

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

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In the Matter of Registered Nurse           §       AGREED  
License Number 662564                       §  
issued to SONYA ELIZABETH LESLIE       §       ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SONYA ELIZABETH LESLIE, Registered Nurse License Number 662564, 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 June 5, 2012, by Katherine A. Thomas, MN, RN, FAAN, Executive Director.

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.
4. Respondent received an Associate Degree in Nursing from Victoria College, Victoria, Texas on May 1, 1999. Respondent received a Baccalaureate Degree in Nursing from the Victoria College, University of Houston, Victoria, Texas on December 15, 2007. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. Respondent's nursing employment history includes:
 

7/1999 - 11/1999	RN	Citizen's Medical Center Victoria, Texas
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Respondent's nursing employment history continued:

12/1999	Unknown	
4/2000 - 10/2000	RN	Memorial Medical Center Victoria, Texas
11/2000 - 12/2000	Unknown	
1/2001 - 7/2001	RN	Citizen's Medical Center Victoria, Texas
8/2001 - 5/2003	Unknown	
6/2003 - 5/2004	RN	M.D. Anderson Cancer Center Houston, Texas
6/2004	Unknown	
7/2004 - 12/2004	RN	Kelsey-Seybold Clinic Houston, Texas
1/2005 - 3/2005	Unknown	
4/2005 - 10/2006	School Nurse	DeWitt-Lavaca Special Education Cooperative, Cuero, Texas
10/2006 - 12/2006	School Nurse	Cuero Independent School District Cuero, Texas
12/2006 - 12/2007	Secretary	Cuero Independent School District Even Start Grant Program Cuero, Texas
1/2008 - 2/2008	Unknown	
3/2008 - 11/2008	Charge/Staff RN	Yoakum Community Hospital Yoakum, Texas
11/2008 - 6/2010	Clinic RN	University of Texas Health Science Center at San Antonio, Radiation Oncology Department San Antonio, Texas
7/2010 - 8/2010	Unknown	
9/2010 - present	School Nurse	Cuero Independent School District Cuero, Texas

6. At the time of the initial incident, Respondent was employed as a RN with the University of Texas Health Science Center at San Antonio, Department of Radiation Oncology, San Antonio, Texas, and had been in this position for two (2) years and eleven (11) months.
7. On or about January 19, 2010 through June 3, 2010, while employed as a RN with the University of Texas Health Science Center at San Antonio, Department of Radiation Oncology, San Antonio, Texas, Respondent withdrew narcotics but failed to completely and accurately document the administration in patients' medical records including signs, symptoms and responses in the patients' Nurses Notes, as follows:

Date Time	Patient	CONTROLLED SUBSTANCE RECORD	Physician's Order	Nurses Notes	Wastage
1/19/10 11:10	E.C.	5mg MSO4	2mg MSO4 IV Now	2mg MSO4	2mg MSO4 (1mg deficit)
4/20/10	J.S.	1mg Ativan PO	1mg Ativan PO	None	None necessary
4/22/10 Not timed	J.Y.	5mg MSO4	2.5 mg MSO4 IM X 1	None	2.5 mg
5/5/10 1615	P.S..	2mg Ativan	5/6/10 order documented 2mg Ativan PO Prior to Treatment	None	None necessary
6/3/10	T.H.	5mg MSO4	4mg MSO4	None	<i>witness unreadable</i>

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

8. On or about February 10, 2010, while employed as a RN with the University of Texas Health Science Center at San Antonio, Department of Radiation Oncology, San Antonio, Texas, Respondent withdrew narcotics for patients without valid physicians' orders, as follows:

Date Time	Patient	MAR	Physician's Order	Nurses Notes	Wastage
2/10/10 15:10	B.A.	1mg Ativan tablet	None on file	1mg Ativan PO	None necessary

Respondent's conduct was likely to injure the patient related to the medication being ordered with the benefit of a physician's expertise.

9. On or about January 19, 2010 through June 3, 2010, while employed as a RN with the University of Texas Health Science Center at San Antonio, Department of Radiation Oncology, San Antonio, Texas, Respondent withdrew narcotics for patients but failed to properly waste unused portions of these medications, as follows:

Date Time	Patient	MAR	Physician's Order	Nurses Notes	Wastage
1/19/10 11:10	E.C.	5mg MSO4	2mg MSO4 IV Now	2mg MSO4	2mg MSO4 (1mg deficit)
6/3/10	T.H.	5mg MSO4	4mg MSO4	None	<i>witness unreadable</i>

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).

10. On or about April 30, 2010 through June 2, 2010, while employed as a RN with The University of Texas Health Science Center at San Antonio, San Antonio, Texas, Respondent withdrew narcotics, and falsely documented administration of these narcotics in patients' medical records and documented wastage of narcotics and inventory of narcotic counts, on dates that Respondent was absent from the facility. Respondent's conduct was deceptive and could have placed the facility in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substance Act).
11. In response to Finding of Facts Number Seven (7) through Ten (10), Respondent denies failing to document the administration of narcotics completely and accurately in the medical records. Respondent states she documented utilizing the five rights and the patient's responses to the medications. In response to Finding of Fact Number Eight (8), Respondent contend she never administered a narcotic without a physician's order. Respondent states verbal orders were signed and placed in the scanned documentation bin, which the medical records team picked up several times throughout the day. In response to Finding of Fact Number Nine (9), Respondent states that she always had another licensed person witness the wastage of the narcotics. Respondent adds that she would have the "Residents" or attending physicians witness the wastage and then sign the ledger that they witnessed the wastage. In response to Finding of Fact Number Ten (10), Respondent asserts that she always followed the directives and instructions given to her by her Clinical Nursing Manager with regards to the specific policies and procedures that were developed for the nursing staff of the department. Respondent contends she would never sign for the items listed if she was not at work.

#### 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),(1)(B),(1)(C)&(1)(D) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(6)(A)&(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 662564, heretofore issued to SONYA ELIZABETH LESLIE, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of REMEDIAL EDUCATION and a FINE, 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 State of Texas 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.state.tx.us/disciplinaryaction/stipscourses.html>.

(2) 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.state.tx.us/disciplinaryaction/stipscourses.html>.

(3) 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. *Information regarding Board-approved courses may be found at the following Board website address:*  
<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

(4) RESPONDENT SHALL pay a monetary fine in the amount of five hundred (\$500.00) dollars. RESPONDENT SHALL pay this fine within forty-five 45 days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

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.

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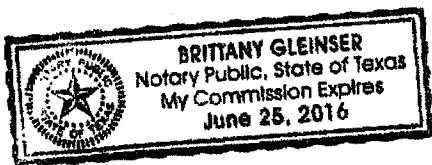
RESPONDENT'S CERTIFICATION

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 when this Order becomes final and the terms of this Order become effective, 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 16 day of JULY, 2012.  
Sonya Elizabeth Leslie  
SONYA ELIZABETH LESLIE, Respondent

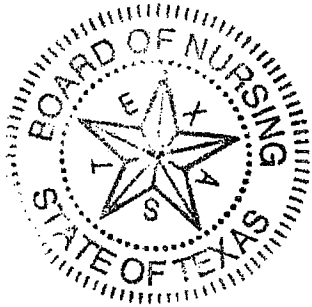
Sworn to and subscribed before me this 16 day of JULY, 2012.  
Brittany Gleinser  
Notary Public in and for the State of Texas

SEAL

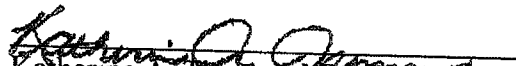




WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 16th day of July, 20 12, by SONYA ELIZABETH LESLIE, Registered Nurse License Number 662564, and said Order is final.



Effective this 17th day of July, 20 12.

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