



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 § AGREED
Vocational Nurse License Number 177636 §
issued to TIFFANY SHEA REEVES § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board considered the matter of TIFFANY SHEA REEVES, Vocational Nurse License Number 177636, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13) and 301.453, Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on August 21, 2013, 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 vocational nursing in the State of Texas.
4. Respondent received a Certificate in Nursing from Ranger Junior College - Brownwood Extension, Brownwood, Texas, on September 26, 1999. Respondent was licensed to practice vocational nursing in the State of Texas on October 2, 2000.
5. Respondent's nursing employment history includes:

8/2000 - 8/2001	Staff Nurse	Western Manor Nursing Home Ranger, Texas
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Respondent's nursing employment history continued:

9/2006 - 2/2007	Staff Nurse	Ranger Care Center Ranger, Texas
3/2007 - 12/2000	Home Health Nurse	TLC Homecare Throckmorton, Texas
12/2010 - 10/2011	Home Health Nurse	Girling Home Healthcare Eastland, Texas
11/2011 - Present	Staff Nurse	Ranger Care Center Ranger, Texas

6. On September 10, 2002, Respondent's license to practice professional nursing in the State of Texas was issued a Reprimand with Stipulations by the Board of Vocational Nurse Examiners. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated September 10, 2002, is attached and incorporated by reference as part of this Order.
7. At the time of the initial incident, Respondent was employed as a home health nurse with Girling Healthcare, Inc., Eastland, Texas and had been in this position for ten (10) months.
8. On or about October 14, 2011 and October 15, 2011, while employed by Girling Healthcare, Inc., Eastland, Texas, Respondent submitted Skilled Nursing Visit Notes for visits that she had not performed for Patients Medical Record Numbers 511617, 555735, 382628, 350181 and 97174. Respondent also submitted Time and Travel Documentation for payment of the visits. Respondent's conduct was likely to injure the patients in that failure to perform the nursing visits could have resulted in the patients not receiving adequate care and was likely to deceive subsequent care givers who would rely on her documentation while providing care to the patients. In addition, Respondent's conduct was likely to defraud the agency of payment for visits which were not performed.
9. On or about October 14, 2011 and October 15, 2011, while employed by Girling Healthcare, Inc., Eastland, Texas, Respondent made false entries in the medical records for Patients Medical Record Numbers 511617, 555735, 382628, 350181 and 97174, in that she documented assessments and nursing care which Respondent had not provided. Respondent's conduct resulted in inaccurate medical records, and was likely to injure the patients in that subsequent care givers would rely on the information while providing care to the patients.
10. In response to Finding of Fact Numbers Seven (7) and Eight (8), Respondent admits and states that she went home and typed up the visits with the information the patients had given her during telephone conversations. "I knew in my heart I should have just done a missed visit report for these patients, but I made the biggest mistake of my life and got them prepared to send..."

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(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(D),(1)(P)&(2)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B), (1)(C),(4),(6)(A),(6)(H)&(6)(G).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 177636, heretofore issued to TIFFANY SHEA REEVES, 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 Vocational Nurse License Number 177636, previously issued to TIFFANY SHEA REEVES, to practice nursing in Texas is/are 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, 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>.

(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. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.*

(4) RESPONDENT SHALL pay a monetary fine in the amount of two hundred fifty dollars (\$250). 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, 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) YEAR(S) 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:

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations 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 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 duration 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.

(8) 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 may be eligible for nurse licensure compact privileges, if any.


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RESPONDENT'S CERTIFICATION

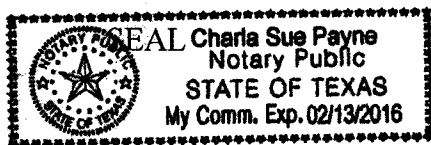
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to 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.

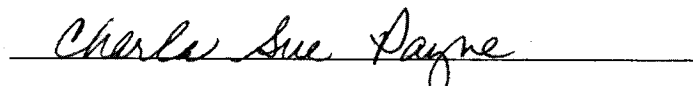
Signed this 9th day of September, 2013.



TIFFANY SHEA REEVES, Respondent

Sworn to and subscribed before me this 9th day of September, 2013.





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 9th day of September, 2013, by TIFFANY SHEA REEVES, Vocational Nurse License Number 177636, and said Order is final.

Effective this 17th day of October, 2013.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas". The signature is written in a cursive style with a horizontal line underneath it.

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

BOARD OF VOCATIONAL
NURSE EXAMINERS

VS.

TIFFANY SHEA REEVES

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STATE OF TEXAS

COUNTY OF TRAVIS

AGREED BOARD ORDER

On this day came to be considered by the Board of Vocational Nurse Examiners the matter of vocational nurse license number 177636 held by TIFFANY SHEA REEVES, hereinafter called Respondent.

By letter, the Board of Vocational Nurse Examiners sent preliminary notice to Respondent of its intent to take disciplinary action with respect to said license held by Respondent, as a result of a complaint and subsequent investigation. Said investigation produced evidence indicating that Respondent has engaged in unprofessional or dishonorable conduct that, in the Board's opinion, is likely to deceive, defraud, or injure the public, in violation of Texas Occupations Code, Chapter 302, Section 302.402 (a) (10), in the following manner:

I.

a. Respondent was employed as a Licensed Vocational Nurse with Tri Star Home Care in Cisco, Texas to include the period from about July 5, 2001 through about October 4, 2001.

b. While so employed with said facility, from about September 15, 2001 through about October 4, 2001, Respondent was responsible for documentation and medication errors, to-wit:

09-15-01 Respondent documented that Patient D.O.'s blood sugar was 208 but negligently administered only 24 units of Humulin N. Respondent failed to administer two extra units of regular insulin per sliding scale ordered by the physician;

AGREED BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
PAGE 2

- 09-16-01 Respondent documented that Patient D.O.'s blood sugar was 225 but negligently administered only 24 units of Humulin N. Respondent failed to administer two extra units of regular insulin per sliding scale ordered by the physician;
- 09-30-01 Respondent failed to document Patient L.S.'s blood sugar on the Skilled Nursing Visit note;
- 10-03-01 Respondent documented that Patient D.O.'s blood sugar was 227 but negligently administered only 18 units of Humulin N. Respondent failed to administer two extra units of regular insulin per sliding scale ordered by the physician;
- 10-04-01 Respondent documented that Patient D.O.'s blood sugar was 242 but negligently administered only 24 units of Humulin N. Respondent failed to administer two extra units of insulin per sliding scale ordered by the physician.

By Respondent's signature on this Order, Respondent neither admits nor denies the truth of the matters previously set out in this Order with respect to the above-mentioned investigation. By Respondent's signature on this Order, Respondent acknowledges that they have read and understood this Order and have approved it for consideration by the Board.

By their notarized signature on this Order, Respondent does hereby waive the right to a formal Complaint, Notice of Hearing and a Public Hearing held before an Administrative Law Judge with the State Office of Administrative Hearings, and to judicial review of this disciplinary action. Notice of this disciplinary action will appear in the Board's newsletter sent to Texas employers.

AGREED BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
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ORDER OF THE BOARD

NOW THEREFORE, IT IS ORDERED, subject to ratification by the Board of Vocational Nurse Examiners that license number 177636, heretofore issued to TIFFANY SHEA REEVES to practice vocational nursing in the State of Texas be, and the same is hereby **REPRIMANDED**. It is further ordered that Respondent shall successfully complete nursing program course(s) encompassing the following areas of study: **Pharmacology** (to include Clinical and Medication Administration), and **Diabetes Management**, and submit documentation of successful course completion to the Board office within six (6) months of the date of the Board's ratification of this Order. Respondent shall be responsible for locating said course(s) and obtaining prior written approval of Board staff prior to committing to said course(s). Said course(s) shall be through correspondence (through a recognized provider), in-house at a community college, university or nursing program, and/or tutored by a state approved, licensed nursing program faculty member. The expense of said course(s) shall be borne by Respondent. Failure to successfully complete said course(s) within the time frame stipulated, shall be considered a violation of your Board Order.

This Agreed Order shall not be effective or take effect and become enforceable in accordance with its terms until ratified by a majority of the Board present and voting, at its next regularly called session.

Dated this the 8TH day of AUGUST, 2002.

AGREED BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
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Tiffany Shea
Signature of Respondent

908 W Commerce
Current Address

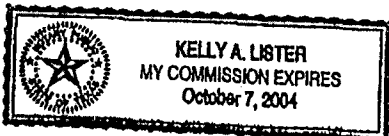
Eastland, TX 76448
City, State and Zip

254 1 629-8²⁵²⁴
Area Code and Telephone Number

The State of Texas
County of Eastland

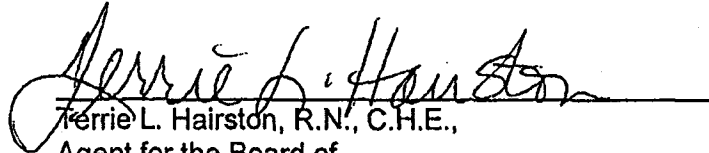
Before me, the undersigned authority, on this day personally appeared TIFFANY SHEA REEVES, who being duly sworn by me stated that he or she executed the above for the purpose therein contained, and that he or she understood same.

SWORN TO AND SUBSCRIBED before me on this the 8 day of August, 2002.




Kelly A Lister
NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS
My Commission Expires 10/7/04

AGREED BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
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Terrie L. Hairston, R.N., C.H.E.,
Agent for the Board of
Vocational Nurse Examiners

SWORN TO AND SUBSCRIBED before me, the undersigned authority, on this the
3rd day of September, 2002.

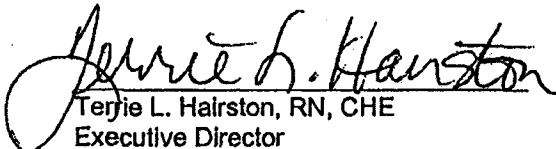



NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS
My Commission Expires 4/13/03

BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
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WHEREFORE, PREMISES CONSIDERED, the Board of Vocational Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Board Order, notarized on the 8th day of August, 2002 by Respondent, license number 177636 and that Said Order is Final.

Effective this 10th day of September, 2002

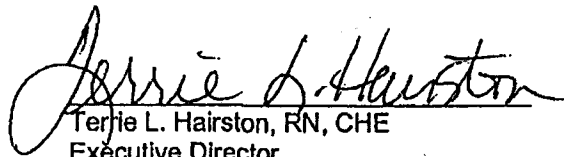

Terrie L. Hairston, RN, CHE
Executive Director
On Behalf of Said Board

BOARD ORDER
RE: TIFFANY SHEA REEVES, LVN #177636
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CERTIFICATE OF SERVICE

I hereby certify that on the 13th day of September, 2002, a true and correct copy of the foregoing BOARD ORDER was served by placement in the U.S. Mail, first class, and addressed to the following person(s):

TIFFANY SHEA REEVES
908 WEST COMMERCE ST
EASTLAND, TX 76448



Terrie L. Hairston, RN, CHE
Executive Director
Agent for the Board of Vocational Nurse Examiners

RECEIVED 086 1 300