

Jane E. Weiler, #25276
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BEFORE THE KANSAS BEHAVIORAL SCIENCES REGULATORY BOARD
700 SW Harrison Street, Suite 420
Topeka, Kansas 66603-3929

In the Matter of)
MADISON NORTHCUTT, T-LBSW)
License No. 8886) Case No. 19-BS-0020
)
Respondent/Licensee.)

CONSENT AGREEMENT AND FINAL ORDER

NOW on this 6 day of February, 2019, the above-captioned matter comes before the Kansas Behavioral Sciences Regulatory Board (“Board”) by and through Assistant Attorney General Jane E. Weiler on behalf of the Board, and by agreement of Madison Northcutt, (“Licensee”), for the purposes of resolving the above-captioned matter.

The parties knowingly and voluntarily agree as follows:

1. On July 9, 2018, the Board issued Licensee a temporary Licensed Baccalaureate Social Worker (“T-LBSW”) license, No. 8886. This license expires on January 31, 2019. Licensee is currently, and was at all times relevant to this Consent Agreement and Final Order, a T-LBSW within the meaning of the laws relating to regulation of social workers, K.S.A. 65-6301 *et seq.*

CASE NO. 19-BS-0020

2. On or about August 16, 2018, a Report of Alleged Violation was received by the Board alleging Licensee may have violated certain statues and regulations governing the practice of baccalaureate level social workers in the State of Kansas.

3. On or about May 21, 2018, Licensee was hired as a Permanency Specialist at Saint Francis Community Services (“SFCS”).

4. On or about August 7, 2018, Licensee submitted her resignation to SFCS, and only giving three (3) days' notice.

5. Licensee failed to abide by the agency policy to provide three (3) weeks' notice to end employment.

6. On or about August 21, 2018, the Board's investigator sent to Licensee a letter requesting that she respond to the complaint regarding her resignation from SFCS. Specifically, the Board's investigator asked Licensee to address her possible violations of the statutes and regulations governing the practice of social work

7. On or about September 17, 2018, Licensee submitted to the Board a letter. However, Licensee did not address her possible violations of the statutes and regulations governing the practice of social work.

8. On or about November 1, 2018, the Board's investigator once again sent a letter to Licensee and asked her to address her possible violations of the statutes and regulations governing the practice of social work.

9. Licensee did not respond to this second request for information.

APPLICABLE LAW

10.K.S.A. 65-6302(b): "Social work practice" means the professional activity of helping individuals, groups or communities enhance or restore their capacity for physical, social and economic functioning and the professional application of social work values, principles and techniques in areas such as psychotherapy, social service administration, social planning, social work consultation and social work research to one or more of the following ends: Helping people obtain tangible services; counseling with individuals, families and groups; helping communities or groups provide or improve social and health services; and participating in relevant social action. The practice of social work requires knowledge of human development and behavior; of social, economic and cultural institutions and forces; and of the interaction of all these factors. Social work practice includes the teaching of practicum courses in social work and includes the diagnosis and treatment of mental disorders as authorized under K.S.A. 65-6306 and 65-6319, and amendments thereto.

11.K.S.A. 65-6311(a)(9): The board may refuse to issue, renew or reinstate a license, may condition, limit, revoke or suspend a license, may publicly or privately censure a licensee or may impose a fine not to exceed \$1,000 per violation upon a finding that a licensee or an applicant for license has been found to have engaged in unprofessional conduct as defined by applicable rules and regulations adopted by the Board. Specifically:

- a. K.A.R. 102-2-7(i): failing or refusing to cooperate in a timely manner with any request from the board for a response, information that is not obtained in the context of a confidential relationship, or assistance with respect to the board's investigation of any report of an alleged violation filed against oneself or any other applicant or professional who is required to be licensed or registered by the board. Each person taking longer than 30 days to provide the requested response, information, or assistance shall have the burden of demonstrating that the person acted in a timely manner.
- b. K.A.R. 102-2-7(j): offering to perform or performing services clearly inconsistent or incommensurate with one's training, education, or experience with accepted professional standards for social work.
- c. K.A.R. 102-2-7(nn): failing to seek continuation of service, or abandoning or neglecting a client under or in need of professional care, without making reasonable arrangements for that care.
- d. K.A.R. 102-2-7(oo): abandoning employment under circumstances that seriously impair the delivery of professional care to clients and without providing reasonable notice to the employer.

12. Licensee and the Board mutually desire to enter into this Consent Agreement and Final Order in lieu of further summary and adjudicative proceedings.

13. Licensee understands that by entering into this Consent Agreement and Final Order Licensee waives all rights to further adjudication of facts and law that could be determined pursuant to summary proceedings or a hearing conducted in accordance with the Kansas Administrative Procedures Act, K.S.A. 77-501 *et seq.* in relation to Case No. 19-BS-0020.

14. Licensee waives the right to file a motion for reconsideration and all rights of appeal pursuant to the Kansas Act for Judicial Review, K.S.A. 77-601 *et seq.* in relation to Case No. 19-BS-0020.

15. The Board accepts Licensee's waiver of rights and stipulations.

ORDER

WHEREFORE, the Board finds that the above facts have been established by clear and convincing evidence; and further finds that Licensee was in violation of K.S.A. 65-6311(a)(9), as defined in K.A.R. 102-2-7(i), in that Licensee failed to cooperate in a timely manner with the Board when she failed to provide a specific response to the Board investigation when Licensee did not address her possible violations of the statutes and regulations governing the practice of social work as requested by the Board's investigator.

Additionally, the Board finds Licensee was in violation of K.S.A. 65-6311(a)(9), as defined in K.A.R. 102-2-7(j), in that Licensee performed services clearly inconsistent or incommensurate with one's training, education or experience or with accepted professional standards when Licensee failed to give adequate notice to her employer that she was leaving her employment.

Further, the Board finds Licensee was in violation of K.S.A. 65-6311(a)(9), as defined in K.A.R. 102-2-7(nn), in that Licensee did not seek a continuation of services for her clients in need of professional care when she gave only three (3) days' notice that she was leaving her employment.

In addition, the Board finds Licensee was in violation of K.S.A. 65-6311(a)(9), as defined in K.A.R. 102-2-7(oo), in that Licensee seriously impaired the delivery of professional services when she gave only three (3) days' notice that she was leaving her employment, instead of the required three (3) weeks' notice required by her employer.

AND WHEREAS Licensee and the Board mutually desire to enter into a Consent Agreement and Final Order in lieu of further adjudicative proceedings to resolve the reported violations.

NOW THEREFORE, Licensee consents to the following terms and conditions, and the Board orders that:

16. Licensee shall practice only under individual supervision by a clinical-level supervisor to be approved by the Board. This supervisor may be Licensee's employment supervisor. Licensee shall have weekly one (1) hour meetings with her supervisor in a face to face fashion. The focus shall be related to client care and transition; professional relationships; and unprofessional conduct regulations.

17. Licensee shall provide a copy of this Consent Agreement to the supervisor and authorize the supervisor to provide written monthly reports to the Board's Investigator for the one (1) year term of supervision. There shall be a minimum of twelve (12) monthly reports submitted to the Board's investigator during this one (1) year supervision timeframe, with each report submitted on or before the first of each month.

18. Licensee shall provide a copy of this Consent Agreement to her present employer.

19. Licensee must notify the Board's Investigator within ten (10) days of a change in her employment and/or address change.

20. Licensee shall be responsible for any costs and expenses incurred in satisfying the terms of this Consent Agreement and Final Order.

21. Additionally, Licensee shall obtain three (3) extra continuing education hours in Ethics beyond the biennial requirement, taken in-person or on-line within three (3) months of the effective date of this Consent Agreement and Final Order. These additional continuing education hours shall include, but not limited to, professional treatment of clients and abandonment; and the importance of responding to the Board during an investigation.

22. These hours shall be in addition to those continuing education hours required for renewal of license.

23. All foreseen and unforeseen expenses to complete the aforementioned course(s) including travel, lodging, program fee, meals, etc., shall be at Licensee's own expense.

24. Licensee shall all submit to the Board's investigator at its offices located at 700 SW Harrison St, Suite 420, Topeka, Kansas, 66603, any and all documents evidencing compliance with the terms and conditions required by this Consent Agreement and Final Order.

25. After completion of the actions set out in the Consent Agreement and Final Order, Licensee will have no remaining obligations to the Board in relation to this case. However, Licensee may be subject to further enforcement action if Licensee fails to comply with the terms, conditions, and requirements imposed by this Consent Agreement and Final Order.

26. The matters referred to in this Consent Agreement and Final Order shall not be grounds for future action against Licensee, except the extent that that such matters may be relevant for future disciplinary or licensure proceedings in the Board's consideration of the factors identified in K.S.A. 65-6313 [Licenses; effective and expiration dates; renewal; continuing education; safety awareness training; reinstatement; duplicate; notice of change of address], and K.S.A. 65-6311 [Grounds for suspension, limitation, condition revocation or refusal to issue or renew license; procedure; licensure of applicant with felony conviction, requirements], for establishing rehabilitation or a pattern of conduct.

27. Except as provided in paragraph 26, this Consent Agreement and Final Order shall operate as a complete release of all claims the parties may have against each other pending before the Board and arising out of the Board's investigation of these matters. Licensee agrees not to file, or cause to be filed, any litigation or claims in any federal or state court of law or federal or state administrative agency against the Board, its agents, Board members, or employees, individually or in their official capacity. Such litigation or claims include, but are not limited to, any K.S.A. Chapter

60 or Chapter 61 civil action regarding negligence and/or a 42 United States Code action and/or any administrative petition for redress. Licensee agrees that all actions in this matter were a bona fide use of administrative discretion on the part of the Board, its members, and employees, which is a statutory exception to liability within the Kansas Tort Claims Act, K.S.A. 75-6104(b), (c) or (e).

28. Licensee agrees that this Consent Agreement and Final Order conforms to Kansas and federal law and that the Board has jurisdiction to enter into it and enter the Final Order provided for herein.

29. Licensee understands that a notification of this Consent Agreement and Final Order shall be provided to any other state licensing board or entity if Licensee is also licensed, registered or certified in another state.

30. This Consent Agreement and Final Order shall be a public record in the custody of the Board.

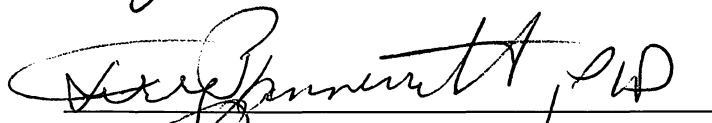
31. This Consent Agreement and Final Order constitutes the entire agreement of the parties and may only be modified by order of the Board or by a subsequent writing signed by the parties. The agreement shall be interpreted in accordance with the laws of the State of Kansas.

32. This Consent Agreement and Final Order shall become effective on the date indicated in the Certificate of Service.

WHEREFORE, the parties consent to these provisions, which are hereby made the Final Order of the Kansas Behavioral Sciences Regulatory Board in the above-captioned case.

IT IS SO ORDERED.

Dated this 28th day of January 2019.


Chairperson, Complaint Review Committee
On behalf of Kansas Behavioral Sciences
Regulatory Board

AGREED AND CONSENTED TO BY:

Madison Northcutt
Madison Northcutt, T-LBSW
Respondent/Licensee

Date 1/18/19

CERTIFICATE OF SERVICE

I certify that a true and correct copy of the foregoing Consent Agreement and Final Order was served on this 18 day of February 2019, by depositing the same in the United States mail, postage prepaid, addressed to: 2.

Madison Northcutt, T-LBSW



And a copy delivered via interoffice mail to:

Jane E. Weiler, Assistant Attorney General
Office of the Attorney General
120 SW 10th Ave., 2nd Floor
Topeka, KS 66612
Disciplinary Counsel for the Board

Cindy D'Ercole
For the Behavioral Sciences
Regulatory Board

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