



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.
Patricia A. Roman
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse §
License Number 578466 §
issued to WILLIAM EARL STAEGER §

ORDER OF THE BOARD

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, accepted the voluntary surrender of Registered Nurse License Number 578466, issued to WILLIAM EARL STAEGER, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived representation by counsel, informal proceedings, notice and hearing.

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Respondent is currently licensed to practice professional nursing in the State of Texas.
2. Respondent waived representation by counsel, informal proceedings, notice and hearing.
3. Respondent received an Associate Degree in Nursing from El Paso Community College, El Paso, Texas, on December 13, 1991. Respondent was licensed to practice professional nursing in the State of Texas on March 17, 1992.
4. Respondent's nursing employment history includes:

| | | |
|-----------------|---------|--|
| 3/1992 - 6/2006 | Unknown | |
| 7/2006 - 7/2009 | RN | El Paso Psychiatric Center El Paso, Texas |

Respondent's nursing employment history continues:

| | | |
|-------------------|---------|---|
| 7/2009 - 11/2009 | RN | University Behavioral Center El Paso, Texas |
| 11/2009 - 4/2010 | RN | Prison Health Services staffed at County Detention Center, El Paso, Texas |
| 5/2010 - 6/2010 | Unknown | |
| 7/2010 - 11/2011 | RN | Kerrville State Hospital Kerrville, Texas |
| 12/2011 - Present | Unknown | |

5. On or about January 22, 1998, Respondent was issued an Agreed Order by the Board of Nurse Examiners for the State of Texas. board. A copy of the Findings of Fact, Conclusions of Law and Agreed Order dated January 22, 1998 is attached and incorporated herein, by reference, as part of this Order.
6. On or about December 13, 2011, Respondent was issued an Agreed Order by the Texas Board of Nursing. A copy of the Findings of Fact, Conclusions of Law and Agreed Order dated December 13, 2011 is attached and incorporated herein by reference as part of this Order.
7. Respondent was provided notice of the following allegation:

On or about July 1, 2011, while applying for a RN position with Kerrville State Hospital, Kerrville, Texas, Respondent falsified/omitted prior employment in which he was employed and/or terminated. Additionally, Respondent certified that all the information provided by him in connection with his application, was true and complete, and that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination. Consequently, as a result of Respondent's falsification/omission, he was terminated on November 30, 2011..
6. On January 10, 2012, the Board received a statement from Respondent voluntarily surrendering the right to practice nursing in Texas. A copy of Respondent's statement, dated January 6, 2012, is attached and incorporated herein by reference as part of this Order.

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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(6)(A).
4. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
5. Under Section 301.453(d), Texas Occupations Code, the Board may impose conditions for reinstatement of licensure.
6. Any subsequent reinstatement of this license will be controlled by Section 301.452 (b), Texas Occupations Code, and 22 TAC§§213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

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ORDER

NOW, THEREFORE, IT IS ORDERED that the voluntary surrender of Registered Nurse License Number 578466, heretofore issued to EARL WILLIAM STAEGER, to practice professional nursing in the State of Texas, is accepted by the Executive Director on behalf of the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional nursing, use the title of registered nurse or the abbreviation RN or wear any insignia identifying himself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order.
3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

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

Effective this 10th day of January, 2012.



TEXAS BOARD OF NURSING

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

Statistical Data Questionnaire

Please note that the following information is being collected for statistical purposes.

- How many years of experience (i.e., med/surg, pediatric, OB, etc) have you had in your current nursing practice?

- At the time of the incident July 1, 2010, how many days in a row had you worked?

- At the time you received a notice from the Board of Nursing for this reported incident, how long had you worked for your current employer/s?

- Have you ever been formally counseled by this or any previous employers for nursing practice issues?

Yes

No

- Have you ever been terminated or asked to resign in lieu of termination due to nursing practice issues?

Yes

No

- Have you ever been licensed to practice nursing in any other jurisdiction?

Yes (complete the following table)

No (leave the following table blank)

| Jurisdiction | RN or LVN/LPN | Date of licensure | Status of license | Has license ever been disciplined? |
|--------------|---------------|-------------------|-------------------|------------------------------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

- At the time of the incident(s), list all degrees (nursing and non-nursing) held and the date obtained:

I hereby voluntarily surrender
my nursing license.

E. J. Stanger

1/16/12

OK
 rec'd
 1/10/12

Do Not Write Below This Line - Reserved For Board Use

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BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse §
License Number 578466 § AGREED
issued to EARL WILLIAM STAEGER § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of EARL WILLIAM STAEGER, Registered Nurse License Number 578466, 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 informal proceedings, notice and hearing, and agreed to the entry of this Order offered on October 19, 2011, 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 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 El Paso Community Coll, El Paso, Texas on December 13, 1991. Respondent was licensed to practice professional nursing in the State of Texas on March 17, 1992.
5. Respondent's nursing employment history includes:

| | | |
|-----------------|---------|--|
| 3/1992 - 6/2006 | Unknown | |
| 7/2006 - 7/2009 | RN | El Paso Psychiatric Center El Paso, Texas |

Respondent's nursing employment history continues:

| | | |
|------------------|---------|---|
| 7/2009 - 11/2009 | RN | University Behavioral Center El Paso, Texas |
| 11/2009 - 4/2010 | RN | Prison Health Services staffed at County Detention Center, El Paso, Texas |
| 5/2010 - 6/2010 | Unknown | |
| 7/2010 - Present | RN | Kerrville State Hospital Kerrville, Texas |

6. On January 22, 1998, Respondent's license to practice professional nursing was issued a WARNING WITH REMEDIAL EDUCATION by the Board of Nurse Examiners for the State of Texas. A copy of the January 22, 1998, Finding of Fact, Conclusions of Law and Agreed Order is attached and incorporated by reference as part of this Order.
7. At the time of the initial incident, Respondent was employed as a RN with County Detention Center, El Paso, Texas, and had been in this position for five (5) months.
8. On or about April 9, 2010 while working as a RN with Prison Health Services Inc., at El Paso County Detention Center, El Paso, Texas, Respondent failed to note physician's orders for the discontinuance of Prozac and the administration of Zoloft 25 mg PO for 14 days, advancing to 50 mg PO for 14 days, then advancing to 100 mg PO for 90 days, for Patient Booking # 9407715. Respondent's conduct was likely to injure the patient in that the patient could have suffered an overdose taking antidepressants in excess of the physician's order.
9. On or about April 6, 2010, while working as a RN with Prison Health Services Inc., at El Paso County Detention Center, El Paso, Texas, Respondent failed to note physician's orders for Wellbutrin 75 mg PO BID and failed to discontinue Lithium for Patient Booking # 9443887. Respondent's conduct was likely to injure the patient in that the administration of antidepressants in excess of the physician's order could result in an overdose.
10. On or about March 26, 2010, while working as a RN with Prison Health Services Inc., at El Paso County Detention Center, El Paso, Texas, Respondent failed to discontinue Depakote and transcribe the new physician's orders for Patient Booking # 9424614 . The medication error was not discovered until April 5, 2010. Consequently, this error caused the patient to remain at a high therapeutic level of the medication. Respondent's conduct placed the patient at risk of Depakote toxicity in that the administration of the medication in excess of the physician's order.

11. On or about June 27, 2011, while employed as a RN with Kerrville State Hospital, Kerrville, Texas, Respondent:
 - a. Used excessive force while redirecting patient # 26218 when he forcefully grabbed the patient by the upper arm while facing her, which may have caused physical injury or harm.
 - b. Verbally and emotionally abused patient # 26218 by using intimidating body language which resulted in the patient's observable distress.

Respondent's conduct was likely to cause emotional and physical injury to the client and could have interfered or disrupted this patient's treatment.

12. In response to Finding of Facts Number Seven (7) through Ten (10), Respondent admits it is possible he may have failed to discontinue a medication. Respondent contends that on a daily basis medical charts were deposited in his office space, or in various places around the inmate clinic. Respondent adds that frequently, other staff members would acquire an inmate's record from Respondent's stack of records without Respondent being provided with any means to track the chart, nor to confirm if new orders had been entered. In Response to Finding of Fact Number Eight (8), Respondent admits that it is possible he may have failed to discontinue a medication. In Response to Finding of Fact Number Nine (9), Respondent admits that it is possible he may have failed to discontinue a medication. Respondent believes that he was terminated from El Paso Detention Center based upon the excessive dosing Depakote for Patient Booking # 9424614. In Response to Finding of Fact Number Ten (10), Respondent admits grabbing the patient's forearms in an attempt to protect himself and others from being struck by the patient. According to Respondent, the patient physically assaulted at least ten (10) people in the last 12 months and was ordered to have "one on one" supervision due to her psychotic behavior. Respondent believes that this patient would have struck him, or the other patient, if he had not reacted by attempting to minimally restrain her. Respondent states that he grasped both of the patient's forearms in an effort to restrain her and insists that he did not harm her, bruise her, or do anything other than keep himself from being struck by a patient with an apparent and long standing history of assault. Respondent contends that the patient had no injuries found after the incident.

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 violations 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)(C).
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 578466, heretofore issued to EARL WILLIAM STAEGER, 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 Registered Nurse License Number 578466, previously issued to EARL WILLIAM STAEGER, to practice professional nursing in Texas is hereby SUSPENDED for a period of two (2) years with the suspension STAYED and Respondent is hereby placed on PROBATION for two (2) years with the following agreed terms of probation:

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 the 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.

(1) 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.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order the suspension being stayed, 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>*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order the suspension being stayed, 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.state.tx.us/disciplinaryaction/stipscourses.html>

(4) RESPONDENT SHALL, within one (1) year of the suspension being stayed, 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>

(5) RESPONDENT SHALL, within one (1) year of the suspension being stayed, successfully complete a course in "Detecting and Preventing Abuse and Neglect ...," a five (5) contact hour workshop presented in various locations by the Texas Department of Aging and Disability Services. In order to receive credit for completion of this workshop, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this workshop 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>

(6) RESPONDENT SHALL, within one (1) year of the suspension being stayed, 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>

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 PROBATION CONDITIONS FOR TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY 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:

(7) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the probation conditions 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 probation conditions 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.

(8) 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.

(9) 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.

(10) For the remainder of the 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.

(11) 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 (2) years of employment as a nurse.

IT IS FURTHER AGREED and ORDERED that if during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

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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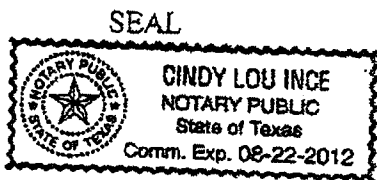
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I 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 17 day of November, 2011.

Earl William Staeger
EARL WILLIAM STAEGER, Respondent

Sworn to and subscribed before me this 17 day of November, 2011.



[Signature]
Notary Public in and for the State of TEXAS

Approved as to form and substance.

[Signature]
Earl B. McDonald, Attorney for Respondent

Signed this 18th day of November, 2011.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 17th day of November, 2011, by EARL WILLIAM STAEGER, Registered Nurse License Number 578466, and said Order is final.

Effective this 13th day of December, 2011.



Katherine A. Thomas

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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of Permanent Certificate §
Number 578466 issued to § AGREED ORDER
EARL WILLIAM STAEBER §

On this day the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, considered the matter of EARL WILLIAM STAEBER, license number 578466, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Article 4525(b)(9), Revised Civil Statutes of Texas, as amended. Respondent waived representation by counsel, informal conference, notice, hearing and agreed to the entry of this Order offered on August 27, 1997, by Katherine A. Thomas, MN, RN, 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.
2. Respondent waived representation by counsel, informal conference, notice and hearing, and consented to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in Texas.
4. Respondent received a Bachelor of Arts in Biology, in January, 1970, from Southwest Texas State University, San Marcos, Texas. Respondent received an Associate Degree in Nursing from El Paso Community College, El Paso, Texas, in December, 1991. Respondent received his license to practice professional nursing in Texas in March 1992.

5. Respondent's professional employment history includes:

| | |
|------------------------|---|
| March 1992-July 1996 | Staff Nurse Critical Care Unit R.E. Thomason Hospital El Paso, Texas |
| August 1996-April 1997 | Staff Nurse & Relief Charge Nurse Critical Care Unit Columbia Medical Center East El Paso, Texas |
| April 1997-Present | Admission/Staff Nurse Columbia Home Health, Incorporated El Paso, Texas 79902 |

6. At the time of the incident, Respondent was employed as a Staff Nurse in the Intermediate Care Unit of the Critical Care Department with R.E. Thomason Hospital, El Paso, Texas, and had been in this position for four (4) years and six (6) months.
7. On July 16, 1996, while employed at R.E. Thomason Hospital, El Paso, Texas, in the Intermediate Care Unit of the Critical Care Department, Respondent failed to administer medications and treatments in a responsible manner. The physician of patient I.D. # 745981 had written orders at 0655 to administer three intravenous potassium boluses, change an indwelling foley catheter to a condom catheter, change the intravenous fluid rate, obtain lab values, and begin ambulation with the Physical Therapy Department. Respondent admits that he initiated the orders towards the end of his 7 a.m. - 7 p.m. shift, but failed to document his actions. Failure to initiate the physician orders in a timely manner exposed the patient to hypokalemia. Hypokalemia may result in episodes of muscular weakness, paralysis, tetany, postural hypotension. Failure to initiate other orders exposed the patient to a delay in the healing process.

CONCLUSIONS OF LAW

1. Pursuant to Article 4525, Revised Civil Statutes of Texas, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Article 4525(b)(9), TEX. REV. CIV. STAT. ANN., and 22 TEX. ADMIN. CODE §217.13(3)&(4).

4. The evidence received is sufficient cause pursuant to Article 4525(b), TEX. REV. CIV. STAT. ANN., to take disciplinary action against license number 578466, heretofore issued to EARL WILLIAM STAEGER.

AGREED SANCTIONS

IT IS THEREFORE AGREED, subject to ratification by the Board of Nurse Examiners, that RESPONDENT SHALL receive the sanction of a Warning with Remedial Education, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Art. 4513 et. seq., the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 et. seq. and this Order.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-size license issued to EARL WILLIAM STAEGER, to the office of the Board of Nurse Examiners within ten (10) days of the date of this Order for appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing jurisprudence. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience must include registered nurses. It must be a minimum of six (6) contact hours in length. The course's content should include the Nursing Practice Act, standards of practice, and documentation of care. 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 is to be taken in addition to any continuing education requirements the Board may have for relicensure.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license to practice professional nursing in the State of Texas.

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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 and consent to the issuance of the Agreed Order, the Agreed Sanctions, and any condition stated in this 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.

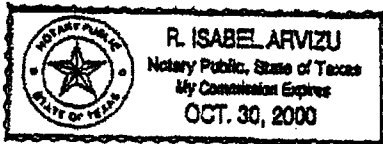
Signed this 25 day of November 19 97

Earl William Staeger
EARL WILLIAM STAEGER

Sworn to and subscribed before me this 25 day of November 19 97.

SEAL

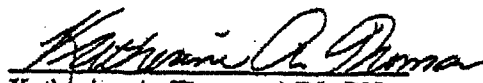
R. Isabel Arvizu
Notary Public in and for the State of Texas



License included with this letter. CS

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners
for the State of Texas does hereby ratify and adopt the Agreed Order that was signed on the
25th day of November, 19 97, by EARL WILLIAM STAEBER, license
number 578466, and said Order is final.

Effective this 22nd day of January, 19 98.


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