



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

PAUL R. LEPAGE  
 GOVERNOR

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

IN RE: LEANE M. SAUCIER, RN )  
 of Fort Kent, Maine ) **AGREEMENT TO MODIFY**  
 License No. RN54114 ) **CONSENT AGREEMENT**  
 )  
 Case No. 2008-491 )

**INTRODUCTION**

The purpose of this Agreement ("Agreement") is to amend Leane M. Saucier's Consent Agreement dated October 20, 2010 ("the 2010 Agreement") by terminating the period of probation imposed by the 2010 Agreement. The parties to this Agreement are Leane M. Saucier ("Ms. Saucier"), the Maine State Board of Nursing ("the Board") and the Office of the Attorney General, State of Maine.

**FACTS**

1. Ms. Saucier was first licensed to practice as a registered professional nurse in Maine on July 23, 2007.
2. On October 20, 2010, Ms. Saucier entered into the 2010 Agreement with the Board placing her nursing license on probation for a term of five years. The 2010 Agreement is attached hereto and marked as Exhibit A.
3. By letter dated August 6, 2012, Ms. Saucier requested that the Board terminate the probation imposed by the 2010 Agreement, paragraph 16 of which states: "Modification of this Agreement must be in writing and signed by all parties." Ms. Saucier's letter is attached hereto as Exhibit B.
4. On September 19, 2012, Ms. Saucier appeared before the Board and requested that her probation be terminated.
5. The Board considered the following information pertaining to Ms. Saucier's request:
  - a. Ms. Saucier's participation in the Medical Professionals Health Program ("MPHP") since November 22, 2010 and correspondence dated August 31, 2012 from Lani Graham, MD, MPH, and Medical Director of MPHP, supporting Ms. Saucier's request;
  - b. Correspondence dated July 27, 2012 from James V. Harris, MD, regarding his current professional working experience with Ms. Saucier and her progress in recovery;
  - c. Correspondence dated August 16, 2012 from Cindy Landry, the Administrator at St. Joseph Nursing & Rehabilitation Center ("St. Joseph") located in Frenchville, Maine regarding Ms. Saucier's individual and professional growth as an employee at St. Joseph; and



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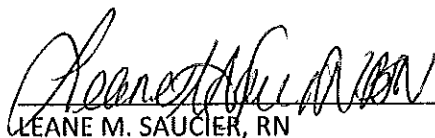
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- d. Correspondence received August 18, 2012 from Odette LaPointe, RN-BSN-DON at St. Joseph regarding her positive evaluation of Ms. Saucier's employment performance at St. Joseph.

**AGREEMENT**

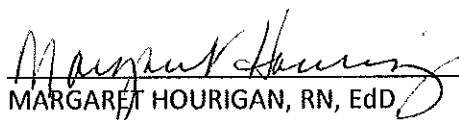
- 6. The Board voted to grant Ms. Saucier's request to modify the 2010 Agreement. This Agreement modifies the 2010 Agreement by terminating the probation period imposed by paragraph 7 of the 2010 Agreement.
- 7. This Agreement is a public record within the meaning of 1 M.R.S. § 402 and will be available 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. Saucier acknowledges that she has read and understands this Agreement and has had an opportunity to consult with legal counsel prior to signing it.

Dated: 10/06/12

  
LEANE M. SAUCIER, RN


FOR THE MAINE STATE  
BOARD OF NURSING

Dated: 10-18-12

  
MARGARET HOURIGAN, RN, EdD  
Chairperson

MAINE OFFICE OF THE ATTORNEY GENERAL

Dated: 10/23/2012

  
ANDREW L. BLACK  
Assistant Attorney General



STATE OF MAINE  
 BOARD OF NURSING  
 158 STATE HOUSE STATION  
 AUGUSTA, MAINE  
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JOHN ELIAS BALDACCI  
 GOVERNOR

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

**IN RE: LEANE M. SAUCIER**     )  
           of New Canada, ME        )  
           License #R054114         )

**CONSENT AGREEMENT  
 FOR  
 PROBATION**

**INTRODUCTION**

This document is a Consent Agreement (“Agreement”) regarding Leane M. Saucier’s (“Ms. Saucier” or “Licensee”) license to practice registered professional nursing in the State of Maine. The parties to this Agreement are Ms. Saucier, 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.A. § 8003(5), (A-1) (4) and 10 M.R.S.A. § 8003(5) (B). On March 23, 2010, the Board met with Ms. Saucier in an informal conference. The parties reached this Agreement on the basis of 1) a Board Notice of Complaint/Provider Report dated December 16, 2008 with information from Northern Maine Medical Center (“NMMC”) dated December 5, 2008; and 2) Ms. Saucier’s response dated February 13, 2009.

**FACTS**

1. Leane M. Saucier has been a registered professional nurse licensed to practice in Maine since July 2007.
2. Leane M. Saucier was terminated from employment at Forest Hill Rehab and Living Center, a division of NMMC, on December 2, 2008 for diversion of a Schedule III drug (Vicodin).
3. Leane M. Saucier admits that she diverted medications from Forest Hill Rehab for her own personal use.
4. Leane M. Saucier admits that she has a substance abuse problem. She has taken the steps to seek, and currently continues, treatment to address her substance abuse problem.
5. In lieu of an adjudicatory hearing, Ms. Saucier has agreed to enter this Agreement with the Board.

**AGREEMENT**

6. Leane M. Saucier understands and agrees that based upon the above-stated facts, this document imposes discipline regarding her license to practice nursing in the State of Maine. The grounds for discipline for violations are under 32 M.R.S.A. § 2105-A(2)(A), (2)(B), (2)(F), (2)(H) and Chapter 4, sections 1(A)(1), 1(A)(2), 1(A)(6), 1(A)(8) and Chapter 4, sections 3(K), 3(P) and 3(Q) of the Rules and Regulations of the Maine State Board of Nursing. Specifically, the violations are:
  - a. M.R.S.A. § 2105-A (2) (A). The practice of fraud and deceit in connection with service rendered within the scope of the license issued to Ms. Saucier by diverting scheduled drugs for her own personal use. (See also Rule Chapter 4, Section 1.A.1)



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- b. M.R.S.A. § 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)
  - c. M.R.S.A. § 2105-A (2) (F). Unprofessional Conduct. Ms. Saucier 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)
  - d. M.R.S.A. § 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)
  - e. Rule Chapter 4, Section 3. Unprofessional Conduct. *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(K). Ms. Saucier inaccurately recorded, falsified or altered a health care provider record.
    - Chapter 4, Section 3(P). Ms. Saucier diverted drugs from patients and a health care provider.
    - Chapter 4, Section(Q). Ms. Saucier possessed, obtained and administered prescription drugs to herself, except as directed by a person authorized by law to prescribe drugs.
7. Leane M. Saucier understands and agrees that the imposition of discipline will be to place her license on probation for a period of five years. Her probationary license will be subject to the following conditions:
- a. Leane M. Saucier 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. Leane M. Saucier 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. Leane M. Saucier must enroll and participate in the Maine Professionals Health Program and will continue in her aftercare treatment program to such an extent and for as long as her treatment providers recommend.
  - d. Leane M. Saucier 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. Leane M. Saucier will notify the Board in writing within five business days should any change occur in her 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, Ms. Saucier's employment as a nurse or 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. Leane M. Saucier's employment is restricted during the period of probation to structured settings with on-site supervision by a registered professional nurse. Structured settings shall not include assignments from temporary employment agencies, home health, school nursing, work as a travel nurse or within the correctional system.
- g. Leane M. Saucier 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.
- h. Leane M. Saucier 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, which is to include clinical competency, documentation, and adherence to policies/procedures.
8. Leane M. Saucier 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. Ms. Saucier 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.
9. Leane M. Saucier agrees and understands that her license will remain on probationary status and subject to the terms of this Agreement beyond the above-referenced 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. Saucier has complied with the provisions of this Agreement.
10. Leane M. Saucier 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. Saucier for response. Ms. Saucier understands and agrees that in such an event, her license shall remain suspended pending a hearing. The Board shall hold a hearing within 60 days of the automatic suspension 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. Saucier's license will be immediately reinstated retroactive to date of suspension.
11. If Ms. Saucier violates any other condition of her probation, the Board will give written notice to the Licensee regarding her failure to comply. The Licensee 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.

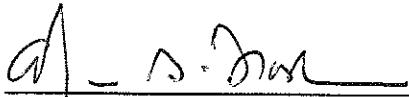
12. The State of Maine is a "party state" that has adopted the Nurse Licensure Compact ("Compact"), which is set out in Chapter 11 of the Rules and Regulations of the Maine State Board of Nursing. The State of Maine is Ms. Saucier's "home state" of licensure and primary state of residence, which means 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. Saucier 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. Saucier 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; the Board will then make its determination.
13. 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.
14. Leane M. Saucier 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.
15. Leane M. Saucier affirms that she executes this Agreement of her own free will.
16. Modification of this Agreement must in writing and signed by all parties.
17. This Agreement is not subject to review or appeal by the Licensee, but may be enforced by an action in the Superior Court.
18. This Agreement becomes effective upon the date of the last necessary signature below.

**I, LEANE M. SAUCIER, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THE EFFECT IT WILL HAVE ON MY REGISTERED PROFESSIONAL NURSE LICENSE. 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: 10/8/10

  
LEANE M. SAUCIER, R.N.

DATED: October 19, 2010

  
NORMAN G. TRASK, ESQ.  
Attorney for Leane M. Saucier

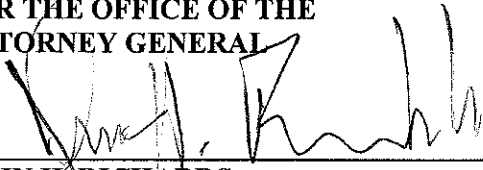
**FOR THE MAINE STATE  
BOARD OF NURSING**

DATED: 10/19/10

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

**FOR THE OFFICE OF THE  
ATTORNEY GENERAL**

DATED: 10/20/10

  
\_\_\_\_\_  
JOHN H. RICHARDS  
Assistant Attorney General