



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 BOARD OF NURSE EXAMINERS  
FOR THE STATE OF TEXAS

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In the Matter of Registered Nurse License Number 697816 §     AGREED  
issued to MELISSA MICHELLE MCGAUGH                     §     ORDER

On this day the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, considered the matter of MELISSA MICHELLE MCGAUGH, Registered Nurse License Number 697816, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(9),(10)&(12), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on June 22, 2007, by Katherine A. Thomas, MN, RN, 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.
2. Respondent waived representation by counsel, informal conference, 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 Texarkana Community College, Texarkana, Texas, on May 16, 2003. Respondent was licensed to practice professional nursing in the State of Texas on July 8, 2003.
5. Respondent's professional nursing employment history includes:

7/03-10/05	Staff Nurse	Christus St. Michael Health System Texarkana, Texas
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Respondent's professional nursing employment history continued:

10/05-Unknown	Staff Nurse	Serenity Hospice Texarkana, Texas
3/06-7/06	Staff Nurse	Heritage Home Health Texarkana, Texas
8/06-10/06	Staff Nurse	Reunion Plaza Nursing Center Texarkana, Texas
11/06-3/07	Unknown	
4/07-6/07	Staff Nurse	Medical Lodge Texarkana, Arkansas

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with Reunion Plaza Nursing Center, Texarkana, Texas, and had been in this position for approximately two (2) months.
7. On or about October 2006, while employed with Reunion Plaza Nursing Center, Texarkana, Texas, Respondent misappropriated Hydrocodone belonging to the facility and patients thereof. Respondent's conduct was likely to defraud the facility and patients thereof of the cost of the medication.
8. On or about October 2006, while employed with Reunion Plaza Nursing Center, Texarkana, Texas, Respondent lacked fitness to practice professional nursing in that she exhibited impaired behavior while on duty, including, but not limited to: mood swings, excessive crying, being edgy, and falling asleep while counting medications, while smoking a cigarette, and while having a conversation with a resident's family members. Respondent's conduct could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
9. On or about October 9, 2006, while employed with Reunion Plaza Nursing Center, Texarkana, Texas, Respondent engaged in the intemperate use of Ativan in that Respondent admitted to taking the medication without a valid prescription. Possession of Ativan is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Ativan by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.

10. In response to Finding of Fact Number Seven (7), Respondent states that she was in an automobile accident several years ago and her injuries from the accident recently caused her to start using Hydrocodone. Respondent states that she now realizes that she has a problem with drug abuse and/or dependency and checked herself into Living Hope Treatment Center in Texarkana, Texas. On June 11, 2007, Respondent was to be transferred to River Ridge Treatment Center in Texarkana, Texas, where she will spend 28 days.
11. The Respondent's conduct described in the preceding Finding of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
12. 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.
13. Respondent's conduct described in the preceding Findings of Fact was significantly influenced by Respondent's impairment by dependency on chemicals.
14. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, 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)(9),(10)&(12), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§217.11(1)(T) and 217.12(5),(6)(G),(10)(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 697816, heretofore issued to MELISSA MICHELLE MCGAUGH, including revocation of Respondent's professional license to practice nursing in the State of Texas.
5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT, in lieu of the sanction of Revocation under Section 301.453, Texas Occupations Code, SHALL comply with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to and be accepted into the TPAPN, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN contract to the Board of Nurse Examiners.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN contract during its term.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Board of Nurse Examiners of any violation of the TPAPN contract.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, Section §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *et seq.* and this Order.

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

IT IS FURTHER AGREED and ORDERED that while Respondent's license is

encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure 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, SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including revocation of Respondent's license and multistate licensure privileges, if any, 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. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, and Conditions One (1) through Four (4) of this Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Board of Nurse Examiners, 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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

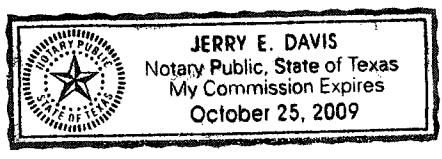
Signed this 24 day of July, 2007.

*Melissa Michelle McGaugh*  
MELISSA MICHELLE MCGAUGH, Respondent

Sworn to and subscribed before me this 24<sup>th</sup> day of July, 2007.

SEAL

*Jerry E. Davis*  
Notary Public in and for the State of Texas



WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Board of Nurse Examiners for the State of Texas, does hereby accept and enter the Agreed Order that was signed on the 24th day of July, 2007, by MELISSA MICHELLE MCGAUGH, Registered Nurse License Number 697816, and said Order is final.

Entered and effective this 14th day of August, 2007.



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