

**SETTLEMENT AGREEMENT BETWEEN STATE BOARD OF EMBALMERS  
AND FUNERAL DIRECTORS AND BAUE FUNERAL HOME CO. d/b/a BAUE  
FUNERAL HOMES**

Baue Funeral Home Co. d/b/a Baue Funeral Homes ("Funeral Home") and the State Board of Embalmers and Funeral Directors ("Board") enter into this Settlement Agreement for the purpose of resolving the question of whether Funeral Home's Missouri funeral establishment license, license no. 001922, will be subject to discipline. Pursuant to § 536.060, RSMo 2000,<sup>1</sup> the parties hereto waive the right to a hearing by the Administrative Hearing Commission of the State of Missouri and, additionally, the right to a disciplinary hearing before the Board under § 621.110, RSMo Cum. Supp. 2007. The Board and Funeral Home jointly stipulate and agree that a final disposition of this matter may be effectuated as described below pursuant to § 621.045, RSMo Cum. Supp. 2007.

Funeral Home acknowledges that it understands the various rights and privileges afforded it by law, including the right to a hearing of the charges against it; the right to appear and be represented by legal counsel; the right to have all charges proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing against it at the hearing; the right to present evidence on its behalf at the hearing; the right to a decision upon the record of the hearing by a fair and impartial

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<sup>1</sup> All statutory citations are to the 2000 Revised Statutes of Missouri unless otherwise noted.

administrative hearing commissioner concerning the charges pending against it; the right to a ruling on questions of law by the Administrative Hearing Commission; the right to a disciplinary hearing before the Board at which time Funeral Home may present evidence in mitigation of discipline; the right to a claim for attorney fees and expenses; and the right to obtain judicial review of the decisions of the Administrative Hearing Commission and the Board.

Being aware of these rights provided to it by law, Funeral Home knowingly and voluntarily waives each and every one of these rights and freely enters into this Settlement Agreement and agrees to abide by the terms of this document as they pertain to it.

Funeral Home acknowledges that it has received a copy of documents that were the basis upon which the Board determined there was cause for discipline, along with citations to law and/or regulations the Board believes were violated. Funeral Home stipulates that the factual allegations contained in this Settlement Agreement are true and stipulates with the Board that Funeral Home's funeral establishment license, license no. 001922, is subject to disciplinary action by the Board in accordance with the relevant provisions of Chapter 621, RSMo Cum. Supp. 2007, and Chapters 333 and 436, RSMo, as amended.

The parties stipulate and agree that the disciplinary order agreed to by the Board and Funeral Home in Part II herein is based only on the agreement set out in Part I herein. Funeral Home understands that the Board may take further disciplinary action against it

based on facts or conduct not specifically mentioned in this document that are either now known to the Board or may be discovered.

**I.**

**Joint Stipulation of Facts and Conclusions of Law**

Based upon the foregoing, the Board and Funeral Home herein jointly stipulate to the following:

1. The Board is an agency of the state of Missouri created pursuant to § 333.151, RSMo, for the purpose of enforcing the provisions of chapter 333, RSMo, and the relevant provisions of chapter 436, RSMo, and the regulations adopted thereunder.
2. Funeral Home is a Missouri corporation in good standing, with its principal place of business located at 620 Jefferson Street, St. Charles, Missouri.
3. Funeral Home holds Missouri funeral establishment license number 001922. Funeral Home's Missouri funeral establishment license is now, and was at all relevant times herein, current and active.
3. Mary Sammelman ("Sammelman") Sammelman is licensed by the Board as an embalmer, license number 7394, as well as a funeral director, license number 6883. Sammelman's Missouri embalmer license and funeral director license are and were current and active at all relevant times herein.
4. At all relevant times herein, Funeral Home employed Sammelman as Director of Preparation Care at Funeral Home.

5. Among Sammelman's duties as Director of Preparation Care at Funeral Home, Sammelman was in charge of the embalming of dead bodies in preparation for funerals.

6. At all relevant times herein, Funeral Home employed Brandon Morrow ("Morrow") as a member of the removal/prep team.

7. Morrow had served his embalmer practicum at Funeral Home, but his practicum license expired on May 1, 2004.

8. On or about December 21, 2004, Morrow did not hold a license to practice embalming in Missouri.

9. On or about December 21, 2004, Sammelman directed Morrow to assist with three embalming procedures, including but not limited to, the embalming of bodies.

10. At all relevant times herein, Funeral Home employed Cynthia Campbell ("Campbell") as a member of its removal/prep team.

11. Campbell has never been licensed to practice embalming, nor has she ever held an embalming practicum license.

12. Between June, 2004 and January 2005, Sammelman repeatedly directed Campbell to assist in various aspects of the embalming process, including but not limited to, aspirating bodies, sewing autopsy incisions, sewing the mouths of bodies closed, and building up tissue with a syringe.

JOINT PROPOSED CONCLUSIONS OF LAW

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13. Jurisdiction and venue are proper before the Administrative Hearing Commission pursuant to § 333.121.2, RSMo.

14. By assisting with three embalming procedures pursuant to Sammelman's direction on or about December 21, 2004, Morrow engaged in the practice of embalming.

15. By assisting with various aspects of the embalming process pursuant to Sammelman's direction between June, 2004 and January 2005, Campbell engaged in the practice of embalming.

16. By directing Morrow and Campbell to engage in the practice of embalming, Sammelman assisted and enabled unlicensed individuals to practice embalming.

17. Section 333.021, RSMo, mandates that one be licensed to practice embalming in order to practice embalming, which states, in pertinent part:

1. No person shall engage in the practice of embalming in this state unless he has a license as required by this chapter.

18. Board regulation 20 CSR 2120-1.040 defines the practice of embalming, which states, in pertinent part:

(1) . . . the "practice of embalming," the work of preserving, disinfecting and preparing by arterial embalming, or otherwise, of dead human bodies or the holding of oneself out as being engaged in such work and has met the requirements for registration pursuant to sections 333.041 and 333.042, RSMo and 4 CSR 120-2.010.

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19. Because the above unlicensed conduct occurred at Funeral Home, cause exists to discipline Funeral Home's funeral establishment license, license no. 001922, pursuant to §§ 333.121.2(5), (6), (10), and (13), RSMo, which states, in pertinent part:

2. The Board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any certificate or registration or authority, permit or license required by this chapter or any person who has failed to renew or has surrendered his certificate of registration or authority, permit or license for any one or any combination of the following causes:

\* \* \*

(5) Incompetency, misconduct, gross negligence, fraud, misrepresentation or dishonesty in the performance of the functions or duties of any profession licensed by regulated by this chapter;

(6) Violation of, or assisting or enabling any person to violate, any provision of this chapter, or any lawful rule or regulation adopted pursuant to this chapter;

\* \* \*

(10) Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by this chapter who is not registered and currently eligible to practice under this chapter;

\* \* \*

(13) Violation of any professional trust or confidence[.]

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**Joint Agreed Disciplinary Order**

Based on the foregoing, the parties mutually agree and stipulate that the following shall constitute the disciplinary order entered by the Board in this matter under the authority of §§ 536.060, 621.045.3, and 621.110, RSMo.

1. **Probation of funeral establishment license.** Funeral Home's funeral establishment license, license no. 001922, is hereby placed on **PROBATION** for a period of one year. The periods of probation shall be referred to hereinafter as "the disciplinary period." During the period of probation, Funeral Home shall be entitled to practice as a funeral establishment provided it pays all required fees, maintains its license in a current and active status, and adheres to all the terms stated herein.

A. On June 23, 2008, Funeral Home shall suspend all activities at its principal place of business located at 620 Jefferson Street, St. Charles, Missouri, except for its administrative functions, for seven consecutive days. During those seven days, Funeral Home is not to perform the following activities at its principal place of business located at 620 Jefferson Street, St. Charles, Missouri: log, prepare, cosmetize, embalm, aspirate, dress, or casket bodies; perform funerals; meet with families, or otherwise directly perform funeral directing services. Funeral Home may, during this seven day period, perform all of its general administrative functions at 620 Jefferson Street such as payroll, management, human resources, corporate governance, grounds keeping, repair, replacement, construction and upkeep, issuance of death certificates, central

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printing, and document production. It is acknowledged and agreed that Funeral Home may hire out embalming and related services to a trade service at the trade service's location. Nothing in this paragraph is to be construed to prevent Funeral Home from performing any lawful service at any of its other facilities during those seven days. After those seven days are past, Funeral Home shall be able to resume all lawful activities at its principal place of business located at 620 Jefferson Street, St. Charles, Missouri.

B. Funeral Home shall keep the Board apprised at all times in writing of its current work addresses and telephone numbers at each place of business. Funeral Home shall provide the Board with written notification within ten days of any change in this information.

C. Funeral Home shall timely renew all Board issued licenses and registrations and timely pay all fees for these renewals and comply with all other requirements to maintain its licenses and registrations in a current and active state.

D. If, at any time within the Disciplinary Period, Funeral Home ceases to be currently licensed under the provisions of Chapter 333 or Chapter 436, or fails to keep the Board advised of all current places of business, the time of unlicensed status, or unknown whereabouts, shall not be deemed or taken as any part of the Disciplinary Period.

E. Funeral Home shall comply with all provisions of Chapter 333, RSMo; §§ 436.005 through 436.071, RSMo; all rules and regulations of the

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Board; and all state and federal laws related to the performance of duties in the funeral industry.

F. A representative of Funeral Home shall appear before the Board or its representatives upon the Board's request.

G. Funeral Home shall accept and cooperate with unannounced visits from the Board's duly authorized representatives to monitor its compliance with these terms and conditions.

H. Funeral Home shall submit written reports to the Board by no later than January 1 and July 1 during each year of the Disciplinary Period stating truthfully whether there has been compliance with all terms and conditions of this Settlement.

2. Upon the expiration of the disciplinary period, Funeral Home's license as a funeral establishment, license no. 001922 shall be fully restored if all requirements of law have been satisfied; provided, however, that in the event the Board determines that Funeral Home has violated any term or condition of this Settlement Agreement, the Board may, in its discretion, after an evidentiary hearing, vacate and set aside the discipline imposed herein and may suspend, revoke or otherwise lawfully discipline Funeral Home's licenses.

3. No additional discipline shall be imposed by the Board pursuant to the preceding paragraph of this Settlement Agreement without notice and opportunity for hearing before the Board as a contested case in accordance with the provisions of Chapter

536, RSMo.

4. This Settlement Agreement does not bind the Board or restrict the remedies available to it concerning any future violations by Funeral Home of Chapters 333 and 436, RSMo, as amended, or the regulations promulgated thereunder, or of the terms and conditions of this Settlement Agreement.

5. This Settlement Agreement does not bind the Board or restrict the remedies available to it concerning facts or conduct not specifically mentioned in this Settlement Agreement that are either now known to the Board or may be discovered.

6. Within five days of the effective date of this settlement agreement, the Board agrees to dismiss with prejudice its action against Funeral Home before the Administrative Hearing Commission, specifically, case no 07-0626 EM, and hereby agrees not to seek further redress based on the conduct alleged in its Complaint filed in that matter.

7. If any alleged violation of this Settlement Agreement occurred during the disciplinary period, the parties agree that the Board may choose to conduct a hearing before it either during the disciplinary period, or as soon thereafter as a hearing can be held, to determine whether a violation occurred and, if so, may impose further disciplinary action. Funeral Home agrees and stipulates that the Board has continuing jurisdiction to hold a hearing to determine if a violation of this Settlement Agreement has occurred.

8. Each party agrees to pay all their own fees and expenses incurred as a result

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of this case, its litigation, and/or its settlement.

9. The terms of this Settlement Agreement are contractual, legally enforceable, and binding, not merely recital. Except as otherwise contained herein, neither this Settlement Agreement nor any of its provisions may be changed, waived, discharged, or terminated, except by an instrument in writing signed by the party against whom the enforcement of the change, waiver, discharge, or termination is sought.

10. The parties to this Settlement Agreement understand that the Board will maintain this Settlement Agreement as an open record of the Board as required by Chapters 333, 436, 610, and 620, RSMo, as amended.

11. Funeral Home, together with its partners, shareholders, officers, directors, heirs, assigns, agents, employees, representatives and attorneys, does hereby waive, release, acquit and forever discharge the Board, its respective members, employees, agents and attorneys including former members, employees, agents and attorneys, of, or from any liability, claim, actions, causes of action, fees, costs, expenses and compensation, including, but not limited to, any claim for attorney's fees and expenses, whether or not now known or contemplated, including, but not limited to, any claims pursuant to § 536.087, RSMo (as amended), or any claim arising under 42 U.S.C. § 1983, which now or in the future may be based upon, arise out of, or relate to any of the matters raised in this case or its litigation or from the negotiation or execution of this Settlement Agreement. The parties acknowledge that this paragraph is severable from the remaining portions of the Settlement Agreement in that it survives in perpetuity even in the event

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that any court or administrative tribunal deems this agreement or any portion thereof void or unenforceable.

13. This Settlement Agreement goes into effect 15 days after the document is signed by the Executive Director of the Board.

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RESPONDENT

Baue Funeral Home Co.  
d/b/a Baue Funeral Homes

By: Lisa A. Baue  
Name: Lisa A. Baue 4/14/08 Date  
Title: President / CEO.

PETITIONER

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State Board of Embalmers and  
Funeral Directors

By: Becky Dunn 4/28/08  
Becky Dunn Date  
Executive Director

BARKLAGE, BRETT,  
WIBBENMEYER & HAMILL  
Attorneys at Law

Daniel K. Barklage  
DANIEL K. BARKLAGE  
Missouri Bar No. 26496

211 North Third Street  
St. Charles, Missouri 63301  
Telephone: (636) 949-2120  
Facsimile: (636) 949-8786

ATTORNEYS FOR RESPONDENT

JEREMIAH W. (JAY) NIXON  
Attorney General

Glen D. Webb  
GLEN D. WEBB  
Assistant Attorney General  
Missouri Bar No. 56960

P.O. Box 899  
Broadway State Office Bldg.  
Jefferson City, MO 65102  
Telephone: (573) 751-1444  
Facsimile: (573) 751-5660

ATTORNEYS FOR PETITIONER

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