The attached are Primary Source Documents of the Idaho Board of Nursing for:

BONITA MINNICK
N-30591

Idaho Board of Nursing – PO Box 83720 – Boise, Idaho 83720-0061 – (208) 334-3110
Bonita Minnick  
17125 Northside Blvd  
Nampa, ID 83687

Dear Ms. Minnick:

During their meeting on February 2-3, 2012, the Board of Nursing members took action to accept the Findings of Fact, Conclusions of Law and Final Order in which your professional nurse license, N-30591 was revoked. During the period of revocation, you may not practice nursing in the State of Idaho. Enclosed is a copy of the Final Order.

The Order became effective February 3, 2012. Please be advised that you may not apply for reinstatement for a period of two (2) years from the date of this order.

Sincerely,

SANDRA EVANS, MAEd, RN  
Executive Director

SE:Enclosure
BEFORE THE IDAHO STATE BOARD OF NURSING

In the Matter of the License of:  
BONITA MINNICK,  
License No. N-30591,  
Respondent.  

Case No. BON 08-002  
FINDINGS OF FACT, CONCLUSIONS OF LAW AND FINAL ORDER

Having reviewed the documents attached hereto, the Idaho State Board of Nursing ("Board") enters the following Findings of Fact, Conclusions of Law, and Final Order:

FINDINGS OF FACT

1. Bonita Minnick ("Respondent") has been licensed by the Board, under License No. N-30591, to engage in the practice of nursing in the State of Idaho.

2. On or about January 7, 2008, the Board received a Report Form for Violation of the Nursing Practice Act ("Report"), which contained allegations pertaining to Respondent's employment at Southwest District Health in Caldwell, Idaho ("Southwest"). Specifically, the Report alleged the following:
   a. Respondent called and/or faxed in prescriptions for herself;
   b. Respondent relapsed in her substance abuse recovery while enrolled in the Program for Recovering Nurses; and
   c. Respondent resigned her employment as a result of the above conduct.

A true and correct copy of the Report is attached as Exhibit A.

3. On February 26, 2008, Respondent voluntarily surrendered her license, admitting to the misuse of prescription medications. Respondent agreed to enter treatment immediately and to participate in the Program for Recovering Nurses ("PRN"), a monitoring program administered by Southworth Associates, and to resume the practice of nursing only at such time as a conditional limited license was issued to her. A true and correct copy of Respondent's Voluntary Surrender of License is attached as Exhibit B.

4. On December 4, 2008, based in part upon the recommendation of Southworth Associates, the Board issued Respondent a limited license to practice nursing in the State of Idaho.
5. On May 10, 2010, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN due to her seeking and receiving multiple prescriptions from various providers. A true and correct copy of the May 10, 2008, letter is attached as Exhibit C.

6. On May 25, 2010, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN due to her failure to notify Southworth Associates of her multiple prescriptions, her failure to disclose in a timely manner the change in her worksite monitor, and her failure to disclose the change in her work location. A true and correct copy of the May 25, 2010, letter is attached as Exhibit D.

7. On June 25, 2010, the Board’s PRN Advisory Committee reviewed Respondent’s case and recommended that Respondent’s limited license be summarily suspended due to failure to comply with PRN, but that Respondent be allowed to continue in PRN.

8. On June 28, 2010, the Board, through its Executive Director, summarily suspended Respondent’s limited license due to her failure to maintain compliance with PRN. However, Respondent was allowed to remain in PRN and was not referred to the Board for disciplinary consideration. A true and correct copy of the Order of Summary Suspension of Limited License is attached as Exhibit E.

9. On August 4, 2010, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for missing a urinalysis test after she was unable to make her required daily check in after being suspended from FirstLab\(^1\) for non-payment. A similar letter regarding noncompliance was received by the Board from Southworth Associates on August 30, 2010, which also stated that Respondent was non-compliant with her attendance at 12-step meetings and sponsor meetings. True and correct copies of the August 4, 2010, and August 30, 2010, letters are attached as Exhibits F and G, respectively.

10. On October 8, 2010, Respondent submitted an email to the Board requesting that she be allowed to continue in PRN. A true and correct copy of Respondent’s October 8, 2010, email is attached as Exhibit H.

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\(^1\) FirstLab administers the drug and/or alcohol testing for PRN.

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER - 2
11. On October 22, 2010, the PRN Advisory Committee reviewed Respondent's case, including her request to remain in PRN, and recommended that Respondent be allowed to continue in PRN.

12. On March 23, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN after Respondent admitted to relapsing with the use of Vicodin and alcohol near the end of February 2011. A true and correct copy of the March 23, 2011, letter is attached as Exhibit I.

13. On April 27, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN as a result of missing a urinalysis test and also providing a subsequent dilute specimen for urinalysis testing. A true and correct copy of the April 27, 2011, letter is attached as Exhibit J.

14. On July 8, 2011, the PRN Advisory Committee reviewed Respondent's case and recommended that Respondent be allowed to continue in PRN.

15. On September 12, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for having failed to sign and return her new PRN contract. A true and correct copy of the September 12, 2011, letter is attached as Exhibit K.

16. On November 22, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for missing a urinalysis test after she was unable to make her required daily check in after being suspended from FirstLab for non-payment. The letter further provided that Respondent was non-compliant with attending individual counseling. A true and correct copy of the November 22, 2011, letter is attached as Exhibit L.

17. On December 6, 2011, the Board was notified via letter from Southworth Associates that Respondent was non-compliant with PRN for having missed another urinalysis test after being unable to make her required daily check in as a result of being suspended from FirstLab for non-payment. A true and correct copy of the December 6, 2011, letter is attached as Exhibit M.

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FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER - 3
18. On January 13, 2012, the PRN Advisory Committee reviewed Respondent’s case and recommended that Respondent no longer be allowed to continue in PRN and that her case be forwarded to the Board for disciplinary consideration.

CONCLUSIONS OF LAW

1. As a licensed nurse in the State of Idaho, Respondent is subject to the jurisdiction of the Board and to the provisions of title 54, chapter 14, Idaho Code.

2. Respondent’s continued licensure under Idaho License No. N-30591 is contingent upon her compliance with the laws and rules of the Board.

3. Respondent violated the terms upon which she voluntarily surrendered her license in that she failed to maintain compliance with PRN.

4. Pursuant to Idaho Code § 54-1413(3)(a), Respondent’s voluntary surrender of her license empowers the Board, without a hearing, to revoke or suspend Respondent’s license and/or impose such conditions, limitations, or restrictions on her license as the Board in its discretion may deem appropriate.

5. A sufficient basis for discipline exists due to Respondent having violated the following statutes and/or Board Rules:
   a. Idaho Code § 54-1413(1)(e) and Board Rule 100.06 (a nurse shall not habitually use alcohol and/or drugs);
   b. Idaho Code § 54-1413(1)(g) and Board Rule 100.08 (a nurse shall not violate the Board’s laws, rules, or standards of conduct);
   c. Idaho Code § 54-1413(h) and Board Rule 100.09 (a nurse shall not engage in conduct likely to deceive, defraud or endanger patients or the public); and
   d. Board Rule 101.05.c. (a nurse shall be responsible and accountable for her nursing judgments, actions and competence).
ORDER

Based upon the foregoing Findings of Fact and Conclusions of Law, and good cause being shown, it is hereby ordered that:

1. License No. N-30591 issued to Bonita Minnick is hereby:
   ___ Revoked.
   ___ Suspected. ____ days ____ year(s) ____ indefinitely. Respondent's license shall be a single-state license during the term of suspension and Respondent shall not be eligible to practice on the Compact privilege in any other state participating in the Nurse Licensure Compact with the State of Idaho.

2. Respondent may not apply for reinstatement for a two (2) year period after entry of this Order or a ____ year period after entry of this Order, whichever period is greater. At such time as Respondent requests reinstatement of licensure, she shall comply with the requirements of Idaho Code § 54-1411(3) and IDAPA 23.01.01.062. This will include, but is not limited to, providing the following information to the Board:
   a. Health Care Providers: Respondent must provide Board Staff with a written list of her attending health care providers (including without limitation any therapists, counselors, or other mental health care providers);
   b. Health Care Provider's Evaluation: Respondent's health care providers ("provider") must submit to the Board the provider's evaluation describing Respondent's current medical condition(s) and listing her prescriptions, including the dose/frequency and rationale for the medications prescribed. This evaluation shall be submitted on a form provided by the Board. The provider shall also identify any concerns that he/she may have about Respondent's ability to safely practice nursing and what restrictions, if any, should be placed upon Respondent's practice. When requesting such evaluations, Respondent shall provide the provider with, and request that the provider review, the Idaho Board of Nursing Position on Safety to Practice. A copy of the Idaho Board of Nursing Position on Safety to Practice is attached as Exhibit N:
c. Evidence of abstinence from the use of non-medically prescribed drugs and alcohol:

d. Documentation that she is rehabilitated and competent to practice nursing by submitting:

   i. A recent, within 6 months, comprehensive drug/alcohol evaluation completed by a qualified Board approved evaluator at the time of application for reinstatement.

   ii. A detailed summary of employment since licensure revocation or suspension; and

   iii. Documentation of activities engaged in to address drug/alcohol issues, to include at least $\frac{1}{2}$ years of documented sobriety with an active recovery program.

3. The Board reserves the right to assess investigative costs incurred in this matter as a condition of reinstatement.

   This order is effective immediately.

   DATED this ___ day of February, 2012.

   IDAHO STATE BOARD OF NURSING

   By, ___________________________

   Susan Odom, Ph.D., R.N.
   Chair
NOTICE OF DUE PROCESS RIGHTS

This is a final order of the Board. Any party may file a motion for reconsideration of this final order within fourteen (14) days of the service date of this order. The Board will dispose of the petition for reconsideration within twenty-one (21) days of its receipt, or the petition will be considered denied by operation of law. See Idaho Code § 67-5246(4).

Pursuant to Idaho Code §§ 67-5270 and 67-5272, any party aggrieved by this final order or orders previously issued in this case may appeal this final order and all previously issued orders in this case to district court by filing a petition in the district court of the county in which:

a. A hearing was held,

b. The final agency action was taken,

c. The party seeking review of the order resides, or

d. The real property or personal property that was the subject of the agency action is located.

An appeal must be filed within twenty-eight (28) days (a) of the issuance of this final order, (b) of an order denying petition for reconsideration, or (c) the failure within twenty-one (21) days to grant or deny a petition for reconsideration, whichever is later. See Idaho Code § 67-5273. The filing of an appeal to district court does not itself stay the effectiveness or enforcement of the order under appeal.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 6th day of February, 2012, I caused to be served a true and correct copy of the foregoing by the following method to:

Bonita Minnick
17125 Northside Blvd.
Nampa, ID 83687

Andrew J. Snook
Deputy Attorney General
P.O. Box 83720
Boise, ID 83720-0010

☑ U.S. Mail
☑ Hand Delivery
☑ Certified Mail, Return Receipt Requested
☑ Overnight Mail

☑ U.S. Mail
☑ Hand Delivery
☑ Facsimile:
☑ Email: andy.snook@ag.idaho.gov
  leslie.gottsch@ag.idaho.gov

Linda H. Coley, Management Assistant
Board of Nursing

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND FINAL ORDER - 7
Board of Nursing-State of Idaho
280 North 8th Street, Suite 210
Boise, Idaho 83720

RE: Bonita Milnick

On 12/11/07 Boni saw Cheryl Thibault NP with Southwest District Health, with complaint of insomnia. She shared with Cheryl her history of depression. She was given a prescription for Ambien #30 with 0 refills.

On January 3, 2008 Cheryl received a call from Janet Strong psychiatric NP (Omega Health) that Boni sees, asking if Cheryl had prescribed Ambien and how many for Boni. Cheryl replied that she had written the above. Janet relayed that according to a report from Board of Pharmacy it had been filled 3 times.

Cheryl then requested information from the Board of Pharmacy.

On January 4, 2008 we received report from Idaho Board of Pharmacy showing Cheryl had either phoned or faxed additional prescriptions in and they had been filled. Cheryl did not authorize the additional prescriptions.

Later in the day I spoke with Ashley Gochnour of Southworth Associates, where Boni participates in the Program for Recovering Nurses. She said Boni reported that she had relapsed and had phoned in her own prescriptions.

Please feel free to call me if I can be of further assistance.

Diane Markus
Family Health Services Administrator
Southwest District Health
920 Main St
Caldwell, ID 83605
208-455-5392
208-889-1263 cell
diane.markus@phd3.idaho.gov
REPORT FORM FOR VIOLATION OF THE NURSING PRACTICE ACT

I. Name of Complainant: Diane Markus
   Address: (See employer)
   City/State: 
   Telephone: Home: Business: 208-455-5392

II. Identifying information about whom the complaint is being made:
   (Please check appropriate box)
   ☑ Professional Nurse (RN) ☐ Advanced Practice Professional Nurse:
   ☐ Licensed Practical Nurse ☐ NP/CNM/CNS/CRNA
   ☐ Nursing Assistant ☐ Other: 
   Name: Bonita Minnick
   Address: 17125 Northside Blvd.
   City/State: Nampa, Idaho 83687
   Position: RN

III. Nature of Complaint:
   (Confine statements to actual incidents, giving dates, places and names of persons involved.)
   Explain what happened, where it happened, and the date and time it happened. Attach copies of
   relevant records, if possible.
   
   "Our nurse practitioner became aware of Boni apparently calling in faking in
   prescriptions for herself. Please see attach letter describing more
   detail."

   - Over -
IV. Did any other person(s) witness this incident? If so, please give name(s), address(es), position(s) held, and telephone number(s), if known.

Cheryl Thibault  455 - 5436 office

1097 - 0578 cell

Additional Comments:

Boni resigned today 1/7/08.

The identity of the complainant will remain confidential until such time as the Board of Nursing commences a "contested case" proceeding under the Idaho Administrative Procedures Act against the licensee or other person regulated by the Board.

The Idaho Board of Nursing is an equal opportunity employer and does not discriminate or deny services on the basis of age, race, religion, color, national origin, sex and/or disability.
RULE 132.04.

VOLUNTARY SURRENDER OF LICENSE

I, ________________, by affixing my signature hereto, acknowledge that:

1. I admit that I have engaged in the following conduct: ________________

2. I understand that the admitted facts constitute grounds for disciplinary action pursuant to the Nursing Practice Act, Idaho Code §54-1413(1) and the rules of the Board, IDAPA 23.01.01, et seq. I also understand that the Board of Nursing has the authority to accept this voluntary surrender pursuant to Idaho Code §54-1413(3)(a).

3. I am aware that, without my consent, no legal action can be taken against me, except pursuant to the Idaho Administrative Procedures Act, Chapter 52, Title 67, Idaho Code.

4. I understand that I have the following rights, among others: the right to a formal fact finding hearing before the Board, to reasonable notice of said hearing, to representation by counsel, to present evidence and testimony on my behalf, to compel the testimony of witnesses, and to cross-examine witnesses against me; and

5. I waive all such rights, including the right to a formal disciplinary hearing.

6. I also waive the right to challenge the board for bias in the event that charges concerning these admitted facts or any other matter involving my license are brought before the board.

7. In lieu of a formal disciplinary hearing, I hereby voluntarily surrender license number ________________ and will immediately discontinue the practice of nursing in Idaho.

8. As required by Board of Nursing Rule 132, IDAPA 23.01.01.132.04, I agree to enter treatment immediately, to participate in a monitoring program and to resume the practice of nursing only at such time as a conditional limited license has been issued to me.

9. I understand that Board of Nursing representatives will, if questioned, report the status of my license as "surrendered."

DATED: 6/30/08

Bonita Minnick
Signature of Licensee

1125 Northside Blvd
Address

Mesa, ID 83687
City, State, Zip

DATED: ________________

6/99-PRN

Signature of Witness
May 10, 2010

Idaho State Board of Nursing  
ATTN: Sandra Evans  
P.O. Box 83720  
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. The PRN received notification from Ms. Minnick's prescribing provider that Ms. Minnick is seeking numerous providers and receiving multiple prescriptions from each provider, including but not limited to, Acetaminophen-Hydrocodone Bitartrate, Ambien, and Diazepam. All of these medications are of great concern to us since they are potentially addictive and the fact that Ms. Minnick has a history of abusing sleeping medications.

PRN was unaware of the majority of these prescriptions. I have enclosed a copy of the Idaho Board of Pharmacy's "Patient Profile Report" that was provided to us by Ms. Minnick's prescribing provider and have made a notation next to each prescription that PRN was not aware of.

Ms. Minnick signed her PRN contracts on September 22, 2006 and March 21, 2008. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at three 12-step meetings per week, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

Ms. Minnick was UA tested numerous times throughout her PRN history and each testing option would have specifically detected any one of the unknown prescriptions listed in her "Patient Profile Report": however, Ms. Minnick never produced positive results for any of the listed prescriptions. In light of this fact, PRN is requiring Ms. Minnick complete an observed UA test today and will notify you of those results once they come in.

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

[Signature]

Ashley Gochnour
Compliance Monitor
Southworth Associates

Cc:  Bonita Minnick
     Sheila Beesley
     Lori Johnson
**Patient Profile Report**

*IMPORTANT - PLEASE READ***

This information is provided in accordance with Idaho Code Section 37-2730A. Any release or use of this information not in compliance with Section 37-2730A is unlawful.

Patient: BONITA MINNICK  
Date of Birth: 7/22/1973

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</table>
May 25, 2010

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. In addition to Ms. Minnick "doctor shopping" she also neglected to notify PRN of multiple prescriptions, did not notify this office in a timely manner of her worksite monitor change, and did not notify this office of her work location change.

Ms. Minnick signed her PRN contracts on September 22, 2006 and March 21, 2008. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at three 12-step meetings per week, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

In addition, Ms. Minnick's observed urinalysis test on May 10, 2010 produced negative results.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

Ashley Gochnour
Compliance Monitor
Southworth Associates

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
As requested during our meeting.

Ashley Gochnour  
Compliance Monitor  
Southworth Associates  
P: (208)323-9555 ex. 101  
F: (208)323-9222

ITCC Conference - Sept. 15-16, 2010 - Vero Beach, FL  
Moment of Change Conference - Sept. 27-30, 2010 - Palm Beach, FL

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From: Boni Knudson [mailto:nurseboni@yahoo.com]  
Sent: Monday, May 17, 2010 2:57 PM  
To: Ashley  
Subject: Bonita Minnick

May 17, 2010

To Whom It May Concern:

I am typing this letter to try to explain myself. I am an addict/alcoholic and I suffer from depression. I believe that these issues stem from being sexually, physically, and emotionally abused as a child. I have been doctor shopping and getting prescriptions and stock piling them with the intention of committing suicide. So, what have I done in regards to this issue. I have a sponsor and I am sitting at her house while I type this. I am starting the steps again and my sponsor has given me a written assignment. I have gone to a psychiatrist Dr. Boyer and have started an antidepressant. I have an evaluation with The Walker Center on May 18, 2010 at 1:30pm. I am doing 90 in 90. I have called to make an appointment with Lori Johnson L.MSW. Thank you for your time.

Sincerely,
BEFORE THE BOARD OF NURSING, STATE OF IDAHO

In the Matter of
Bonita Minnick
License No. N-30591

ORDER OF
SUMMARY SUSPENSION
OF LIMITED LICENSURE

CASE No: 08-002

This Order serves to officially notify you that your limited license, number N-30591 issued under provisions in IDAPA 23.01.132, is hereby summarily suspended, effective immediately.

This suspension is necessary in the interest of public health, safety and welfare due to your failure to comply with the terms and conditions of limited licensure, by:

1. Failure to maintain compliance with the terms of the Program for Recovering Nurses (PRN) Monitoring Contract signed March 1, 2008, by
   a. Seeking medications from multiple providers, and
   b. Failure to notify your compliance monitor of a worksite monitor change or work location change in a timely manner

The Advisory Committee determined on June 25, 2010, that you are an appropriate candidate to remain in the PRN program at this time, even given your current non-compliance. Therefore, staff will not refer you to the Board for formal disciplinary action and further proceedings at this time. However, pursuant to Board of Nursing Rule 132.06.b, you do have the right to a hearing before the Board on this suspension, if you so desire.

To request a hearing, you must specifically do so in writing addressed to: Idaho Board of Nursing, PO Box 83720, Boise, ID 83720-0061. Your mailing must be made by “certified mail”, return receipt requested and must be sent no later than twenty (20) days after service of this suspension order (that is, the date this order was mailed to you). Failure to request a hearing as specified herein will constitute a waiver of your right to request a hearing. If a hearing is timely requested, this suspension order and the underlying grounds will be reviewed by the Idaho Board of Nursing at its next regularly scheduled meeting (July 22-23, 2010). The Board will either affirm or reject this order, or enter such further order, as it deems appropriate and necessary.

IT IS SO ORDERED this 28th day of June, 2010.

SANDRA EVANS, MAEd. RN
Executive Director
CERTIFICATE OF SERVICE

I HEREBY CERTIFY that on this 28th day of June, 2010, I caused to be served a true and correct copy of the foregoing ORDER OF SUMMARY SUSPENSION OF LIMITED LICENSE addressed as follows:

Roger Gabel
Deputy Attorney General
Office of the Attorney General
PO Box 83720
Boise, Idaho 83720-0010

Bonita Minnick
17125 Northside Blvd
Nampa ID 83687

U.S. Mail, postage prepaid
Certified U.S. Mail, return receipt
Hand Delivery
Overnight Mail
Facsimile: ____________
X Statehouse Mail

X U.S. Mail, postage prepaid
X Certified U.S. Mail, return receipt
Hand Delivery
Overnight Mail
Facsimile: ____________
X Statehouse Mail

Linda H. Coley,
Management Assistant
Board of Nursing
August 4, 2010

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Minnick has been suspended with FirstLab since July 15, 2010 due to non-payment so she cannot make her required daily check-in and thus has missed a scheduled urinalysis test on July 20, 2010.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, and most recently June 30, 2010. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at ninety 12-step meetings in ninety days, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick
She appears to be compliant w/ her med. mgmt., counseling, & Health Professionals support group. However, she has not turned in any 12-Step mtg. or sponsor mtg. attendance since 5/29/10.

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates
P: (208)323-9555 ex. 101
F: (208)323-9222

ITCC Conference - Sept. 15-16, 2010 - Vero Beach, FL
Moment of Change Conference - Sept. 27-30, 2010 - Palm Beach, FL
Moment of Change Conference - April 6-8, 2011 - Palm Desert, CA
Power, Fame, & Recovery Conference - Sept. 26-28, 2011 - Palm Beach, FL

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To: Linda Coley
Subject: Bonita

See attached non-compliance report.

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates
P: (208)323-9555 ex. 101
F: (208)323-9222

ITCC Conference - Sept. 15-16, 2010 - Vero Beach, FL
Moment of Change Conference - Sept. 27-30, 2010 - Palm Beach, FL
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August 30, 2010

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Minnick has been suspended with FirstLab since July 15, 2010 due to non-payment so she cannot make her required daily check-in and thus has missed another scheduled urinalysis test on August 13, 2010. In addition, Ms. Minnick has not turned in any 12-Step and/or sponsor meeting attendance for August.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, and most recently June 30, 2010. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at ninety 12-step meetings in ninety days, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

[Signature]

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick
To Whom It May Concern:

Subject: Formal request to remain in the Program for Recovering Nurses

It is important I explain my situation as I understand my depression has made it very difficult to function and maintain compliance with PRN.

Since meeting with you last I have enrolled with Jeanette Flood's First Step for Women. Group therapy has been rewarding as I have been learning to listen and communicate my thoughts and feelings with my peers more consistently. It was here I found hope in learning a better way to cope and manage my life. There have been multiple members who have shared their experience, strength and hope which has allowed me to reflect on my own personal struggles. I realized the antidepressant Dr. Boyer had prescribed did not seem to benefit me. Most days I didn’t feel right. It was a challenge just to shower, get dressed, and make it to group or an AA meeting. I had heard many positive experiences regarding Dr. Scott Hoopes and was recommended by Jeanette and the group to schedule an appointment for a psychiatric evaluation. On September 29, 2010 I had my first appointment with Dr Hoopes and prepared by listing all previous diagnoses, medications, side effects and symptoms that were present on my current regimen. During the two hours he was very thorough and gave me
the diagnoses of Bipolar, PTSD, Separation Anxiety, Obsessive Compulsive Personality Traits, and ADHD. Along with the new diagnoses I have been started on new medications. I have been amazed at even the initial improvements in my mood and demeanor. In fact, the first day I started the new regimen I felt like the fog had been lifted and my ability to process my thoughts were coming together. I am proud to say that I hope to be able to work through my past and begin to move forward. There are many basic responsibilities in my life that has been very difficult for me to accomplish. I have started at home by better communicating my needs with my husband and family. We have been working together towards setting up a routine in which we are cooking meals, getting the home back in order and performing all the necessary chores constructively and in a timely manner. During this short time my life has improved so dramatically that every day is better than the previous. Group therapy has allowed me to open up about my past experiences that I have not been spoken of since childhood. I appreciate the feedback from the group but especially connect to Jeanette’s previous experience and hope. My follow up with Dr. Hoopes was on October 6, 2010 and I plan to continue my psychiatric treatment with his guidance.

I would like to move forward with my obligations with PRN contract, IOP and Firstlab. I have financially brought my accounts current. I have restarted a 90 in 90 meeting schedule because I feel ready to start over with an open heart and mind in hopes of gaining the insight I desperately need and deserve. I am aware I am currently not ready to hold a job, especially the demands of a nursing position but I hope with regular attendance of IOP, AA, and Insights that those goals can be achieved in the future. With this new turn of events I ask that you please allow me to continue in the PRN program and work towards my goals I have lined out. Thank you for your time and consideration regarding this important matter.

Sincerely,

Bonita Minnick
March 23, 2011

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Minnick recently admitted to relapsing on Vicodin and alcohol at the “end of February”.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, and most recently June 30, 2010. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at three to four 12-step meetings per week, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
April 27, 2011

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. In addition to the recent relapse I informed you about in my letter dated March 23, 2011, Ms. Minnick recently missed a scheduled urinalysis test on March 16, 2011 as well as produced a dilute urinalysis specimen on March 24, 2011.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, and most recently June 30, 2010. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at three to four 12-step meetings per week, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

[Signature]

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
September 12, 2011

Idaho State Board of Nursing  
ATTN: Sandra Evans  
P.O. Box 83720  
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. On August 15, 2011 PRN sent Ms. Minnick a new contract to sign and return by August 23, 2011. As of this date, Ms. Minnick has not returned this contract.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, and most recently June 30, 2010. Her current contract requirements include, but are not limited to, the following: 1) medication management, 2) attendance at three to four 12-step meetings per week, 3) weekly, face-to-face, meetings with sponsor to work the steps, 4) attendance at weekly Health Professionals support group, 5) individual counseling, and 6) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

Ashley Gochnour  
Senior Compliance Monitor  
Southworth Associates

Cc: Bonita Minnick

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
November 22, 2011

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Minnick has been suspended with FirstLab, our urinalysis testing company, since October 17, 2011 and has therefore been unable to check-in daily as required. Due to this fact, Ms. Minnick has missed scheduled urinalysis tests on October 27, 2011 as well as November 2, 2011. In addition, Ms. Minnick has not been attending her individual counseling because she has lost her insurance.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, June 30, 2010 and most recently September 22, 2011. Her current contract requirements include, but are not limited to, the following: 1) medication management; 2) attendance at three to four 12-step meetings per week; 3) weekly, face-to-face, meetings with sponsor to work the steps; 4) attendance at weekly Health Professionals support group; 5) individual counseling; 6) Attend/complete Intensive Outpatient (IOP) treatment & follow all recommendations once completed with IOP, including but not limited to Relapse Prevention; and 7) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

[Signature]
Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick
Jeanette Flood

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
December 6, 2011

Idaho State Board of Nursing
ATTN: Sandra Evans
P.O. Box 83720
Boise, ID 83720-0061

RE: Bonita Minnick

Dear Ms. Evans,

This letter is being sent to notify you that Ms. Bonita Minnick, a Board of Nursing referral, is currently not in compliance with her Program for Recovering Nurses (PRN) contract. Ms. Minnick has been suspended with FirstLab, our urinalysis testing company, since October 17, 2011 and has therefore been unable to check-in daily as required. Due to this fact, in addition to her previously missed tests, Ms. Minnick has now missed another scheduled urinalysis test on November 16, 2011.

Ms. Minnick signed her PRN contracts on September 22, 2006, March 21, 2008, June 30, 2010 and most recently September 22, 2011. Her current contract requirements include, but are not limited to, the following: 1) medication management; 2) attendance at three to four 12-step meetings per week; 3) weekly, face-to-face, meetings with sponsor to work the steps; 4) attendance at weekly Health Professionals support group; 5) individual counseling; 6) Attend/complete Intensive Outpatient (IOP) treatment & follow all recommendations once completed with IOP, including but not limited to Relapse Prevention; and 7) random urinalysis/drug testing.

We look forward to receiving further guidance from the Board of Nursing regarding this issue. If you have any questions or concerns, please feel free to contact either me at (208) 323-9555 ext. 101.

Sincerely,

Ashley Gochnour
Senior Compliance Monitor
Southworth Associates

Cc: Bonita Minnick
   Jeanette Flood

The Program for Recovering Nurses: Protecting the public safety, health and welfare by assisting nurses in their recovery and return to safe practice.
In response to questions from nurses and their employers, the members of the Board of Nursing addressed the issue of ‘safety to practice’. In particular, nurses wanted to know if they should continue to practice while taking prescribed medications, including pain medications; whether they should refuse assignments to work overtime or extra shifts; whether they should consider retirement from practice when they have reached a certain chronological age.

The Board’s “Position on Safety to Practice” provides thoughtful direction to assist nurses and their employers in addressing these concerns.

**IDAHO BOARD OF NURSING**  
**POSITION ON SAFETY TO PRACTICE**  
**Adopted April 29, 2005**

One essential element of safe nursing practice is a nurse’s functional ability: the competence and reliability with which a nurse is able to practice at any given time.

The board is aware that nurses sometimes experience situations that may compromise their ability to safely practice for either the short or long term. Some of these situations involve personal or job-related stress, sleep deprivation, the normal effects of aging, and episodic or persistent health conditions, some of which may require pain management or the use of maintenance-level prescribed medication. The list is not exclusive.

Whether a nurse should continue active nursing practice when that practice may be compromised depends upon the nurse’s ability to function safely and effectively. The assessment of functional ability is an individualized process that does not lend itself to application of a set format based on select elements. On the contrary, assessment of functional ability requires active consideration of all relevant factors, such as diagnosis, prescribed treatment and situational events, as well as an evaluation of the impact of those factors on the individual being assessed.

Although constant evaluation of one’s ability to safely and competently practice nursing is the responsibility of each individual nurse, the Board of Nursing remains the ultimate decision maker. In some instances, it may be necessary for the board to require objective physical and/or functional assessment, using reliable psychometric instruments and methods administered by qualified licensed professionals. For example, even though an individual nurse might perceive that he is capable of safe practice, a neuropsychiatric assessment, done at the Board’s request, may indicate functional impairment.

Licensed nurses are accountable for assuring that their actions and behaviors meet all applicable standards at all times. This requires constant awareness of the demands of the job and a continual process of evaluation and assessment in order to make sure that the nurse is fit to practice and competent to safely perform those functions that fall within the defined scope of nursing practice and for which the nurse has accepted responsibility. Nurses who practice while not fit to do so may be subject to disciplinary action by the board including, among others, license suspension or revocation, remedial measures, or monitored practice.
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**Sent To:**

BONITA MINNICK
17125 NORTHSIDE BLVD
NAMPA, ID 83687

**Postmark:**

2/6/12

**PS Form 3800, August 2006**