



Effective February 26, 2014

January 15, 2014 *Protecting, maintaining and improving the health of all Minnesotans*

Kelli Leann Cossette

RE: MDH File Number: OTA13001

Dear Ms. Cossette:

Based on the facts and law in this matter as described in the enclosed Staff Determination, the Minnesota Department of Health (MDH) has determined that you were discharged from the Health Professionals Services Program (HPSP) because your illness is too severe for continued monitoring, in violation of Minnesota Statutes, section 148.6448, subdivisions 1(6) and 1(23). Therefore, MDH is revoking your occupational therapy license for a period of not less than five years. You may submit an application for occupational therapy license on or after five years of the effective date of this Determination provided you comply with the requirements of Minnesota Statutes, section 148.6425, subdivision 3; all other provisions of sections 148.6401 to 148.6450; and you can provide evidence of sobriety and effective management of physical and mental impairments.

This decision will be made final and effective 30 days from the date it is received by you. During that 30-day period, you have the right to challenge this decision in a contested-case hearing, as provided under Minnesota Statutes, Chapter 14. Requests for a hearing should be made in writing and include specific grounds for challenging the Department's decision. If you wish to request a hearing, please send a written hearing request, within 30 days of your receipt of this letter, to:

Anne Kukowski, MS, JD
Assistant Director, Health Occupations Program
Minnesota Department of Health
PO Box 64882
Saint Paul, MN 55164-0882

You may also deliver your request to 85 East Seventh Place, Suite 220, Saint Paul, MN; or fax it to Ms. Kukowski at (651)201-3839. If you have any questions about this matter, please contact Catherine Dittberner Lloyd at (651)201-3706.

Sincerely,

A handwritten signature in black ink that reads "Darcy Miner".

Darcy Miner, Director
Compliance Monitoring Division

Enclosure

cc: Anne Kukowski, Assistant Director, Health Occupations Program

**HEALTH OCCUPATIONS PROGRAM
MINNESOTA DEPARTMENT OF HEALTH**

**A Determination In the Matter of
Kelli Leann Cossette
Occupational Therapist**

AUTHORITY

1. The Minnesota Department of Health (MDH) has the authority to discipline Occupational Therapists for violations of Minnesota Statutes, section 148.6448. Pursuant to Minnesota Statutes, section 148.6448, subdivision 3, the types of discipline MDH may impose include revocation of licensure in the State of Minnesota.
2. Pursuant to Minnesota Statutes, section 148.6448, subdivision 1(6), the commissioner may take action against an occupational therapist for failure to perform services with reasonable judgment, skill, or safety due to the use of alcohol or drugs, or other physical or mental impairment.
2. Pursuant to Minnesota Statutes, section 148.6448, subdivision 1(23), the commissioner may take action against an occupational therapist for just cause related to the practice of occupational therapy.

FINDINGS OF FACT

1. Kelli Leann Cossette (hereinafter "Practitioner") has been licensed as an occupational therapist since June 29, 2004.
2. By cover letter and Determination dated February 17, 2012 and made effective April 4, 2012, MDH suspended Practitioner's occupational therapist license because she was discharged from the Health Professionals Service Program (HPSP) for non-cooperation and use of _____ without notifying HPSP and in violation of the monitoring plan. The Determination allowed Practitioner to request reinstatement of a conditional license in order to re-enroll in HPSP provided Practitioner:
 - a. Submit a written request to MDH for reinstatement of her license;
 - b. Ask her treating _____ to submit a written statement to MDH attesting to Practitioner's ability to practice occupational therapy safely;
 - c. Contact HPSP within 15 days of receipt of the conditional license;
 - d. Re-enroll in HPSP and cooperate with all requirements and instructions of HPSP staff; and
 - e. Not pursue any occupational therapy employment until she is cleared by HPSP.

3. By letter dated August 1, 2012, MDH received Practitioner's request for a conditional license.
4. By letter dated August 24, 2012, MDH received a letter from Practitioner's practitioner, indicating Practitioner was safe to practice occupational therapy.
5. By cover letter and Determination dated September 14, 2012, MDH determined Practitioner met the conditions for issuance of a conditional license. Under the terms of the Determination, Practitioner was required to contact HPSP within 15 days of receipt of her conditional license, enroll in HPSP, cooperate with HPSP and not pursue occupational therapy until cleared to do so.
6. On September 25, 2012, MDH Credentialing staff received Practitioner's renewal application. According to the application, Practitioner was employed after her license was suspended and up to June 26, 2012. The matter was referred to MDH Investigation and Enforcement Unit.
7. On April 12, 2013, Investigation and Enforcement staff received documentation from Practitioner's former employer that she did not practice occupational therapy after her licensed was suspended on April 4, 2012.
8. On June 3, 2013, Practitioner was issued a conditional occupational therapy license, which allowed Practitioner to enroll in HPSP. Under the terms of the conditional license, Practitioner was required to enroll in HPSP within fifteen days, cooperate with HPSP and not pursue occupational therapy until cleared by HPSP.
9. By memorandum dated July 1, 2013, HPSP notified MDH that Practitioner had contacted HPSP and signed a Participation Agreement.
 - a. By memorandum dated July 15, 2013, HPSP notified MDH that HPSP had received a signed Participation Agreement from Practitioner along with documentation from her treatment providers approving her return to practice. HPSP agreed to monitor Practitioner's work schedule and recommend she work no more than 20-25 hours per week.
 - b. By memorandum dated July 18, 2013 and August 26, 2013, MDH requested HPSP provide a copy of Practitioner's Participation Agreement and related records in order to amend the conditional license and approve Practitioner's return to work.
 - c. By memorandum dated August 23, 2013, HPSP notified MDH that HPSP approved Practitioner to return to work as an occupational therapist, with a 32-hour per week limitation on hours worked.
 - d. On August 26, 2013, MDH received a copy of Practitioner's signed Participation Agreement.
10. By letter dated August 28, 2013, MDH issued Practitioner a conditional occupational therapist license to work up to 32 hours per week as recommended by HPSP. MDH notified Practitioner that in order to maintain her conditional licensure status she had to comply with the terms of the June 3, 2013 Determination and requests made by MDH's

Investigation and Enforcement Unit. Practitioner was further notified she had to notify MDH within 30 days of obtaining employment as an occupational therapist.

11. By memorandum dated October 7, 2013, HPSP notified MDH that HPSP had revised the Participation Agreement and Monitoring Plan with Practitioner due to Practitioner's failure to cooperate with the monitoring plan when she _____ and was hospitalized. The amended monitoring plan required Practitioner to refrain from professional practice until approved to return to work by her treatment providers and HPSP.
12. By memorandum dated November 14, 2013, HPSP notified MDH Practitioner had _____ on November 6, 2013. Practitioner's treatment included a _____ and daily attendance at _____. HPSP agreed to continue monitoring Practitioner, and amended the monitoring plan to include an increase in _____ and require long-term stability before approving Practitioner's return to work.
13. My memorandum dated December 10, 2013 HPSP notified MDH Practitioner had been discharged from HPSP because her _____ was too severe for monitoring.

CONCLUSION

Practitioner was discharged from the Health Professionals Service Program because her _____ is too severe for continued monitoring in violation with the Participation Agreement. This constitutes a violation of Minnesota Statutes, sections 148.6448, subdivision 1(6) and 1(23).

DETERMINATION

1. Practitioner's license to practice occupational therapy is hereby revoked for not less than five years.
2. Practitioner may submit an application for occupational therapy after five years of the effective date of this Determination provided Practitioner:
 - a. Complies with the requirements of Minnesota Statutes, section 148.6425, subdivision 3 and all other provisions of sections 148.6401 to 148.6450; and
 - b. Provides credible evidence of continuing

Effective June 3, 2013



Protecting, maintaining and improving the health of all Minnesotans

September 14, 2012

Kelli Leann Cossette

RE: MDH File Number: OTA13001

Dear Ms. Cossette:

Based on the facts and law in this matter as described in the enclosed Staff Determination, the Minnesota Department of Health (MDH) has determined that you have satisfied the requirements for issuance of a conditional license. Upon receipt of this letter, if you agree with the terms herein, it is your responsibility to contact Kim Ruberg at 651/201-3725 to request issuance of a conditional license. When you are notified of the issuance of your license, you must contact the Health Professionals Services Program (HPSP) within 15 days. Thereafter, you must re-enroll in HPSP and cooperate with all requirements and instructions of HPSP staff. Further, you must not pursue any occupational therapy employment until cleared to do so by HPSP staff.

This decision will be made final and effective 30 days from the date it is received by you. During that 30-day period, you have the right to challenge this decision in a contested-case hearing, as provided under Minnesota Statutes, Chapter 14. Requests for a hearing should be made in writing and include specific grounds for challenging the Department's decision. If you wish to request a hearing, please send a written hearing request, within 30 days of your receipt of this letter, to:

Anne Kukowski, Assistant Director of the Health Occupations Program
Minnesota Department of Health
PO Box 64882
Saint Paul, MN 55164-0882

You may also deliver your request to 85 East Seventh Place, Suite 220, Saint Paul, MN; or fax it to Ms. Kukowski at (651)201-3839. If you have any questions about this matter, please contact Kyle Renell at (651)201-3727.

Sincerely,

A handwritten signature in black ink that reads "Darcy Miner".

Darcy Miner, Director
Compliance Monitoring Division

Enclosure

cc: Anne Kukowski, Assistant Director, Health Occupations Program
Kim Ruberg, Health Occupations Program

**HEALTH OCCUPATIONS PROGRAM
MINNESOTA DEPARTMENT OF HEALTH**

**A Determination In the Matter of
Kelli Leann Cossette
Occupational Therapy Practitioner**

AUTHORITY

1. The Minnesota Department of Health (MDH) has the authority to discipline Occupational Therapists for violations of Minnesota Statutes, section 148.6448. Pursuant to Minnesota Statutes, section 148.6448, subdivision 3, the types of discipline MDH may impose include approval of licensure with conditions.
2. Pursuant to Minnesota Statutes, section 148.6448, subdivision 1(23), the commissioner may take action against an occupational therapist for just cause related to the practice of occupational therapy.

FINDINGS OF FACT

1. Kelli Leann Cossette [hereinafter "Practitioner"] was licensed as an occupational therapist from June 29, 2004, to April 4, 2012.
2. By Cover Letter and Determination dated February 17, 2012, and made effective April 4, 2012, Practitioner's license was suspended, based on Practitioner's discharge from the Health Professionals Services Program (HPSP) for "non-compliance due to her prescribed use of _____ without informing HPSP".
3. Pursuant to the Determination dated February 17, 2012, Practitioner was required to make a written request for reinstatement of a conditional license and have her treating _____ submit a statement attesting to Practitioner's safety to practice. Practitioner's written request was received on August 7, 2012, and her _____ statement was received on August 29, 2012.

CONCLUSION

Practitioner has met the requirements for issuance of a conditional license.

DETERMINATION

1. Practitioner shall be issued a conditional occupational therapist license. Practitioner must:
 - A. Contact HPSP within 15 days of receipt of notification of the issuance of her conditional license;

B. Re-enroll in HPSP and cooperate with all requirements and instructions of HPSP staff; and

C. Not pursue any occupational therapy until she is cleared to do so by HPSP staff.

2. Practitioner may apply for removal of the condition upon completion of the HPSP program. Said request must be written and include documentation from HPSP of Practitioner's successful completion of the program.

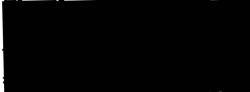
Effective 04/04/12



Protecting, maintaining and improving the health of all Minnesotans

February 17, 2012

Ms. Kelli Leann Cossette



RE: MDH File Number: OTC10006

Dear Ms. Cossette:

Based on the facts and law in this matter as described in the enclosed Staff Determination, the Minnesota Department of Health (MDH) has determined that you were discharged from the Health Professionals Services Program (HPSP) for non-cooperation and use of [REDACTED] without informing HPSP staff pursuant to your monitoring plan, which is just cause for disciplinary action, pursuant to Minnesota Statutes, section 148.6448, subdivision 1(23). Therefore, MDH is suspending your occupational therapy license until you agree to cooperate with HPSP staff, at which time you may request a conditional license. This action is authorized under Minnesota Statutes, section 148.6448, subdivision 3(4).

This decision will be made final and effective 30 days from the date it is received by you. During that 30-day period, you have the right to challenge this decision in a contested-case hearing, as provided under Minnesota Statutes, Chapter 14. Requests for a hearing should be made in writing and include specific grounds for challenging the Department's decision. If you wish to request a hearing, please send a written hearing request, within 30 days of your receipt of this letter, to:

Tom Hiendlmayr, Director of the Health Occupations Program
Minnesota Department of Health
PO Box 64882
Saint Paul, MN 55164-0882

You may also deliver your request to 85 East Seventh Place, Suite 220, Saint Paul, MN; or fax it to Mr. Hiendlmayr at (651)201-3839. If you have any questions about this matter, please contact Kyle Renell at (651)201-3727.

Sincerely,

A handwritten signature in black ink, appearing to read "Darcy Miner".

Darcy Miner, Director
Compliance Monitoring Division

Enclosure

cc: Tom Hiendlmayr, Director of the Health Occupations Program

**HEALTH OCCUPATIONS PROGRAM
MINNESOTA DEPARTMENT OF HEALTH**

**A Determination In the Matter of
Kelli Leann Cossette
Occupational Therapy Practitioner**

AUTHORITY

1. The Minnesota Department of Health (MDH) has the authority to discipline Occupational Therapists for violations of Minnesota Statutes, section 148.6448. Pursuant to Minnesota Statutes, section 148.6448, subdivision 3, the types of discipline MDH may impose includes suspension of licensure.
2. Pursuant to Minnesota Statutes, section 148.6448, subdivision 1(23), the commissioner may take action against an occupational therapist for just cause related to the practice of occupational therapy.

FINDINGS OF FACT

1. Kelli Leann Cossette [hereinafter "Practitioner"] has been licensed as an occupational therapist since June 29, 2004. Her license is currently due to expire on June 30, 2012.
2. By memorandum dated February 24, 2010, Health Professionals Services Program (HPSP) notified MDH that Practitioner had relapsed for a second time after self-reporting to HPSP on March 26, 2009. By letter dated March 1, 2010, MDH staff referred Practitioner back to HPSP and notified Practitioner that failure to successfully complete the HPSP program may result in public disciplinary action.
3. By memorandum dated January 13, 2012, HPSP staff notified MDH that Practitioner's [REDACTED] had not been stable over the past year. HPSP reported that Practitioner's [REDACTED] suggested that Practitioner remain in the HPSP program because she had started a new avenue of treatment. By letter dated January 24, 2012, MDH staff notified Practitioner that action on her licensure status would be delayed as long as she continued to participate in and successfully complete the HPSP program.
4. By Memorandum dated January 31, 2012, HPSP staff notified MDH that the new avenue of treatment appeared to be working. However, it had been determined that Practitioner had been taking [REDACTED] since fall 2011 without informing HPSP staff pursuant to her monitoring plan. By memorandum dated February 9, 2012, HPSP staff notified MDH that Practitioner had been discharged from HPSP for "non-compliance due to her [REDACTED] without informing HPSP."

CONCLUSION

1. Practitioner was discharged from the HPSP program for "non-compliance due to her [REDACTED] without informing HPSP" which is just cause related to the practice of occupational therapy, pursuant to Minnesota Statutes, section 148.6448, subdivision 1(22).

DETERMINATION

1. Practitioner's license is hereby suspended.
2. Practitioner may request reinstatement of a conditional license at any time. To have her license reinstated as a conditional license, Practitioner must:
 - A. Make a written request for reinstatement of her license as conditional, addressed to the Director of the Health Occupations Program, Minnesota Department of Health, PO Box 64882, Saint Paul, MN 55164-0882; and
 - B. Have her treating [REDACTED] submit a statement, attesting to Practitioner's safety to practice. The statement must be on the [REDACTED] letterhead and be sent by the [REDACTED] directly to: Director of the Health Occupations Program, Minnesota Department of Health, PO Box 64882, Saint Paul, MN 55164-0882.
3. Upon notification of the reinstatement of her conditional license, Practitioner will:
 - A. Contact HPSP within 15 days of receipt of notification of her conditional licensure;
 - B. Re-enroll in HPSP and cooperate with all requirements and instructions of HPSP staff; and
 - C. Not pursue any occupational therapy employment until she is cleared to do so by HPSP staff.
4. Practitioner may apply for removal of the condition upon completion of the HPSP program. Said request must be written and include documentation from HPSP of Practitioner's successful completion of the program.

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