BEFORE THE MINNESOTA

BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORTS

In the Matter of
Munira Mohamed, LALD
License Number: 3551

STIPULATION AND CONSENT ORDER

IT IS HEREBY STIPULATED AND AGREED by Munira Mohamed, LALD ("Licensee"), and the Minnesota Board of Executives for Long-Term Services and Supports ("Board") Standards of Practice Committee ("Committee") as follows:

I.

JURISDICTION

1. The Board is authorized pursuant to Minnesota Statutes chapter 144A to license and regulate assisted living directors and to take disciplinary action as appropriate.

2. Licensee holds a license from the Board to practice as an assisted living director in the State of Minnesota and is subject to the jurisdiction of the Board with respect to the matters referred to in this Stipulation and Consent Order.

II.

REPRESENTATION

3. The Committee is represented by Erin Farmer and Molly Kleist, Assistant Attorneys General. Licensee is represented by Michael Cain, Esq., Kennedy & Cain PLLC, 3400 E. Lake Street, Minneapolis, Minnesota 55406.

III.

FACTS

4. On December 19, 2022, the Board granted Licensee an Assisted Living Director ("LALD") license.

5. Since December 19, 2022, Licensee has been the Director of Record ("DOR") at Caring Hearts Home Care (HFID #: 36157).

6. On January 14, 2025, the Board approved Licensee for a shared assignment (# 1956) of her license allowing her to additionally practice as the DOR at Guardian Care Homes (HFID #: 38523).

7. During the course of a Minnesota Department of Health ("MDH") investigation into alleged maltreatment at Caring Hearts Home Care ("the facility") regarding the overdose death of a resident ("Resident #1"), the following occurred:

a. On May 29, 2025, a MDH investigator conducted an onsite visit at the facility, spoke to Licensee, and requested that Licensee provide the facility staff contact information. While the MDH investigator was onsite, the investigator received an email, sent from the facility's email address and signed "M.M.," which contained false staff contact information for two facility staff.

b. On or about June 3, 2025, a MDH investigator conducted an interview with an individual who identified themselves as facility staff member Z.A. The individual, who was later identified as J.A., admitted to impersonating facility staff at the direction of Licensee.

c. On or about September 22, 2025, MDH investigators interviewed Licensee regarding the services provided to Resident #1. Licensee denied providing the false contact information or directing J.A. to impersonate staff.

d. MDH's Office of Health Facility Complaints ("OHFC") concluded the investigation on October 1, 2025, with a finding of Inconclusive as to the alleged neglect of Resident #1.

8. On April 24, 2026, Caring Hearts Home Care, Inc. and MDH executed a Settlement Agreement resolving the related facility licensing proceeding (CAH Docket No. 23-0900-41418), which became effective on April 29, 2026. Under that Settlement Agreement, which also reflects OHFC's October 1, 2025 finding of inconclusive, the facility is subject to a six-month conditional compliance period that commenced on April 30, 2026, during which the facility operates under the oversight of an independent registered nurse consultant approved by MDH, with regular written reports submitted to MDH.

9. As part of the Settlement Agreement, Licensee agreed to pay a fine for failing to adequately document medication setup and administration, and failing to document whether Resident #1 received any PRN pain medication and what medication Resident #1 received with his medication reminders.

10. On November 13, 2025, the Board sent Licensee a Letter of Inquiry via email, to the email address Licensee placed on file with the Board, requiring Licensee respond within 15 days to questions regarding her conduct as an LALD. On December 11, 2025, the Board sent Licensee a second letter, via certified mail, again requiring a response within 15 days. On December 16, 2025, Licensee responded to the November 13, 2025 email explaining that she did not receive the Board's certified letter until December 15, 2025, and committing to submit her substantive response within 15 days of that receipt. Licensee did not respond further.

IV.

REGULATIONS

11. The Board views Licensee's conduct as inappropriate in such a way as to require Board action under Minnesota Rules 6400.7095, subparts 1.I. (unprofessional conduct) and 1.U. (failed to cooperate with an investigation of the Board). Licensee agrees that the conduct cited

above constitutes a reasonable basis in law and fact to justify the disciplinary action provided for in this Stipulation and Consent Order. This Stipulation and Consent Order, including the Facts recited herein, is entered into for the purpose of resolving this matter and shall not be offered or admitted as evidence of liability, wrongdoing, or admission of fact in any civil, criminal, or administrative proceeding other than a proceeding to enforce or interpret this Stipulation and Consent Order, or a subsequent proceeding before the Board concerning Licensee's license.

V.

REMEDY

The parties agree the Board may take the following disciplinary action and require compliance with the following terms:

A. Civil Penalty

12. Licensee shall pay to the Board a **CIVIL PENALTY** of $2,500 within six months of the date this Stipulation and Consent Order is adopted by the Board. Licensee shall mail her payment to the Board of Executives for Long-Term Services and Supports, c/o Stephen Jobe, Executive Director, 335 Randolph Avenue, Suite 210-B, St. Paul, MN 55102.

B. Stayed Suspension

13. Upon this Stipulation and all of the files, records, and proceedings herein, and without any further notice or hearing herein, Licensee consents that until further order of the Board, the Board may make and enter an order **SUSPENDING** Licensee's license to practice as a licensed assisted living director in the State of Minnesota. The suspension is **STAYED** upon the following conditions:

C. Conditions

a. ***Education.*** Within three (3) months of the date of this Order, Licensee shall arrange to enroll in, and within six (6) months of the date of this Order shall complete, no less than eight (8) hours of education on the topics of professionalism and ethics. This education shall not count toward the continuing education requirements provided in Minnesota Rule 6400.7020. Licensee must obtain preapproval from the Committee for the course(s) that Licensee selects. To secure preapproval, Licensee shall submit to the Committee a course description, including course objectives and the instructor's name and applicable credentials. Within thirty (30) days of completion of the preapproved course(s), Licensee shall submit a three-page paper describing the course(s) she completed and what she learned from the course(s). Successful completion of the course(s) shall be determined at the sole discretion of the Committee and verified by Licensee's submission of official certificates indicating completion of the preapproved course(s) and the paper described above, and shall not be unreasonably withheld by the Committee. In the event that Licensee's submissions are deemed unsatisfactory, the Committee shall provide Licensee with written notice specifying the deficiency within 60 days of submission with a reasonable opportunity to cure or resubmit. Licensee shall be responsible for any expenses associated with this education.

b. ***Compliance with MDH.*** Licensee and the facility or facilities at which Licensee is the Director of Record shall remain in compliance with the Minnesota Department of Health's ("MDH") rules and regulations. During the six-month conditional compliance period set forth in the Settlement Agreement between Caring Hearts Home Care, Inc. and MDH (effective April 29, 2026), Licensee's and the facility's compliance with the terms of that Settlement Agreement shall constitute compliance with this condition with respect to Caring Hearts Home

Care, and this condition shall not impose separate or duplicative monitoring obligations on Licensee with respect to Caring Hearts Home Care during that period. Any issuance, after the date this Stipulation and Consent Order is adopted by the Board, of a level three, four or five violation of a facility in which Licensee is the listed DOR may be considered by the Committee in determining whether Licensee has violated this Order. This condition does not apply to the Correction Orders issued to Caring Hearts Home Care, Inc. on October 6, 2025 (as amended January 8, 2026), which are addressed exclusively through the Settlement Agreement between Caring Hearts Home Care, Inc. and MDH. Additionally, any new, substantiated maltreatment findings for either Licensee individually or the facility in which Licensee is the listed DOR shall be considered a violation of this Order; an Inconclusive finding, including the Inconclusive finding regarding Resident #1 referenced in Paragraph 7 above, is not a maltreatment finding for purposes of this condition. With respect to any facility other than Caring Hearts Home Care, Inc. in which Licensee is the DOR, a level three or four violation arising from a standard compliance survey shall not, standing alone, constitute a violation of this Order if Licensee or the facility cures the underlying deficiency within the correction period, if any, allowed by MDH for that violation.

D. Limitations

14. ***No Shared Assignment.*** While this Order remains in effect, Licensee may not be approved for any additional shared assignments beyond the previously-granted shared assignment number 1956.

15. ***No Mentorship.*** Licensee may not serve as a Mentor to an applicant for assisted living licensure, or to an Assisted Living Director In Residence (ALDIR).

E. Removal of the Stay of Suspension and Limitations

16. Following at least 18 months from the date that this Stipulation and Consent Order

is adopted and upon completing the conditions set forth in paragraph 13, Licensee may petition to have the stayed suspension and limitations removed from Licensee's license. Licensee may be required to meet with the Committee upon petitioning. Licensee shall have the burden of proving that Licensee has complied with the conditions and limitations and that Licensee is qualified to safely and competently practice as an assisted living director in the State of Minnesota. Licensee's compliance with the foregoing requirements shall not create a presumption that the stayed suspension should be removed. Upon consideration of the evidence submitted by Licensee or obtained through Board investigation, the Committee may remove the stayed suspension and limitations imposed by this Stipulation and Consent Order.

VI.

CONSEQUENCES FOR NONCOMPLIANCE

17. It is Licensee's responsibility to ensure all documents, reports, or other materials required to be filed with the Board pursuant to this Stipulation and Consent Order are timely filed by those preparing the report, evaluation, or documentation. Failure to file reports on or before their due date is a violation of this Stipulation and Consent Order. The information contained in the reports, evaluations, and documentation shall be submitted to the Board by United States Mail, courier, electronic mail addressed to the Executive Director, or personal delivery only. The Board's mailing address is 335 Randolph Avenue, Suite 210-B, St. Paul, Minnesota 55102.

A. Noncompliance With Requirements for Stayed Suspension

18. If the Committee has probable cause to believe Licensee has failed to comply with or has violated any of the requirements for staying the suspension as outlined in paragraph 13 above, the Committee may remove the stayed suspension pursuant to the procedures outlined in paragraph 19 below.

a. The removal of the stayed suspension shall take effect upon service of an Order of Removal of Stayed Suspension ("Order of Removal"). Licensee agrees that the Committee is authorized to issue an Order of Removal, which shall remain in effect and shall have the full force and effect of an order of the Board until the Board makes a final determination pursuant to the procedures outlined in paragraph 19 below. The Order of Removal shall confirm the Committee has probable cause to believe Licensee has failed to comply with or has violated one or more of the requirements for staying the suspension of Licensee's license. Licensee further agrees that an Order of Removal issued pursuant to this paragraph shall be deemed a public document under the Minnesota Government Data Practices Act. Licensee waives any right to a hearing before removal of the stayed suspension.

b. The Committee shall schedule the hearing pursuant to paragraph 19 below to be held within 60 days of date of the Order of Removal.

B. Noncompliance With Stipulation and Consent Order

19. If Licensee fails to comply with or violates this Stipulation and Consent Order, the Committee may, in its discretion, seek additional discipline either by initiating a contested case proceeding pursuant to Minnesota Statutes chapter 14 or by bringing the matter directly to the Board pursuant to the following procedure:

a. The Committee shall schedule a hearing before the Board. At least 20 days before the hearing, the Committee shall mail Licensee a notice of the violation(s) alleged by the Committee. In addition, the notice shall designate the time and place of the hearing. Within ten days after the notice is mailed, Licensee shall submit a written response to the allegations. If Licensee does not submit a timely response to the Board, the allegations may be deemed admitted.

b. The Committee, in its discretion, may schedule a conference with Licensee prior to the hearing before the Board to discuss the allegations and to attempt to resolve the allegations through agreement.

c. Prior to the hearing before the Board, the Committee and Licensee may submit affidavits and written argument in support of their positions. At the hearing, the Committee and Licensee may present oral argument. Argument shall not refer to matters outside the record. The evidentiary record shall be limited to the affidavits submitted prior to the hearing and this Stipulation and Consent Order. Unless stated otherwise in this Stipulation and Consent Order, the Committee shall have the burden of proving by a preponderance of the evidence that a violation has occurred. If Licensee has failed to submit a timely response to the allegations, Licensee may not contest the allegations, but may present argument concerning the appropriateness of additional discipline. Licensee waives a hearing before an administrative law judge, discovery, cross-examination of adverse witnesses, and other procedures governing hearings pursuant to Minnesota Statutes chapter 14.

d. Licensee's correction of a violation prior to the conference, hearing, or meeting of the Board may be taken into account by the Board but shall not limit the Board's authority to impose discipline for the violation. A decision by the Committee not to seek discipline when it first learns of a violation will not waive the Committee's right to later seek discipline for that violation, either alone or in combination with other violations, at any time while Licensee's license is suspended or the suspension is stayed.

e. Following the hearing, the Board will deliberate confidentially. If the allegations are not proved, the Board will dismiss the allegations. If a violation is proved, the Board may impose additional discipline.

f. Nothing herein shall limit the Committee's or the Board's right to temporarily suspend Licensee's license pursuant to Minnesota Statutes sections 214.077 or 148.755, based on a violation of this Stipulation and Consent Order or based on conduct of Licensee not specifically referred to herein.

VII.

ADDITIONAL INFORMATION

20. Licensee is responsible for all costs incurred as a result of compliance with this Stipulation and Consent Order.

21. In the event Licensee resides or practices outside the State of Minnesota, Licensee must promptly notify the Board in writing of the location of their residence and all work sites. Periods of residency and practice outside of Minnesota will not apply to the reduction of any period of Licensee's suspended license in Minnesota unless Licensee demonstrates that the practice in another state conforms completely with this Stipulation and Consent Order.

22. In the event the Board in its discretion does not approve this settlement, this Stipulation is withdrawn and shall be of no evidentiary value and shall not be relied upon nor introduced in any disciplinary action by either party hereto except that Licensee agrees that should the Board reject this Stipulation, and if this case proceeds to hearing, Licensee will assert no claim that the Board was prejudiced by its review and discussion of this Stipulation or of any records relating hereto.

23. Licensee waives any further hearings on this matter before the Board to which Licensee may be entitled by Minnesota or United States constitutions, statutes, or rules and agrees that the order to be entered pursuant to the stipulation shall be the final order herein.

24. Licensee hereby knowingly and voluntarily waives any and all claims against the Board, the Office of the Minnesota Attorney General, the State of Minnesota and their agents, employees, and representatives which may otherwise be available to Licensee relative to the action taken or authorized against Licensee's license to practice as a licensed assisted living director under this stipulation.

25. Either party may seek enforcement of this Stipulation and Consent Order in any appropriate civil court. Licensee hereby acknowledges that they have read and understand this Stipulation and has voluntarily entered into the Stipulation without threat or promise by the Board or any of its members, employees, or agents. This Stipulation contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this Stipulation.

VIII.

DATA PRACTICES NOTICES

26. This Stipulation and Consent Order constitutes disciplinary action by the Board and is classified as public data pursuant to Minnesota Statutes section 13.41, subdivision 5. This Stipulation and Consent Order is a public document and will be sent to all appropriate data banks and entities consistent with Board policy.

CONSENT:

LICENSEE

MUNIRA MOHAMED, LALD

Dated: 10/9/2026

FOR THE STANDARDS OF PRACTICE COMMITTEE

BOARD MEMBER

Dated: 10/12/2026

ORDER

Upon consideration of the Stipulation and all the files, records, and proceedings herein, the terms of the Stipulation are approved and adopted, and the recommended remedy set forth in the Stipulation is hereby issued as an Order of this Board effective this 28 day of October, 2026.

MINNESOTA BOARD
OF EXECUTIVES FOR LONG-TERM
SERVICES AND SUPPORTS

STEPHEN JOBE
Executive Director