. The Respondent shall include the reasons for the termination or resignation in the written notification.
7. The Respondent shall not seek employment or be employed in the following work environments: Emergency Room, Critical Care Unit, Intensive Care Unit, Operating Room, Nursing Home, Delivery Room, Neonatal Intensive Care, Palliative Care, Psychiatric Unit, School Setting, Temporary Agency, Assisted Living, Hospice, Staffing

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Agency, or Home Health Care.

8. The Respondent shall not work night shifts (11 p.m. to 7 a.m.) and/or more than forty (40) hours per week.
9. The Respondent shall only work where there is a registered nurse physically present and immediately available.
10. The Respondent shall submit to random drug and alcohol testing, at any time, of urine, breath, hair, or blood **at least once a month, but not more than 37 times per year** as required by the Board and cause the results to be submitted to the Board in addition to the following additional drug-monitoring terms and conditions:
 - a. Registering with “First Source Solutions” (First Hospital Laboratories, Inc., Professional Health Monitoring) by contacting them by phone at 1-800-732-3784 or on their website at www.firstsourcesolutions.com **within five (5) days from the effective date of this order**. After registering, the Respondent is responsible for contacting First Source Solutions on a daily basis (Monday through Sunday) and submitting to all First Source Solutions testing requirements and policies and procedures;
 - b. Any positive or missed test directed or ordered by First Source Solutions, the Board, or the Respondent’s employer(s) shall be reported to the Board and be considered a violation of this Order;
 - c. The Board’s Discipline and Compliance staff, First Source Solutions, or the Respondent’s employer may, at their discretion, require the Respondent to submit to a random drug and alcohol test at any time;
 - d. Any tampering with a test sample or other improper attempt to avoid a positive drug or alcohol test result is a violation of this Order;

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- e. The Respondent shall not consume poppy seeds, quinine water, hemp tea, cannabidiol (CBD), or other products containing substances that could trigger a false positive drug or alcohol test; and
 - f. The Respondent shall remain drug and alcohol free.
11. The Respondent shall not work **in a setting or role** in which the Respondent has access, by any means, automated or key, to controlled dangerous substances (“CDS”), including any mood-altering drugs.
 12. The Respondent shall not work **in a setting or role** in which the Respondent may **dispense, access, control, or administer** CDS, including mood-altering drugs.
 13. The Respondent shall attend at least one (1) support group meeting per week and submit documentation, such as signed attendance slips, verifying the Respondent’s attendance at one (1) meeting per week.
 14. The Respondent shall maintain a sponsor.
 15. The Respondent shall not take any CDS or mood-altering drugs unless approved by the Respondent’s healthcare provider.
 16. The Respondent shall show this Order to any healthcare provider who prescribes for the Respondent, including, but not limited to, dentists, physicians, pain management clinicians, emergency and urgent care providers, nurse practitioners, and physician assistants.
 17. If the Respondent is prescribed any medication, the Respondent shall notify the Board immediately and send a copy of the prescription or the pharmacy report to the Board within **THREE (3) BUSINESS DAYS**.
 18. If the Respondent is prescribed any CDS or mood-altering medication, the Respondent shall, in addition to immediately notifying the Board in writing, agree to have the

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Respondent's prescribing provider(s) provide to the Board a medication report or pharmacy report pertaining to the condition that necessitated the prescription **within TEN (10) BUSINESS DAYS of each time** that the Respondent is prescribed any mood-altering substance or any Schedule II–V controlled substance. It is the Respondent's responsibility to ensure that these reports are submitted timely to the Board.

19. At any time during the probationary period, the Board may, in its discretion, order the Respondent to submit to an examination by a healthcare provider designated by the Board. If so ordered, the Board shall pay for the cost of the examination. The Respondent shall sign all necessary consent forms required to authorize disclosure of the healthcare provider's written report to the Board. Furthermore, the Respondent consents to the use and disclosure of the healthcare provider's report, as well as any other medical, mental health, or substance use disorder treatment records, in any subsequent Board proceeding, including, but not limited to, any final, public order issued by the Board.
20. The Respondent must notify the Board of Nursing's Compliance Unit and First Source Solutions of any and all vacation or travel plans at least two weeks prior to the date of departure; and it is further

ORDERED that the Respondent shall have contacted, and scheduled an appointment with, the Board of Nursing's Discipline/Compliance Unit no later than **TEN (10) business days from the effective date of this Order** for the purpose of beginning compliance with the terms and conditions of probation imposed in this Order; and it is further

ORDERED that, pursuant to the Nurse Licensure Compact,³ the multistate status of the

³ The Nurse Licensure Compact is an agreement between boards of nursing of party states to the Compact under which registered nurses and licensed practical nurses may have one "multistate"

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Respondent's RN license shall be deactivated during the pendency of this Order. Accordingly, the Respondent's RN license shall be designated as single-state only, and the Respondent shall not have a multistate licensure privilege to practice as an RN in any party state to the Nurse Licensure Compact. The multistate status of the Respondent's RN license shall not be reactivated unless and until the probation imposed by this Order is terminated; the Respondent's RN license is restored to full unencumbered and active status; and the Respondent is not otherwise disqualified from holding a multistate license at that time; and it is further

ORDERED that the Respondent shall disclose a copy of this Order to the nursing board of any other state where employed and submit to the Board written acknowledgement that the other board(s) has reviewed this Order; and it is further

ORDERED that the Respondent shall obey all state and federal laws. If the Respondent is convicted of, or pleads guilty to, any crime(s), whether or not any appeal or other proceeding is pending to have the conviction or plea set aside, the Respondent shall notify the Board, in writing, of any conviction(s) or guilty plea(s) within **TEN (10) DAYS** of the conviction or guilty plea. Failure to report a conviction or guilty plea to the Board in writing within **TEN (10) DAYS** is a violation of probation and this Order; and it is further

ORDERED that in the event that the Respondent moves, permanently or temporarily, either within or outside of Maryland, the Respondent shall notify the Board of the new address and phone number within **THREE (3) DAYS** of the move; and it is further

ORDERED that the Respondent shall submit to an in-person, face-to-face annual meeting

nursing license in their primary state of residence that allows them to practice in any other party state pursuant to a "multistate licensure privilege." *See generally* Health Occ. §§ 8-7A-01 *et seq.* Maryland is a party state to the Compact.

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with Board staff throughout the entire duration of the probationary period if requested to do so;
and it is further

ORDERED that the Respondent shall be responsible for paying all costs required to comply with the terms and conditions of the probation and this Order; and it is further

ORDERED that there shall be no early termination of the probation; and it is further

ORDERED that after **THREE (3) YEARS** from the effective date of this Order have passed, the Board will consider a written petition for termination of the Respondent's probationary status, provided that the Respondent has been compliant with all of the probationary terms of this Order and safely employed as a registered nurse for at least **NINE (9) MONTHS** immediately preceding the petition for termination of probationary status; and it is further

ORDERED that failure to comply with any of the terms and conditions in this Order shall constitute a violation of this Order; and it is further

ORDERED that if the Respondent violates any of the terms and conditions of this Order, the Board, in its discretion, after notice and an opportunity for an evidentiary hearing, may impose, by further public Order of the Board, any sanction(s) authorized by Health Occ. § 8-316, including reprimand, additional probation, suspension, revocation, and/or monetary penalty; and it is further

ORDERED that this Order of Reinstatement of Registered Nurse License/Order of Probation is a **PUBLIC RECORD** under Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2014).

3/22/2022
Date

Karen E. B. Evans MSN, RN-BC
The Executive Director's Signature
Appears on the Original Document