



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

**BEFORE THE MAINE STATE BOARD OF NURSING**

IN THE MATTER OF LICENSE	)	
RN51750 ISSUED TO:	)	
	)	<b>ORDER TERMINATING</b>
<b>CRYSTAL (CATES) ALTVATER</b>	)	
	)	<b>PROBATION</b>
	)	
To practice registered professional	)	
nursing in the State of Maine	)	

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WHEREAS, on **June 26, 2008**, License #RN51750 issued to **Crystal Cates** was placed on "probation" pursuant to 32 M.R.S. Section 2105-A (1-A); and

WHEREAS, on **March 5, 2014** the Board of Nursing duly considered all evidence presented to it concerning **Crystal (Cates) Altvater's** compliance with the conditions of said probation; and

WHEREAS, the Board found that **Crystal (Cates) Altvater** has completed all of the Order;

NOW, THEREFORE, it is ordered that the Order of Probation executed on **June 26, 2008** hereby terminated.

DATED this 6<sup>th</sup> day of March, 2014.

**FOR THE MAINE STATE  
BOARD OF NURSING**

BY: *Myra Broadway*  
Myra A. Broadway, JD, MS, RN  
Executive Director



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

JOHN ELIAS BALDACCI  
 GOVERNOR

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

IN RE:

CRYSTAL B. CATES  
 of South Portland, Maine  
 License # R051750

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CONSENT AGREEMENT FOR  
 LICENSE CONDITIONS WITH  
 PROBATION

PARTIES

This document is a Consent Agreement regarding Crystal B. Cates's license to practice nursing in the State of Maine. The parties to this Consent Agreement are: Crystal B. Cates, ("Ms. Cates"), the Maine State Board of Nursing ("the Board"), and the Maine Office of the Attorney General ("the Attorney General"). This Consent Agreement is entered into pursuant to 32 M.R.S.A. § 2105-A(1-A)(C) and 10 M.R.S. § 8003(5)(B), (5)(D).

FACTS

1. At the time of the incidents discussed in this Consent Agreement, Ms. Cates held an active Maine license as a registered professional nurse.
2. Ms. Cates had been employed by Maine Medical Center since October 2005.
3. In March 2007, the Pharmacy Department of Maine Medical Center conducted an audit regarding Pyxis access to track possible drug diversions by staff members.
4. Based on the results of the audit, staff at Maine Medical Center met with Ms. Cates on March 23, 2007 regarding a possible drug diversion.
5. During the March 23, 2007 meeting, Ms. Cates admitted to taking controlled substances and that she had a drug problem.
6. After the March 23, 2007 meeting, Ms. Cates was suspended and placed on a medical leave of absence, during which Ms. Cates indicated that she would seek treatment.
7. Ms. Cates did seek and continues to participate in treatment, which includes working with various health care providers.
8. Ms. Cates has been successful with all aspects of treatment and recovery and has not abused addictive medications since March 2007.
9. On May 14, 2008, following an informal conference, the Board voted to set this matter for hearing and to offer this Consent Agreement to Ms. Cates in order to resolve the complaint against her.

In re: Crystal B. Cates



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Consent Agreement

10. Absent Ms. Cates's acceptance of this Consent Agreement by signing, dating, and mailing it to Myra Broadway, Executive Director, 158 State House Station, Augusta, Maine 04333-0158 **by June 30, 2008**, the Board will resolve this matter by holding an adjudicatory hearing.

### AGREEMENT WITH CONDITIONS OF PROBATION

11. Crystal B. Cates neither admits nor denies the facts contained herein regarding the diversion of narcotics or other controlled substances from Maine Medical Center, but acknowledges that if this matter went to a hearing before the Board it is more likely than not the facts would support the Board's findings in this Consent Agreement.
12. Crystal B. Cates understands that based upon the above-stated facts, this document imposes discipline regarding her license to practice professional nursing in the State of Maine. The grounds for discipline are for violations under 32 M.R.S.A. § 2105-A(2)(F) and Board Rule 02-380 ch. 4 § (3)(P), engaging in unprofessional conduct by diverting drugs that were the property of a health care provider.
13. Ms. Cates's license as a registered professional nurse in the State of Maine is placed on a probationary status with conditions. The period of probation will be for a period of five (5) years. Ms. Cates's probationary license will be subject to the following conditions:
  - a. Ms. Cates will continue in her aftercare treatment program to such an extent and for as long as her treatment provider(s) recommend;
  - b. Ms. Cates will arrange for and ensure the submission of quarterly reports to the Board by her treatment provider(s), the first reports being due September 1, 2008, and such reports shall continue until her probation is terminated. If Ms. Cates's treatment is terminated, she shall notify the Board and provide a final report from her treatment provider(s);
  - c. Ms. Cates will immediately notify the Board in writing should she return to 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 educational program and any subsequent change in employment or educational programs;
  - d. If during the period of probation, Ms. Cates's employment as a nurse terminates or should her educational program in the field of nursing terminate, she shall notify the Board of this change;
  - e. Ms. Cates's employment is restricted during the period of probation to structured settings with on-site supervision by another registered professional nurse. Structured settings shall not include assignments from temporary employment agencies, school nursing, work as a traveling nurse or work within the correctional system;

f. Ms. Cates agrees and understands that the Board and the Department of 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 Ms. Cates's compliance with the Consent Agreement and her continued recovery. Ms. Cates shall provide such information, shall authorize the release of such records and information, and shall 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 for the purpose of evaluating Ms. Cates's compliance with the Consent Agreement and her continued recovery;

g. The State of Maine is Crystal B. Cates's home state of licensure. Ms. Cates agrees that during the pendency of this Consent Agreement she may not exercise her multistate privilege without authorization from the other party state and notification to the Maine State Board of Nursing. In addition, Ms. Cates will 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. The Board and Ms. Cates agree that any violation of any of the terms or conditions of this Consent Agreement by Ms. Cates shall constitute grounds for discipline and the Board has the authority to issue an order modifying, suspending, or revoking her license in the event that she fails to comply with any of the terms of this Consent Agreement.
15. Pursuant to 10 M.R.S.A. § 8003(5)(B), this Consent Agreement is not appealable and is effective until modified or rescinded by the parties hereto.
16. This Consent 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.
17. Nothing in this Consent Agreement shall be construed to affect any right or interest of any person not a party hereto.
18. Ms. Cates acknowledges by her signature hereto that she has read this Consent Agreement, that she has had an opportunity to consult with an attorney before executing this Consent Agreement, that she executed this Consent Agreement of her own free will, that no promises have been made to her outside of the written terms and conditions of this Consent Agreement, and that she agrees to abide by all terms and conditions set forth herein.

I, CRYSTAL B. CATES, HAVE READ AND UNDERSTAND THE FOREGOING  
CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE  
CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR  
PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE  
ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 6/10/08

Crystal B. Cates  
CRYSTAL B. CATES

DATED: 6/12/08

Ronald W. Schneider, Jr.  
RONALD W. SCHNEIDER, JR., ESQ.  
Attorney for Crystal B. Cates

FOR THE MAINE STATE BOARD OF NURSING

DATED: 6/16/08

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

FOR THE OFFICE OF THE ATTORNEY GENERAL

DATED: 6-26-08

Carrie L. Carney  
CARRIE L. CARNEY  
Assistant Attorney General