



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.  
*Katherine A. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED  
Registered Nurse License Number 788835 §  
issued to EFFIE JEANINE JOUBERT § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of EFFIE JEANINE JOUBERT, Registered Nurse License Number 788835, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on May 13, 2016.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Kennedy King College, Chicago, Illinois, on December 1, 2000. Respondent was licensed to practice professional nursing in the State of Texas on July 14, 2010.
5. Respondent's nursing employment history includes:
 

7/2010 - 12/2013	Weekend Supervisor	Garland Nursing and Rehabilitation Garland, Texas
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Respondent's nursing employment history continued:

6/2012 - 7/2013	Nurse Manager	Juliet Fowler Homes Dallas, Texas
7/2013 - 3/2014	Weekend Supervisor	Lakewest Nursing and Rehabilitation Dallas, Texas
11/2013 - 7/2014	Assistant Director of Nursing (ADON)	Advanced Healthcare of Garland Garland, Texas
7/2014 - 5/2016	ADON	The Lakes of Texas City, formerly known as Bay Oaks Health Care Center Texas City, Texas
6/2016 - Present	Unknown	

6. On or about April 22, 2010, Respondent was issued an Eligibility Agreed Order by the Board. A copy of the Eligibility Agreed Order, including the Findings of Fact, Conclusions of Law, and Order dated April 22, 2010, is attached and incorporated by reference as part of this Order.
7. At the time of the incident in Finding of Fact Number Eight (8), Respondent was employed as the Assistant Director of Nursing (ADON) with Bay Oaks Health Care Center, Texas City, Texas, and had been in that position for four (4) months.
8. On or about November 24, 2014, through April 29, 2015, while employed as the ADON with Bay Oaks Health Care Center, Texas City, Texas, Respondent failed to document in the medical record of Resident WS, who is diabetic, about her contact with the Director of Nursing (DON) and the Physician Assistant (PA) regarding the resident's consistently elevated blood glucose readings. Respondent's conduct resulted in an incomplete medical record and was likely to injure the resident from subsequent care decisions made without the benefit of complete information.
9. On or about November 24, 2014, through April 29, 2015, while employed as the ADON with Bay Oaks Health Care Center, Texas City, Texas, Respondent failed to intervene and contact the physician or Medical Director to ensure that Resident WS, who is diabetic, received treatment for his consistently elevated blood glucose levels after being informed by multiple staff that the resident had no orders for treatment of his elevated blood glucose readings, that the PA was unresponsive regarding his high blood glucose levels when informed by staff nurses and Respondent, and that no insulin was ordered after she notified the DON. The resident had orders to check his blood glucose readings four (4) times a day, but had no

insulin ordered to treat his progressively increasing blood glucose readings ranging from 144 -552 mg/dl during his five (5) month stay. Long term high glucose levels can be damaging to the nerves, organs, and tissue. Respondent's conduct was likely to injure the resident from ineffective treatment and deprived the resident's physician the opportunity to institute timely medical interventions.

10. In response to the incidents in Findings of Fact Numbers Eight (8) and Nine (9), Respondent states that upon admission, a Staff Nurse obtained orders for Resident WS and the orders were verified by the PA. Respondent indicates that this was done again on his re-admission on February 5, 2015, and that both times there were no orders for the administration of medication for an elevated blood sugar. Respondent relates that when she was informed by a Staff Nurse about the resident's elevated blood sugars, she instructed her to call his attending's service for orders. Respondent explains that she was informed that the PA was called and a message was left on his phone as well as a text message. Respondent adds that another Staff Nurse attempted to contact the PA for an elevated blood sugar with no response. Respondent states that she called the PA and got no response. Respondent states that the DON was made aware.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(D),(1)(M),(1)(P)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4)&(6)(C).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 788835, heretofore issued to EFFIE JEANINE JOUBERT, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

#### TERMS OF ORDER

##### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

**II. COMPLIANCE WITH LAW**

While under the terms of this Order, RESPONDENT agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Order.

**III. REMEDIAL EDUCATION COURSE(S)**

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study courses and video programs will not be approved.

- B. A Board-approved course in nursing documentation that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- C. The course "Detecting and Preventing Abuse and Neglect ..." a 5.0 contact hour workshop presented in various locations by the Texas Department of Aging and Disability Services.
- D. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at [www.bon.texas.gov/compliance](http://www.bon.texas.gov/compliance).*

#### IV. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
  
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
  
- C. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
  
- D. **Indirect Supervision:** For the remainder of the stipulation/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
  
- E. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board,

periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

**V. RESTORATION OF UNENCUMBERED LICENSE(S)**

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT may be eligible for nurse licensure compact privileges, if any.

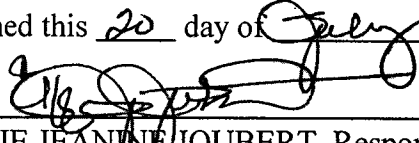
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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

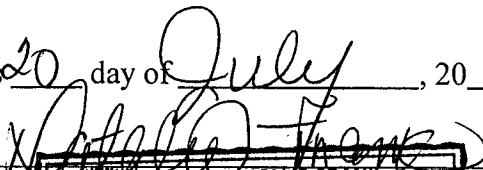
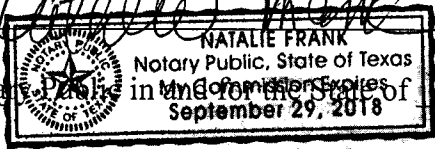
Signed this 20 day of July, 2016.



\_\_\_\_\_  
EFFIE JEANINE JOUBERT, Respondent

Sworn to and subscribed before me this 20 day of July, 2016

SEAL

X  \_\_\_\_\_  
Notary Public in and for the State of TEXAS  




WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 20<sup>th</sup> day of July, 2016, by EFFIE JEANINE JOUBERT, Registered Nurse License Number 788835, and said Order is final.

Effective this 13<sup>th</sup> day of September, 2016.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director on behalf  
of said Board



Executive Director of the Board  
Katherine A. Thomas  
is on file or is of record in the offices of the  
Texas Board of Nursing

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § ELIGIBILITY  
EFFIE JEANINE JOUBERT §  
APPLICANT for Eligibility for Licensure § AGREED ORDER

On the date entered below, the Texas Board of Nursing, hereinafter referred to as Board, considered the Temporary License/Endorsement Application and supporting documents fi by EFFIE JEANINE JOUBERT, hereinafter referred to as APPLICANT, together with : documents and information gathered by staff and APPLICANT's Certificate contained herein. Information received by the Board produced evidence that APPLICANT may be ineligible for licensure pursuant to the Occupations Code 301.452(b)(2),(8)&(10), Texas Occupations Code.

APPLICANT waived representation by counsel, notice and hearing, and agreed to the entry of this Order offered on April 15, 2010, by Katherine A. Thomas, MN, RN, Executive Director.

FINDINGS OF FACT

1. On or about September 20, 2009, Applicant submitted an Application for Licensure by Endorsement requesting a determination of eligibility for licensure in compliance with Sections 301.252, 301.257 and 301.260 of the Texas Occupations Code and the Board's Rules at 22 Texas Administrative Code Sections 213.30 and 217.5.
2. Applicant waived representation by counsel, informal proceedings, notice and hearing, and consented to the entry of this Order.
3. Applicant received an Associate Degree in Nursing from Kennedy King College, Chicago, Illinois, on December 1, 2000.
4. On or about September 20, 2009, Respondent submitted a Texas Online Endorsement Application to the Texas Board of Nursing in which Respondent provided false, deceptive, and/or misleading information, in that Respondent answered "No" to the question, "Has any licensing authority refused to issue you a license or ever revoked, annulled, cancelled, accepted surrender of , suspended, placed on probation, refused to renew a nursing license, certificate or multi-state privilege held by you now or previously, or ever fined, censured, reprimanded or otherwise disciplined you?"

5. Applicant failed to disclose the following history, to wit:

On or about November 18, 1996, Respondent's license to practice vocational nursing in the State of Illinois was issued an ORDER OF REFUSAL TO RENEW by the Department of Professional Regulation, Illinois. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated November 18, 1996, is attached and incorporated by reference as part of this Order

On or about February 14, 1997, Respondent's license to practice vocational nursing in the State of Illinois was issued a CONSENT ORDER by the Department of Professional Regulation, Illinois. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated February 14, 1997, is attached and incorporated by reference as part of this Order

On or about July 24, 1997, Respondent's license to practice vocational nursing in the State of Illinois was issued a ORDER OF SUSPENSION by the Department of Professional Regulation, Illinois. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated July 24, 1997, is attached and incorporated by reference as part of this Order

On or about October 4, 2001, Respondent's license to practice vocational nursing in the State of Illinois was issued a ORDER OF REINSTATEMENT by the Department of Professional Regulation, Illinois. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated October 4, 2001, is attached and incorporated by reference as part of this Order

6. Applicant has sworn that with the exception of matters disclosed in connection with the Temporary License/Endorsement Application, her past behavior conforms to the Board's professional character requirements.
7. Respondent states before she became a Registered Nurse, she was a Licensed Professional Nurse and her LPN license was disciplined due to her delinquent payments on student loans.
8. The Executive Director is satisfied that Applicant is able to meet the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
9. The Executive Director considered evidence of Applicant's post conviction behavior in light of the character factors set out in 22 Texas Administrative Code §213.27 and determined that Applicant currently demonstrates the criteria required for good professional character.
10. Licensure of Applicant poses no direct threat to the health and safety of patients or the public, provided Applicant complies with the stipulations outlined in this Order.
11. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Applicant's disclosures.

12. Applicant has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.

### CONCLUSIONS OF LAW

1. The Texas Board of Nursing (Board) has jurisdiction over this matter pursuant to Section 301.453 *et seq.*, Texas Occupations Code.
2. Applicant has submitted an Application for Licensure by Endorsement requesting a determination of eligibility for licensure in compliance with Sections 301.252, 301.257 and 301.260, Texas Occupations Code and the Board's Rules at 22 Texas Administrative Code Sections 213.30 and 217.5.
3. The evidence in Findings of Fact Numbers Four (4) and Five (5) is sufficient cause to take disciplinary action under Section 301.452(b)(2),(8)&(10), Texas Occupations Code, and, therefore, sufficient cause to deny licensure.
4. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
5. This Order is conditioned upon the accuracy and completeness of Applicant's disclosures. Any subsequently discovered discrepancies will result in investigation and disciplinary action.
6. The Board may license individuals who have been previously convicted of a crime upon consideration of the factors set out in 22 Texas Administrative Code §§213.27 and 213.28 and evaluating the direct relationship to nursing according to Chapter 53, Sec. 53.001 *et seq.*, Texas Occupations Code.
7. Applicant shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452 *et seq.*, Texas Occupations Code.

### ORDER

IT IS THEREFORE AGREED that the application of EFFIE JEANINE JOUBERT, APPLICANT, is hereby conditionally GRANTED and shall be subject to the following conditions:

- (1) APPLICANT SHALL obtain and read the Texas Nursing Practice Act, and the

Rules and Regulations Relating to Nurse Education, Licensure and Practice.

(2) APPLICANT SHALL pay a fine in the amount of two hundred fifty dollars (\$250.00), in the form of a Cashier's Check or a U.S. Money Order payable to the Texas Board of Nursing, within forty-five (45) days of initial licensure.

(3) Upon payment of any necessary fees, APPLICANT SHALL be issued a license to practice nursing in the State of Texas, which shall bear the appropriate notation.

(4) APPLICANT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

(5) IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to APPLICANT's multistate licensure privilege, if any, to practice professional nursing in the State of Texas.

(6) IT IS FURTHER AGREED and ORDERED that while APPLICANT's license is encumbered by this Order the APPLICANT may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where APPLICANT wishes to work.

(7) APPLICANT SHALL, within one (1) year of initial licensure in the State of Texas, successfully complete a course in Texas nursing jurisprudence and ethics. APPLICANT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice

Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding Sexual Misconduct, Fraud, Theft and Deception, Nurses with Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. APPLICANT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify APPLICANT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*  
<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, APPLICANT SHALL be issued an unencumbered license with multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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APPLICANT'S CERTIFICATION

I am the Applicant in this matter. I have fully and truthfully disclosed all of my past convictions and I have caused a complete and accurate criminal history to be submitted to the Texas Board of Nursing from each jurisdiction in which I have been convicted. I certify that my past behavior, except as disclosed in my Temporary License/Endorsement Application has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of conviction such as conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

In connection with my application, I acknowledge that I have read and I understand Sections 301.157(d), 301.252, 301.253, 301.260, and 301.452(b) of the Texas Occupations Code, and Chapter 53, Section 53.001 *et seq.*, and Board Rules at 213.27, 213.28, and 213.29 at 22 Texas Administrative Code which are incorporated by reference as a part of this Order. I agree with all terms of this Order and any stipulations. I agree to inform the Board of any other grounds for denial of licensure prior to accepting any permit or license from the Texas Board of Nursing.

I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

I understand that I can be represented by an attorney in this matter. I waive representation, notice, administrative hearing, and judicial review of this Order and request that the Executive Director of the Texas Board of Nursing enter this Order.

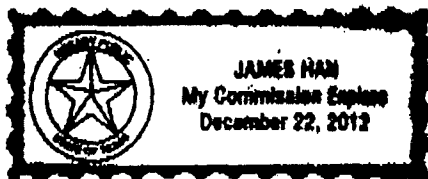
Signed this 19 day of April, ~~2009~~ 2010

Effie Jeanine Joubert  
EFFIE JEANINE JOUBERT, APPLICANT

Sworn to and subscribed before me this 19 day of April, 2010


SEAL

[Signature]  
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Texas Board of Nursing does hereby ratify and adopt the Eligibility Agreed Order that was signed on the 19th day of April, 2010, by EFFIE JEANINE JOUBERT, APPLICANT, for Temporary License/Endorsement, and said Order is final.

Effective this 22<sup>nd</sup> day of April, 2010.

  
Katherine A. Thomas, MN, RN  
Executive Director on behalf  
of said Board



STATE OF ILLINOIS

DEPARTMENT OF PROFESSIONAL REGULATION

DEPARTMENT OF PROFESSIONAL REGULATION	)	
of the State of Illinois,	Complainant	)
v.	)	No. 1996-124641
EFFIE J. JOUBERT	)	
License No. 043-072818,	Respondent	)

ORDER OF REINSTATEMENT


This matter having come before the Department of Professional Regulation of the State of Illinois, pursuant to information received from the Illinois Student Assistance Commission that Effie J. Joubert is no longer in default of her Illinois Educational Loan and that the said loan has been repaid in full; and

The record in this matter indicating that her license had been placed on Probation pursuant to the provisions of the 20 Illinois Compiled Statutes 2105/60 (1998);

NOW, THEREFORE, I, LEONARD A. SHERMAN, DIRECTOR OF THE DEPARTMENT OF PROFESSIONAL REGULATION of the State of Illinois, being fully advised in the premises and in accordance with the authority vested in the Department under 20 Illinois Compiled Statutes 2105/60 (1998), do hereby Order that the Certificate of Registration, License No. 043-072818, heretofore issued to Effie J. Joubert to practice as a Licensed Practical Nurse in the State of Illinois, and heretofore placed on Probationary status, shall be, and is hereby restored to active status.

DATED THIS 4th DAY OF October, 20 01.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois



LEONARD A. SHERMAN  
DIRECTOR

STATE OF ILLINOIS

DEPARTMENT OF PROFESSIONAL REGULATION

DEPARTMENT OF PROFESSIONAL REGULATION of the State of Illinois,	Complainant	)	
	v.	)	
EFFIE J. JOUBERT		)	No. 96-12464-LEG
License No. 043-072818,	Respondent	)	

ORDER OF REFUSAL TO RENEW

This matter having come before the Director of the Department of Professional Regulation of the State of Illinois, by virtue of Certification from the Illinois Student Assistance Commission of the State of Illinois that your Illinois Educational Loan is in default;

NOW, THEREFORE, I, NIKKI M. ZOLLAR, DIRECTOR OF THE DEPARTMENT OF PROFESSIONAL REGULATION of the State of Illinois, find:

1. That the Respondent is licensed as a Licensed Practical Nurse in the State of Illinois, holding License No. 043-072818, which will expire on January 31, 1997.
2. That the Respondent's Illinois Educational Loan is in default.
3. That I have jurisdiction of the parties and subject matter pursuant to 20 Illinois Compiled Statutes 2105/60 (1992).

THEREFORE, IT IS ORDERED that the Certificate of Registration, License No. 043-072818, heretofore issued to Effie J. Joubert to practice as a Licensed Practical Nurse in the State of Illinois, SHALL NOT BE RENEWED as of January 31, 1997. The Department shall continue to refuse renewal until such time that a satisfactory repayment schedule is established with the Illinois Student Assistance Commission and approved by the Department of Professional Regulation.

DATED THIS 18th DAY OF November, 1996.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

Nikki M. Zollar  
NIKKI M. ZOLLAR  
DIRECTOR

STATE OF ILLINOIS

DEPARTMENT OF PROFESSIONAL REGULATION

DEPARTMENT OF PROFESSIONAL REGULATION )  
of the State of Illinois, Complainant )  
v. )  
EFFIE J. JOUBERT )  
License No. 043-072818, Respondent )

No. 96-12464-LEG

CONSENT ORDER

The Department of Professional Regulation by Mary Anne Benden, its Chief of Health Related Prosecutions, and Effie J. Joubert, Respondent, hereby agree to the following:

STIPULATIONS

Effie J. Joubert is licensed as a Licensed Practical Nurse in the State of Illinois, holding license No. 043-072818. Said license is currently in a refuse to renew status.

Information has come to the attention of the Department that as of July 26, 1995, Respondent has defaulted on her Illinois educational loan, and, pursuant to the provisions of 20 Illinois Compiled Statutes 2105/60 (1992), an Order Refusing to Renew Respondent's License as of the expiration date was signed by the Director of the Department on November 18, 1996.

Respondent acknowledges the validity of that Order. Respondent has entered into a repayment agreement with the Illinois Student Assistance Commission (ISAC) and has requested that her license be eligible for renewal as of the date this Order is signed by the Director.

Respondent has been advised of the right to have a hearing on the matter and the right to administrative review of any Order resulting from a hearing. Respondent knowingly waives each of these rights, as well as any right to administrative review of this Consent Order.

Respondent and the Department have agreed, in order to resolve this matter, that Effie J. Joubert be permitted to enter into a Consent Order with the Department, providing for the imposition of disciplinary measures which are fair and equitable in the circumstances and which are consistent with the best interests of the people of the State of Illinois.

CONDITIONS

WHEREFORE, the Department, through Mary Anne Benden, its Chief of Health Related Prosecutions, and Effie J. Joubert agree:

- A. That Respondent's license shall be eligible for renewal as of the date this Order is signed by the Director. Upon renewal, said license shall be placed on Probation until such time as Respondent satisfactorily completes repayment of said educational loan, as determined by ISAC.
- B. That Respondent's license shall be issued upon completion of all required forms and payment of all applicable fees.
- C. That Respondent's remaining balance of \$7,127.00, plus accruing interest, shall be paid to ISAC per the following terms: An initial payment of \$600.00 due on or before January 22, 1997. Payments of \$100.00 per month shall be due on or before February 28, 1997 and shall be due monthly thereafter through December 28, 1997. Payments shall change to \$350.00 per month on January 28, 1998 and shall be due monthly thereafter until payment in full is received.
- D. Respondent shall allow her license to be suspended immediately upon notice to the Director of the Department and certification by ISAC that Respondent has defaulted upon payments as required by this Order.

Said suspension shall be Ordered by the Director without prior hearing regarding the default and shall continue until otherwise Ordered by the Director. Respondent waives administrative review of said Suspension Order.

E. That this Consent Order shall become effective immediately upon approval by the Director of this Department.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

2/14/97  
DATE

[Signature]  
Mary Anne Benden  
Chief of Health Related Prosecutions

1/24/97  
DATE

[Signature]  
Effic J. Joubert  
Respondent

2/14/97  
DATE

[Signature]  
JOSH HERSHMAN  
LEGAL COUNSEL, ILLINOIS STUDENT  
ASSISTANCE COMMISSION

The foregoing Consent Order is approved in full.

DATED THIS 14<sup>th</sup> day of February, 19 97

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

[Signature]  
NIKKI M. ZOLLAR  
DIRECTOR

NMZ:MAB: sbc

REF:

License No.043-072818  
Case No. 96-12464 -LEG

STATE OF ILLINOIS

DEPARTMENT OF PROFESSIONAL REGULATION

DEPARTMENT OF PROFESSIONAL REGULATION	)	
of the State of Illinois, Complainant	)	
	)	
v.	)	
EFFIE J. JOUBERT	)	No. 96-12464-LEG
License No. 043-072818, Respondent	)	

ORDER OF SUSPENSION

This matter having come before the Department of Professional Regulation of the State of Illinois, pursuant to the Consent Order entered into by the Respondent and approved by the Director on February 14, 1997, Docket No. 96-12464-LEG, and certification received from the Illinois Student Assistance Commission that you have failed to abide by the terms of the Consent Order's repayment plan, copies of which are attached;

NOW, THEREFORE, I, NIKKI M. ZOLLAR, DIRECTOR OF THE DEPARTMENT OF PROFESSIONAL REGULATION of the State of Illinois, in accordance with the authority vested in the Department under both 20 Illinois Compiled Statutes 2105/60 (1992), and paragraph D of the Consent Order, do hereby Order that the Certificate of Registration, License No. 043-072818, heretofore issued to Effie J. Joubert to practice as a Licensed Practical Nurse in the State of Illinois shall be Suspended indefinitely, effective ten (10) days from the date of my signature below.

IT IS FURTHER ORDERED that Effie J. Joubert shall surrender immediately said Certificate of Registration and all other indicia of licensure to the Department of Professional Regulation of the State of Illinois. Upon failure to do so, the Department shall seize said Certificate of Registration.

DATED THIS 24th DAY OF July, 19 97.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

Nikki M. Zollar  
NIKKI M. ZOLLAR  
DIRECTOR

NMZ:iv

Respondent and the Department have agreed, in order to resolve this matter, that Effie J. Joubert be permitted to enter into a Consent Order with the Department, providing for the imposition of disciplinary measures which are fair and equitable in the circumstances and which are consistent with the best interests of the people of the State of Illinois.

CONDITIONS

WHEREFORE, the Department, through Mary Anne Benden, its Chief of Health Related Prosecutions, and Effie J. Joubert agree:

- A. That Respondent's license shall be eligible for renewal as of the date this Order is signed by the Director. Upon renewal, said license shall be placed on Probation until such time as Respondent satisfactorily completes repayment of said educational loan, as determined by ISAC.
- B. That Respondent's license shall be issued upon completion of all required forms and payment of all applicable fees.
- C. That Respondent's remaining balance of \$6, 293.53, plus accruing interest, shall be paid to ISAC per the following terms: An initial payment of \$900.00 shall be due on or before November 6, 1997. Payments of \$150.00 per month shall be due on or before November 28, 1997 and shall be due monthly thereafter through April 28, 1998. Payments shall change to \$250.00 per month on May 28, 1998 and shall be due monthly thereafter until payment in full is received.
- D. Respondent shall allow her license to be suspended immediately upon notice to the Director of the Department and certification by ISAC that Respondent has defaulted upon payments as required by this Order. Said suspension shall be Ordered by the Director without prior hearing regarding the default and shall continue until otherwise Ordered by the Director.

Respondent waives administrative review of said Suspension Order.

E. That this Consent Order shall become effective immediately upon approval by the Director of this Department.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

11/12/97  
DATE

Mary Anne Benden  
Mary Anne Benden  
Chief of Health Related Prosecutions

\_\_\_\_\_  
DATE

Effie J. Joubert  
Effie J. Joubert  
Respondent

1-10-97  
DATE

Josh Hershman  
JOSH HERSHMAN  
LEGAL COUNSEL, ILLINOIS STUDENT  
ASSISTANCE COMMISSION

The foregoing Consent Order is approved in full.

DATED THIS 25<sup>th</sup> day of November, 19 97

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

Nikki M. Zollar  
NIKKI M. ZOLLAR  
DIRECTOR

NMZ:MAB:sbc

REF: License No. 043-072818  
Case No. 96-12464-LEG