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**SETTLEMENT AGREEMENT BETWEEN**  
**THE STATE BOARD OF EMBALMERS AND FUNERAL DIRECTORS**  
**AND JON M. DALE**

Jon M. Dale (“Dale”) and the State Board of Embalmers and Funeral Directors (“Board”) enter into this Settlement Agreement for the purpose of resolving the question of whether Dale’s licenses as an embalmer, No. 2002023050, and as a funeral director, no. 2002023051, will be subject to discipline. Pursuant to § 536.060, RSMo 2000, 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. 2006. The Board and Dale jointly stipulate and agree that a final disposition of this matter may be effectuated as described below pursuant to § 621.045, RSMo Cum. Supp. 2005.

Dale acknowledges that he understands the various rights and privileges afforded him by law, including the right to a hearing of the charges against him; 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 him at the hearing; the right to present evidence on his behalf at the hearing; the right to a decision upon the record of the hearing by a fair and impartial administrative hearing commissioner concerning the charges pending against him; 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 Dale 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.

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Being aware of these rights provided to him by law, Dale 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 him.

Dale acknowledges that the Board and its attorney followed the procedures enumerated in § 621.045, RSMo Cum. Supp. 2005, including, but not limited to, providing Dale with a written description of the specific conduct for which discipline is sought and citations to the law and rules violated, together with copies of any documents which are the basis thereof and the Board's initial settlement offer.

For the purpose of settling this dispute, Dale stipulates that the factual stipulations contained in this Settlement Agreement are true and stipulates with the Board that Dale's licenses as an embalmer, No. 2002023050, and as a funeral director, No. 2002023051, are subject to disciplinary action by the Board in accordance with the provisions of Chapters 333 and 621, RSMo, as amended.

The parties stipulate and agree that the disciplinary order agreed to by the Board and Dale in Part II herein is based only on the agreement set out in Part I herein. Dale understands that the Board may take further disciplinary action against him based on facts or conduct not specifically mentioned in this document that are either now known to the Board or may be discovered.

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

**I. Joint Stipulation of Facts and Conclusions of Law Relevant to All Counts**

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1. The Board is an agency of the State of Missouri, established and existing pursuant to § 333.151, RSMo, for the purpose of administering and enforcing Chapter 333, RSMo, and portions of Chapter 436, RSMo, and the regulations adopted thereunder.

2. DW Newcomers Son's, Inc. ("DW Newcomers"), d/b/a White Chapel Funeral Home ("White Chapel"), holds a funeral establishment license, No. 002740 issued by the Board. This funeral establishment license has been current and active at all relevant times.

3. Ralph Tymson ("Tymson") is the funeral director in charge at White Chapel. Tymson holds an embalmer's license, No. 005919, and a funeral director license, No. 004066. These licenses have been current and active at all relevant times herein.

4. Dale is an employee of White Chapel. Dale holds an embalmer's license, No. 2002023050, and a funeral director's license, No. 2002023051. These licenses have been current and active at all relevant times herein.

5. James D. "Lou" Moore ("Moore") is an employee of White Chapel. Moore holds a funeral director's license, No. 2002012379. Moore allowed his license to lapse on May 31, 2005. Moore does not hold and has never held an embalmer's license or an embalmer apprentice's license in Missouri.

6. Moore began working at White Chapel in January 2006, prior to his funeral director's license being renewed. Dale acted as preceptor for Moore.

7. During the time he was employed at White Chapel, Moore performed the following activities: washing bodies; making incisions to open the body; setting the features by using an injunction gun to permanently close the mouth; raising arteries and/or vessels by making an incision and hooking up the artery and/or vessel and pulled them up for injection;

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and closing incisions in bodies.

8. Moore performed those activities while under the supervision of Dale.

9. Those activities constituted the practice of embalming, as defined by § 333.011(6), RSMo, which states: “‘Practice of embalming,’ the work of preserving, disinfecting and preparing by arterial embalming, or otherwise, of dead human bodies for funeral services, transportation, burial or cremation, or the holding of oneself out as being engaged in such work[:.]”

10. Section 333.021, RSMo, states, in pertinent part: “No person shall engage in the practice of embalming in this state unless he has a license as required by this chapter.”

11. State regulation 4 CSR 120-2.060(14) states, in pertinent part: “It shall be considered misconduct in the practice of funeral directing for a Missouri licensed funeral director to permit any unlicensed person to engage in, or take charge of, the activities for which a license is required by law.”

12. As a funeral director, as well as preceptor and supervisor for Moore, Dale was responsible for ensuring that Moore was not practicing embalming.

13. From at least January 2003 to late 2006, White Chapel had a policy of requiring embalmers to pre-sign death certificates.

14. During his employment at White Chapel, Dale pre-signed death certificate.

15. Dale’s conduct in allowing non-licensed employees to practice embalming and in pre-signing death certificates constitutes a violation of professional trust and confidence.

16. Cause exists to discipline Dale’s license as an embalmer and as a funeral director pursuant to § 333.121.2(5), (6), (10), (13) and (16), RSMo, which states:

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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 of 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 or regulated by this chapter;

(6) Violation of, or assisting or enabling any person to violate, any provision of this chapter, or of 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;

...

(16) Presigning a death certificate or signing a death certificate on a body not embalmed by, or under the personal supervision of, the licensee[.]

## **II. 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 §§ 333.121, 536.060, 621.045.3, and 621.110, RSMo, as amended.

17. Dale's Missouri embalmer's and funeral director's licenses are hereby

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**PUBLICLY CENSURED.**

18. 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 (as amended). If any alleged violation of this Settlement Agreement occurs during the disciplinary period, the Board may choose to conduct a hearing before it to determine whether a violation occurred and may impose further discipline.

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

20. 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.

21. Each party agrees to pay all their own fees and expenses incurred as a result of this case, its investigation, its litigation, and/or its settlement.

22. 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.

23. The parties to this Settlement Agreement understand that the Board will

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maintain this Settlement Agreement as an open record of the Board.

24. Dale, together with his 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, its investigation, 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 that any court or administrative tribunal deems this Settlement Agreement or any portion thereof void or unenforceable.

25. Dale understands that he may, either at the time the Settlement Agreement is signed by all parties, or within fifteen (15) days thereafter, submit the Agreement to the Administrative Hearing Commission for determination that the facts agreed to by the parties constitute grounds for disciplining Dale's licenses. If Dale desires the Administrative Hearing Commission to review this Agreement, Dale may submit his request to: Administrative Hearing Commission, Truman State Office Building, Room 640, 301 W. High Street, P.O. Box 1557, Jefferson City, MO 65101.

26. If Dale requests review, this Settlement Agreement shall become effective on

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the date the Administrative Hearing Commission issues its order finding that the Settlement Agreement sets forth cause for disciplining Dale's licenses. If Dale does not request review by the Administrative Hearing Commission, the Settlement Agreement goes into effect 15 days after the document is signed by the Executive Director of the Board.

LICENSEE

BOARD

  
\_\_\_\_\_  
Jon Dale

  
\_\_\_\_\_  
Becky Dunn  
Executive Director  
State Board of Embalmers and Funeral Directors

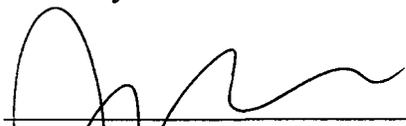
Date Dec. 5, 2008

Date 1/5/09

CARSON & COIL, P.C.

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