

I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse License	§	AGREED
Number 684140 and Vocational Nurse	§	
License Number 143937, issued to	§	
DEBORAH ELIZABETH DOKTER	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of DEBORAH ELIZABETH DOKTER, Registered Nurse License Number 684140 and Vocational Nurse License Number 143937, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on May 25, 2012, by Katherine A. Thomas, MN, RN, FAAN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas and holds a license to practice vocational nursing which is in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Schreiner College, Kerrville, Texas on August 23, 1993. Respondent was licensed to practice vocational nursing in the State of Texas on December 1, 1993. Respondent received an Associate Degree in Nursing from San Antonio College, San Antonio, Texas on December 14, 2001. Respondent was licensed to practice professional nursing in the State of Texas on February 12, 2002.

5. Respondent's nursing employment history includes:

12/93-5/02	LVN	Sid Peterson Memorial Kerrville, Texas
6/02-11/03	Unknown	
12/03-9/05	RN	Trinity Mission Heath/Rehab Comfort, Texas
10/05-12/05	Unknown	
1/06-5/06	RN	Medina Community Hospital Hondo, Texas
2/06-5/06	RN	South Austin Hospital Austin, Texas
6/06-12/06	Unknown	
1/07-9/08	RN	Nightingale Staffing Agency Boca Raton, Florida
8/08-Unknown	RN	Nurse's Etc. Staffing Universal City, Texas
Present	Unknown	

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Registered Nurse with Nightingale Staffing Agency, and had been in this position for approximately one (1) year and five (5) months.

7. On or about June 26, 2008, through July 3, 2008, while employed with Nightingale Staffing Agency, Boca Raton, Florida and working at North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew Hydromorphone from the Accudose Medication Dispensing System for patients, but failed to completely and accurately document the administration of the medication including signs, symptoms and responses to the medication administered in the patient's Medication Administration Records (MARs) and/or Nurses Notes as follows:

Date/ Time	Patient #	Medication Withdrawn	Order	MAR	Nurses' Notes	Wastage
06/26/08 2203	NF 0817800316	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	None	2215 Prn meds administered	None

06/26/08 2249	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/26/08 2336	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	0025	None	None
06/27/08 0149	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0200	None	None
6/27/08 0351	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	0430	None	None
6/27/08 0626	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	0655	None	None
06/27/08 2001	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	2010	2000-Assessment complete Tylenol offered	None
6/27/08 2025	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	2000-assessment complete medicated w prn meds	None
6/27/08 2326	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
6/27/08 2359	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	0000	None	None
06/28/08 0026	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0030	None	None
6/28/08 0230	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/28/08 0413	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0435	None	None
06/28/08 0605	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	0655	None	None
7/2/08 1929	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/2/08 2012	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/3/08 0216	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	None	None
7/3/08 0453	SL 0818400441	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	0445	None	None
7/3/08 0502	SL 0818400441	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	None	None

Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

8. On or about June 26, 2008, through July 3, 2008, while employed with Nightingale Staffing Agency, Boca Raton, Florida and working at North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew Hydromorphone from the Accudose Medication Dispensing System for patients, but failed to follow the policy and procedure for the wastage of the unused portion of the medication as follows:

Date/ Time	Patient #	Medication Withdrawn	Order	MAR	Nurses' Notes	Wastage
06/26/08 2203	NF 0817800316	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	None	2215 Prn meds administered	None
06/26/08 2249	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/26/08 2336	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/27/08 0149	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0200	None	None
06/27/08 0550	NF 0817800316	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0600	0600 pain medicated as ordered	None
06/27/08 2001	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	2010	2000-Assessment complete Tylenol offered	None
6/27/08 2025	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	2000 assessment complete medicated w prn meds	None
6/27/08 2326	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/28/08 0026	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0030	None	None
6/28/08 0230	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/28/08 0413	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0435	None	None
7/2/08 1929	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/2/08 2012	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/2/08 2300	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	2300	7/2/08 NN not included in records	None

7/3/08 0216	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	None	None
7/3/08 0453	SL 0818400441	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	0445	None	None
7/3/08 0502	SL 0818400441	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	None	None

Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

9. In response to Findings of Fact Numbers Seven (7) and Eight (8), Respondent states she failed to properly document and waste medications. However, there was no attempt to deceive the hospital pharmacy.
10. On or about June 26, 2008, through July 3, 2008, while employed with Nightingale Staffing Agency, Boca Raton, Florida and working at North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew and/or administered Hydromorphone to patients in excess frequency and/or dosage of the physician's order as follows:

Date/ Time	Patient #	Medication Withdrawn	Order	MAR	Nurses Notes	Wastage
06/26/08 2249	JD 0817700566	(1) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/26/08 2336	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
6/27/08 2326	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/28/08 0026	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0030	None	None
6/28/08 0230	JD 0817700566	(2) Hydromorphone 2mg	Dilaudid 2mg IV Q 4hrs prn	None	None	None
06/28/08 0413	NF 0817800316	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 4hrs PRN	0435	None	None
7/2/08 1929	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/2/08 2012	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	7/2/08 NN not included in records	None
7/2/08 2300	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	2300	7/2/08 NN not included in records	None
7/3/08 0216	SL 0818400441	(2) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	None	None	None
7/3/08 0453	SL 0818400441	(1) Hydromorphone 2mg	Dilaudid 1mg IV Q 6hrs prn	0445	None	None

Respondent's conduct was likely to injure the patient in that the administration of Demerol and Morphine in excess frequency and/or dosage of the physician's order could result in the patient suffering from adverse reactions.

11. On or about June 26, 2008, through July 3, 2008, while employed with Nightingale Staffing Agency, Boca Raton, Florida and working at North Central Baptist Hospital, San Antonio, Texas, Respondent misappropriated Hydromorphone belonging to the facility and patients thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
12. On or about August 20, 2008, through August 27, 2008, while employed with Nurse's Etc. Staffing, Universal City, Texas, and working at Medina Community Hospital, Hondo, Texas, Respondent withdrew Demerol and Morphine from the medication dispensing system for patients, but failed to completely and accurately document the administration of the medication including signs, symptoms and responses to the medication administered in the patient's Medication Administration Records (MARs) and/or Nurses Notes as follows:

Date/ Time	Patient	Medication Withdrawn	Order	MAR	Nurses' Notes	Wastage
8/20/08 0752P	3003292 AD	Demerol 50mg	Demerol 50mg Q4hrs PRN (Only on MAR)	None	None	None
8/21/08 0329A	3003292 AD	Demerol 50mg	Demerol 50mg Q4hrs PRN (Only on MAR)	None	None	None
8/22/08 1104P	4201010 TP	(1) Morphine 5mg	Morphine 2-4mg IV Q3-4hrs PRN	2330	None	None
8/23/08 0701A	4201010 TP	(1) Demerol 50mg	D/C'd 8/22 according to MARS (Demerol 25 IV Q 2min PRN Pain to Max 100mg)	None	None	None
8/23/08 0701A	4201010 TP	(1) Demerol 25mg	D/C'd 8/22 according to MARS (Demerol 25 IV Q 2min PRN Pain to Max 100mg)	None	None	None
8/25/08 0852P	3003303 ER	(1) Morphine 5mg	D/C'd 8/24@1345 Morphine 2mg Q 3hrs PRN Pain	None	None	None
8/27/08 0127A	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	None	None	None
8/27/08 0537A	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	0545	None	None

Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

13. On or about August 14, 2008, through August 27, 2008, while employed with Nurse's Etc. Staffing, Universal City, Texas, and working at Medina Community Hospital, Hondo, Texas, Respondent withdrew Demerol and Morphine from the medication dispensing system for patients, but failed to follow the policy and procedure for the wastage of the medication as follows:

Date/Time	Patient	Medication Withdrawn	Order	MAR	Nurses' Notes	Wastage
8/14/08 1039P	4201000 BG	(1)Demerol 50mg	Demerol 10-20mg IV Q 30min PRN Max 100 in 3hrs	20mg 2310	None	None
8/15/08 1242A	4201000 BG	(1)Demerol 50mg	Demerol 10-20mg IV Q 30min PRN Max 100 in 3hrs	20mg 0100	None	None
8/15/08 0251A	4201000 BG	(1)Demerol 50mg	Demerol 10-20mg IV Q 30min PRN Max 100 in 3hrs	20mg 0300	None	None
8/20/08 0752P	3003292 AD	(1)Demerol 50mg	Demerol 50mg Q4hrs PRN (Only on MAR)	None	None	None
8/21/08 0329A	3003292 AD	(1)Demerol 50mg	Demerol 50mg Q4hrs PRN (Only on MAR)	None	None	None
8/22/08 1104P	4201010 TP	(1) Morphine 5mg	Morphine 2-4mg IV Q3-4hrs PRN	2330	None	None
8/23/08 0701A	4201010 TP	(1) Demerol 50mg	D/C'd 8/22 according to MARS (Demerol 25 IV Q 2min PRN Pain to Max 100mg)	None	None	None
8/23/08 0701A	4201010 TP	(1) Demerol 25mg	D/C'd 8/22 according to MARS (Demerol 25 IV Q 2min PRN Pain to Max 100mg)	None	None	None
8/25/08 0852P	3003303 ER	(1) Morphine 5mg	D/C'd 8/24@1345 Morphine 2mg Q 3hrs PRN Pain	None	None	None
8/26/08 0720P	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	1920	1930 7/10 Reass: 2330 2/10	None
8/26/08 1039P	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	2250	2250 7/10 Reass: 2330 2/10	None
8/27/08 0127A	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	None	None	None
8/27/08 0537A	3003303 ER	(1) Morphine 5mg	Morphine 2mg Q 3hrs PRN Pain (Only on MAR)	0545	None	None

Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

14. On or about August 23, 2008, through August 25, 2008, while employed with Nurse's Etc. Staffing, Universal City, Texas, and working at Medina Community Hospital, Hondo, Texas, Respondent withdrew Demerol for patient TP and Morphine for patient ER from the medication dispensing system without a valid physician's order because the medication had been discontinued, as follows:

Date/Time	Patient	Medication	Order	MAR	Nurses' Notes	Wastage
8/23/08 0701A	4201010 TP	(1) Demerol 50mg	D/C'd 8/22 according to MARS	None	None	None

8/23/08 0701A	4201010 TP	(1) Demerol 25mg	D/C'd 8/22 according to MARS	None	None	None
8/25/08 0852P	3003303 ER	(1) Morphine 5mg	D/C'd 8/24@1345 Morphine 2mg Q 3hrs PRN Pain	None	None	None

Respondent's conduct was likely to defraud the facility and patients of the cost of the medications and was likely to injure the patients in that the administration of Demerol and Morphine without a valid physician's order could result in the patient suffering from adverse reactions.

15. On or about August 14, 2008, through August 27, 2008, while employed with Nurse's Etc. Staffing, Universal City, Texas, and working at Medina Community Hospital, Hondo, Texas, Respondent misappropriated Demerol and Morphine belonging to the facility and patients thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
16. In response to Findings of Fact Numbers Ten (10) through Fifteen (15), Respondent denies. Respondent states that while working at Medina Community Hospital, in Findings of Fact Numbers Twelve (12) through Fifteen (15), she was the Charge Nurse and the medications were withdrawn from the pyxis and the LVN's administered the medications. Respondent states she's currently taking a course in legal ramifications on charting and documentation. Additionally, Respondent states she knows her above actions were not the best practice and could have had adverse reactions in any of her patients.
17. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.
18. Formal Charges were filed on May 18, 2012.
19. Formal Charges were mailed to Respondent on May 18, 2012.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(C)&(D). and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(G),(8),(10)(C)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 684140 and Vocational Nurse License Number 143937, heretofore issued to DEBORAH ELIZABETH DOKTER, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a REPRIMAND WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the

Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:* <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the

instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*
<http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*
<http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing

education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.*

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR TWO (2) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPROPRIATE, WILL NOT APPLY TO THIS STIPULATION PERIOD:

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(6) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's

office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(7) For the first year of employment as a Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). The RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) For the remainder of the stipulation/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(9) RESPONDENT SHALL CAUSE each employer to submit, on forms provided

to the Respondent by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for two year(s) of employment as a nurse.

(10) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. **In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and RESPONDENT SHALL submit to a pain management and/or chemical dependency evaluation by a Board approved evaluator. The performing evaluator must submit a written report meeting the Board's requirements to the Board's office within thirty (30) days from the Board's request.**

(11) RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol. For the first three (3) month period, random screens shall be performed at least once per week. For the next three (3) month period, random screens shall be performed at least twice per month. For the next six (6) month period, random screens shall be performed at least once per month. For the remainder of the stipulation, random screens shall be performed at least once every three (3) months. All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the RESPONDENT'S place of employment at any time during the stipulation period and require RESPONDENT to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the stipulation period.

Any positive result for which the nurse does not have a valid prescription or failure to report for a drug screen, which may be considered the same as a positive result, will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.Stips)

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

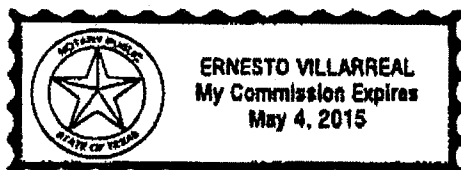
Signed this _____ day of _____, 20____.



DEBORAH ELIZABETH DOKTER, Respondent

Sworn to and subscribed before me this 25th day of may, 2012.

SEAL

Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 29th day of May, 2012, by DEBORAH ELIZABETH DOKTER, Registered Nurse License Number 684140 and Vocational Nurse License Number 143937, and said Order is final.

Effective this 19th day of July, 2012.



Katherine A. Thomas, MN, RN, FAAN
Executive Director on behalf
of said Board