

**CONSENT AGREEMENT
BETWEEN
SANDRA TEBBE
AND THE
STATE OF OHIO COUNSELOR, SOCIAL WORKER, MARRIAGE AND
FAMILY THERAPIST BOARD**

REC'D CSW/MFT BOARD
APR 16 '18 AM 10:12

This CONSENT AGREEMENT is entered into by and between **SANDRA TEBBE**, hereinafter, "TEBBE", and the STATE OF OHIO COUNSELOR, SOCIAL WORKER, MARRIAGE AND FAMILY THERAPIST BOARD, hereinafter "BOARD", the state agency charged with enforcing Chapter 4757 of the Ohio Revised Code and all rules promulgated therein.

TEBBE hereby acknowledges that she has read and understands this CONSENT AGREEMENT and has voluntarily entered into it without threat or promise by the BOARD or any of its members, employees or agents.

TEBBE is fully aware of her rights, including her right to be advised by counsel and her right to a hearing pursuant to Chapter 119 of the Ohio Revised Code on the issues which are the subject of this CONSENT AGREEMENT.

This CONSENT AGREEMENT contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this CONSENT AGREEMENT.

This CONSENT AGREEMENT is entered into on the basis of the following stipulations, admissions and understandings:

1. TEBBE is a licensed professional clinical counselor (E.0001735-SUPV) licensed to practice counseling in the State of Ohio, and is subject to the laws and rules of Ohio regulating the practice of counseling as outlined in Ohio Revised Code Chapter 4757 and Ohio Administrative Code Chapter 4757. TEBBE received her professional clinical counselor license on September 18, 1993.
2. From about May 2014 to October 2016, while employed in a private practice in Findlay, Ohio, TEBBE engaged in a multiple relationship with a client. This constitutes a violation of Ohio Revised Code Section 4757.36(C) (1) and Ohio Administrative Code Section 4757-05-03 (A).
3. From about May 2014 to October 2016, TEBBE did not keep all records in a secure location and allowed an unauthorized person access. Her actions constitute a violation of Ohio Revised Code Section 4757.36(C) (1) and Ohio Administrative Code Section 4757-05-09 (A).

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4. In or about March 2015, **TEBBE** did not maintain proper client chart documentation. Her actions constitute a violation of Ohio Revised Code Section 4757.36(C) (1) and Ohio Administrative Code Section 4757-05-09 (B).
5. **TEBBE** admits the allegations referenced above.

Wherefore, in consideration of the foregoing and mutual promises hereinafter set forth, and in lieu of any other formal disciplinary proceedings, **TEBBE** knowingly and voluntarily agrees with the **BOARD** to the following terms and conditions:

1. **TEBBE'S** license to practice as a professional clinical counselor (E.0001735-SUPV) is hereby **REPRIMANDED**.
2. **TEBBE** must complete ten (10) additional hours of continuing education in ethics/boundaries at her expense. The additional hours must be pre-approved by the **BOARD**. **TEBBE** must contact the **BOARD'S** investigative unit to seek pre-approval. The additional hours must be completed by August 31, 2018. These ten (10) additional hours may not be used for the renewal of her professional clinical counselor.

It is hereby agreed by and between both parties that this **CONSENT AGREEMENT** hereby settles all issues concerning this matter.

By her signature on this **CONSENT AGREEMENT**, **TEBBE** acknowledges that in the event the **BOARD**, in its discretion, does not approve this **CONSENT AGREEMENT**, this settlement offer is withdrawn and shall be of no evidentiary value and shall not be relied upon or introduced in any disciplinary action or appeal by either party. **TEBBE** agrees that should the **BOARD** reject this **CONSENT AGREEMENT** and if this case proceeds to hearing, she will assert no claim that the **BOARD** was prejudiced by its review and discussion of this **CONSENT AGREEMENT** or of any information relating thereto.

TEBBE hereby releases the members of the **BOARD**, its officers and employees, jointly and severally, from any and all liability arising from the matter within.

This **CONSENT AGREEMENT** shall be considered a public record as that term is used in Section 149.43 of the Ohio Revised Code. All parties to this Consent Agreement understand that this information will be sent to the United States Department of Health and Human Services' National Practitioner Data Bank (NPDB), pursuant to Title IV of Public Law 99-660, the Healthcare Quality Improvement Act of 1986, as amended; Section 1921 of the Social Security Act; and Section 1128E of the Social Security Act, as amended by Section 221(a) of the Health Insurance Portability and Accountability Act of 1996. The **BOARD** shall incorporate this **CONSENT AGREEMENT** into a formal journal entry at its May 2018 meeting.

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This CONSENT AGREEMENT shall take effect upon the date of the Board Chair's
signature below:



Sandra Tebbe, LPCC-S

4/11/18

Date



Erin Michel, MSW, LSW
Chair, Counselor, Social Worker, Marriage and Family
Therapist Board

5/17/18


Date



Mark Tolles, Esq.
Counsel for Ms. Tebbe

11 APR 2018

Date



Melissa L. Wilburn, Esq.
Senior Assistant Attorney General
Counselor, Social Worker and Marriage and Family
Therapist Board

MAY 17, 2018

Date