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CERTIFICATE OF AUTHENTICITY

Pursuant to N.C. Gen. Stat. §8C-1 Rule 902, I certify that this document is a true and accurate copy of its original and has been kept in the ordinary course of business at the office of The North Carolina Board of Nursing.

This the 22nd day of December, 2021.

Crystal Tillman, DNP, RN, CNP, FRE
Chief Executive Officer
North Carolina Board of Nursing

**BEFORE THE
NORTH CAROLINA BOARD OF NURSING**

IN RE:)
)
CAROL LYNN TEDDER NORRIS, LPN) **FINAL DECISION**
VIRGINIA LICENSE NUMBER 0002083640) **AND ORDER**
2020 NCBON 1024)

This matter was heard on September 16, 2021, by a hearing committee of the North Carolina Board of Nursing (“Board”) pursuant to Article 9A, Chapter 90 of the North Carolina General Statutes and Article 3A, Chapter 150B of the North Carolina General Statutes and Title 21, Chapter 36 of the North Carolina Administrative Code Section .0217. Board members present for the Hearing Committee (“Committee”) were: Racquel Ingram, RN and Presiding Officer; Arlene Imes, LPN; Aimy Steele; and Lynetta Howard, RN. The Board was assisted and advised by Administrative Law Counsel Paul Flick. Prosecuting attorney for the Board was Meredith Parris. Carol Lynn Tedder Norris, LPN (“Licensee”) was not present for the hearing nor did anyone appear on her behalf.

On December 9, 2021, the Recommended Decision and Order of the Committee was presented in this matter. In accordance with N.C. Gen. Stat. §166A-19.24(f) governing quasi-judicial proceedings during a declared state of emergency due to COVID-19, this proceeding was also held virtually. Board members present were: Arlene Imes, LPN and acting chair; Andrea Jeppson, LPN; Tom Minowicz; Lynetta Howard, RN; Racquel Ingram, RN; LaDonna Thomas, RN; Lora Bartlett, RN; Kimberly McKnight, RN; Dianne Layden; Lori Lewis, LPN; Chester Farley, RN and Aimy Steele. Prosecuting attorney for the Board was Meredith K. Parris. Applicant did not appear on December 9, 2021 nor did she present objections to the Recommended Decision and Order.

Based upon the evidence presented and the argument of counsel, the Board enters the following:

FINDINGS OF FACT

1. The Board is duly organized under the laws of North Carolina and is the proper party to bring this proceeding under the authority granted it in Article 9A, Chapter 90 of the North Carolina General Statutes.
2. Licensee is the holder of Virginia multistate Licensed Practical Nurse license number 0002083640, which expired on July 31, 2018.
3. On November 20, 2020, the Board received a complaint regarding Licensee’s nursing practice and began its investigation.
4. On August 7, 2017, Licensee began her employment as an LPN at Gateway Rehabilitation and Healthcare (“Gateway”) in Lenoir, North Carolina. When she began working at Gateway, she was working under her privilege to practice in North Carolina based on her Virginia Compact License.

5. On July 31, 2018, Licensee's Virginia Licensed Practical Nurse License expired.
6. Beginning August 1, 2018 through July 24, 2020, Licensee continued her employment at Gateway after her Virginia license expired. Licensee did not hold any other multistate license during this timeframe during which she was working as a licensed nurse. Licensee also did not apply for nor hold a North Carolina Licensed Practical Nurse license during this time.
7. Despite several attempts to contact Licensee via phone, US mail and email, Licensee failed to respond to the Board.
8. On August 17, 2021, the Notice of Hearing was sent via certified mail return receipt requested to Licensee's address of record in accordance with the Rules of Civil Procedure.
9. At the September 16, 2021 hearing, Sara Griffith, Chief Nursing Officer, was called to testify on behalf of Board staff.
10. At the hearing the following exhibits were presented and admitted into evidence on behalf of the Board:
 - a. Notice of Hearing;
 - b. Gateway Rehab Employment Records; and
 - c. NURSUS Licensure Summary.
11. Licensee failed to appear for the hearing and no exhibits were presented on her behalf.

Based on the foregoing findings of fact, the Board finds the following conclusions of law.

CONCLUSIONS OF LAW

1. The Notice of Hearing was served in accordance with N.C. Gen. Stat. §150B-38. This matter is properly before the Board, and the Board has jurisdiction over Licensee and the subject matter of this case.
2. Pursuant to the provisions of N.C. Gen. Stat. §90-171.37 and §150B the Board is vested with the power and authority to revoke or suspend a license to practice nursing and invoke other such disciplinary measures such as censure or probative terms against a licensee as it deems fit and proper in furtherance of its duty to protect the public.
3. Licensee has violated the provisions of Article 9A of the Nursing Practice Act and willfully violated the rules enacted by the Board in 21 N.C. Admin. Code 36 .0217(a) within the meaning of N.C. Gen. Stat. §90-171.37(7) and grounds exist under those sections of the N.C. General Statutes for the Board and rules promulgated there under to revoke or suspend

Licensee's license to practice nursing and invoke other such disciplinary measures against her license as it deems fit and proper.

4. Licensee has engaged in conduct that deceives, defrauds, or harms the public in the course of professional activities or services within the meaning of N.C. Gen. Stat. §90-171.37(6) and grounds exist under that section of the N.C. General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

5. Licensee has committed acts of dishonesty, injustice, or immorality in the course of the licensee's practice or otherwise, including acts outside of this State within the meaning of N.C. Gen. Stat. §90-171.37(6b) and grounds exist under that section of the N.C. General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

6. Licensee has failed to respond to the Board's inquiries in a reasonable manner or time regarding any matter affecting the license to practice nursing within the meaning of N.C. Gen. Stat. §90-171.37(6d) and grounds exist under that section of the N.C. General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

7. Licensee has practiced nursing or used the word 'nurse' as a title for herself or himself or used an abbreviation to indicate that the person is a registered nurse without being currently licensed as a registered nurse within the meaning of N.C. Gen. Stat. §90-171.43(a) and grounds exist under that section of the N.C. General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

8. Licensee practiced nursing without a license within the meaning of N.C. Gen. Stat. §90-171.44(3) and grounds exist under that section of the N.C. General Statutes for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures against the license as it deems fit and proper.

Based upon the foregoing Findings of Fact and Conclusions of Law, the Board enters the following:

ORDER

1. Licensee's Licensed Practical Nurse Privilege to Practice shall be **SUSPENDED** for a minimum of twelve (12) months.

2. At such time as she is permitted, Licensee shall appear before the LRP and comply with all decisions of the LRP.

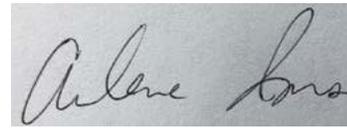
3. In accordance with N.C. Gen. Stat. §90-171.27(e) and Board of Nursing policy derived there from, a fee may be assessed for the cost of disciplinary actions. In the matter

involved, Licensee shall be assessed a fee of \$300.00 for administrative costs. This fee shall be paid prior to the granting of an appearance before the LRP.

4. This ORDER is public record, as required by N.C. Gen. Stat. §132 and will be placed in Licensee's file. All disciplinary actions taken by the Board shall be reported to the appropriate entities as outlined in Board policy, and as required by state and/or federal guidelines. Those entities include, but may not be limited to, NURSYS, National Practitioner Data Bank (NPDB), the Office of the Inspector General (OIG), and any other state/jurisdiction in which Licensee is, or has been, licensed.

The Recommended Decision of the Hearing Committee made September 16, 2021, having been ratified on December 9, 2021, is hereby final.

This the 9th day of December 2021.

A handwritten signature in cursive script, appearing to read "Arlene Imes", is written in black ink on a light-colored background.

Arlene Imes, LPN
Presiding Chair
North Carolina Board of Nursing