

Respondent's professional employment history continued:

02/02 - 01/06	Contract Nurse	All About Staffing South Austin Hospital Austin, Texas
02/06 - 01/09	Telephone Triage Nurse/ Float Nurse	Scott & White Temple, Texas
02/09 - 04/11	SANE Nurse	Scott & White Temple, Texas
04/11 - 01/12	Floor Nurse	North Austin Med Center Austin, Texas
01/12 - 11/12	Field Nurse	Theracare Home Health Round Rock, Texas
12/12 - 01/13	Unknown	
02/13 - Unknown	Field Nurse	Interim Home Health Round Rock, Texas
09/13 - 04/14	School Nurse	Holland Independent School District Holland, Texas
05/14 - Present	Unknown	

6. On or about August 21, 2012, Respondent was issued an Order requiring her to complete the Texas Peer Assistance Program for Nurses (TPAPN) by the Texas Board of Nursing. A copy of the Findings of Fact, Conclusions of Law and Agreed Order dated August 21, 2012, is attached and incorporated, by reference, as part of this Order.
7. On or about August 6, 2013, Respondent's license to practice professional nursing in the State of Texas was Suspended by the Texas Board of Nursing. The Suspension was stayed, and Respondent was placed on Probation with Stipulations. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated August 6, 2013, is attached and incorporated, by reference, as part of this Order.
8. At the time of the initial incident, Respondent was employed as a School Nurse with Holland Independent School District, Holland, Texas, and had been in this position for less than one (1) month.
9. On or about September 16, 2013, Respondent became noncompliant with the Agreed Order issued to her on August 6, 2013, by the Texas Board of Nursing. Noncompliance is the result of her failure to notify her then present employer, Holland Independent School District, Holland, Texas, of the Order of the Board and the stipulations on her license(s); failure to cause her then present employer, Holland Independent School District, Holland, Texas to submit the Notification of Employment form; failure to be supervised directly and/or indirectly while employed with Holland Independent School District, Holland, Texas; and failure to cause her then present employer, Holland Independent School District, Holland,

Texas, to submit periodic reports to the Texas Board of Nursing. Stipulations Numbers Five (5) through Nine (9) of the Agreed Order, dated August 6, 2013, state, in pertinent part:

"(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 ... to each present employer within five (5) days of receipt of this Order ..."

"(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 ..."

"(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 ... 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 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) For the remainder of the stipulation/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered 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 (2) year(s) of employment as a nurse."

10. On or about September 16, 2013, December 15, 2013, and March 17, 2014, while employed as a Registered Nurse with Holland Independent School District, Holland, Texas, Respondent submitted one (1) Notification of Employment form and two (2) Nursing Performance Evaluation forms to the Texas Board of Nursing. The three (3) forms contained the forged signature of a Registered Nurse. Respondent's conduct was likely to deceive the Texas Board of Nursing, who needed the Notification of Employments forms and Nursing Performance Evaluation forms from the Holland Independent School District, Holland, Texas, to ensure that Respondent's practice was safe and in compliance with her Agreed Order dated August 6, 2013.

11. On or about October 4, 2013, while employed as a Registered Nurse with Holland Independent School District, Holland, Texas, Respondent submitted a fraudulent letter to her employer, which indicated that employment with the Holland Health Clinic had been reviewed by the Texas Board of Nursing and deemed an acceptable place of employment, and that she would begin her twenty-four (24) month monitoring period. The letter contained the forged signature and initials of the Director of Enforcement and the initials of an administrative technician, JS. Respondent's conduct was likely to deceive the Holland Independent School District, Holland, Texas, who needed to be provided with Respondent's Agreed Order dated August 6, 2013, and be notified of the stipulations on her license, to base its decision of her continued employment.
12. On or about May 10, 2014, Respondent was arrested by the Round Rock Police Department, Round Rock, Texas, for THEFT PROP>=\$50 <\$500, a Class B misdemeanor. This matter is pending.
13. In response to Findings of Fact Numbers Nine (9) through Eleven (11), Respondent states that when she interviewed, she did not disclose her Board Order; however, she disclosed her Board Order to the Superintendent and the previous nurse before performing any duties. Respondent states that the employment form was sent to the Board on the day she was hired. Respondent states that she received a "peer evaluation" that showed her "24 month evaluation" had begun, and she submitted the "peer evaluation" to the Superintendent. Respondent states that the Superintendent was fully aware of her orders, which she kept in her file. Respondent states that she was supervised when she was performing her duties as a Registered Nurse.
14. Respondent, by her signature to this Order, expresses her desire to voluntarily surrender her license(s) to practice nursing in the State of Texas.

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 §217.12(3),(6)(A),(6)(H)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 678065, heretofore issued to HEATHER RENEE TAYLOR, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.

7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the VOLUNTARY SURRENDER of Registered Nurse License Number 678065, heretofore issued to HEATHER RENEE TAYLOR, to practice nursing in the State of Texas, is accepted by 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 "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself 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 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.

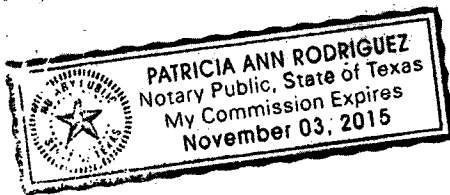
I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

Signed this 29 day of August, 2014.

Heather Renee Taylor
HEATHER RENEE TAYLOR, Respondent

Sworn to and subscribed before me this 29 day of August, 2014.

SEAL



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

WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Texas Board of Nursing does hereby accept the voluntary surrender of Registered Nurse License Number 678065, previously issued to HEATHER RENEE TAYLOR.

Effective this 3rd day of September, 2014.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas", is written over a horizontal line.

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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 678065	§	
issued to HEATHER RENEE TAYLOR	§	ORDER



Executive Director of the Board
Katherine A. Thomas
accurate, and true copy of the document which
is on file or is of record in the offices of the
Texas Board of Nursing.

On this day the Texas Board of Nursing, hereinafter referred to as the Board considered the matter of HEATHER RENEE TAYLOR, Registered Nurse License Number 678065, 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)(1)&(10) 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 July 22, 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 holds a license to practice professional nursing in the State of Texas, which is currently in delinquent status.
4. Respondent received an Associate Degree in Nursing from Austin Community College, Austin, Texas on May 10, 2011. Respondent was licensed to practice professional nursing in the State of Texas on June 26, 2001.
5. Respondent's nursing employment history includes:

2001 - 2002	Staff Nurse	Seton Medical Center Austin, Texas
2/2002 - 1/2006	Contract Nurse	All About Staffing South Austin Hospital Austin, Texas
2/2006 - 1/2009	Telephone Triage Nurse	Scott & White Temple, Texas
2/2009 - 4/2011	SANE Nurse	Scott & White Temple, Texas
4/2011 - 1/2012	Floor Nurse	North Austin Med Center Austin, Texas
1/2012 - 11/2012	Field Nurse	Theracare Home Health Round Rock, Texas
12/2012 - 1/2013	Unknown	
2/2013 - Present	Field Nurse	Interim Home Health Round Rock, Texas

6. On or about August 21, 2012, Respondent was issued the sanction of an Order requiring her to complete the Texas Peer Assistance Program for Nurses (TPAPN) by the Texas Board of Nursing. A copy of the Findings of Fact, Conclusions of Law and Agreed Order dated August 21, 2012, is attached and incorporated, by reference, as part of this Order.
7. On or about March 7, 2013, while employed as a Registered Nurse with Interim Home Health, Round Rock, Texas, Respondent became non-compliant with the Agreed Order issued to her by the Texas Board of Nursing on August 21, 2012. Non-compliance is the result of Respondent failing to received authorization from Texas Peer Assistance Program for Nurses (TPAPN) to work as a home health field nurse. Additionally, Respondent failed to submit documentation that she started or completed the recommended out patient substance use disorder treatment. Stipulation Number Three (3) of the Agreed Order dated August 21, 2012, states, in pertinent part:
 - (3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

Respondent was dismissed from TPAPN on March 7, 2013, for non-compliance and referred back to the Board.

8. 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.

9. Formal Charges were filed on June 6, 2013.
10. Formal Charges were mailed to Respondent on June 6, 2013.

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 §217.12(6)(H)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 678065, heretofore issued to HEATHER RENEE TAYLOR, 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 678065, previously issued to HEATHER RENEE TAYLOR, to practice 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 pay a monitoring fee in the amount of five hundred (\$500) dollars. RESPONDENT SHALL pay this fine within forty-five (45) days of entry of the suspension being stayed. 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.

(3) RESPONDENT SHALL, within one (1) year of 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.texas.gov/disciplinaryaction/stipscourses.html>

(4) 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. *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 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 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.

(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 (2) 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 probation period, 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 and their metabolites:

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 probation 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 probation period.

Any positive result for which the nurse does not have a valid prescription or refusal to submit to a drug or alcohol screen 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. Further, failure to report for a drug screen, excessive dilute specimens, or failure to call in for a drug screen may be considered the same as a positive result or refusal to submit to a drug or alcohol screen.

(12) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which must be for substance abuse and provided by Alcoholics Anonymous, Narcotics Anonymous, or another comparable recovery program that has been pre-approved by the Board. RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least: the date of each meeting; the name of each group attended; and the signature and printed name of the chairperson of each group attended by RESPONDENT. RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) month period. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

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.

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 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 22 day of July, 2013.

Heather Renee Taylor
HEATHER RENEE TAYLOR, Respondent

Sworn to and subscribed before me this 22 day of July, 2013.

SEAL

Cynthia L. L. Castro

Notary Public in and for the State of TX

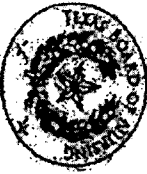


WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of July, 2013, by HEATHER RENEE TAYLOR, Registered Nurse License Number 678065, and said Order is final.

Effective this 6th day of August, 2013.



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



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 office 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
Registered Nurse License Number 678065	§	
issued to HEATHER RENEE TAYLOR	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of HEATHER RENEE TAYLOR, Registered Nurse License Number 678065, 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 informal proceedings, notice and hearing, and agreed to the entry of this Order offered on July 18, 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 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 Austin Community College, Austin, Texas on May 10, 2001. Respondent was licensed to practice professional nursing in the State of Texas on June 26, 2001.
5. Respondent's nursing employment history includes:

2001 - 2002

Staff Nurse

Seton Medical Center
Austin, Texas

Respondent's nursing employment history continued:

2002 - 2003	Staff Nurse	All About Staffing North Austin Medical Center Austin, Texas
4/2003 - 4/2004	Staff Nurse	Arora Columbia Healthcare Killeen, Texas
4/2004 - 6/2004	Staff Nurse	All About Staffing South Austin Hospital Austin, Texas
7/2004 - 10/2004	Unknown	
11/2004 - 11/2010	Staff Nurse	Scott & White Temple, Texas
12/2010 - Present	Unknown	

6. At the time of the incident, Respondent was employed as a Staff Nurse with Scott & White, Temple, Texas, and had been in this position for six (6) years.

7. On or about September 9, 2010 through October 27, 2010, while employed in the Emergency Department with Scott & White Memorial Hospital, Temple, Texas, Respondent forged and passed unauthorized and fraudulent prescriptions for Flagyl, Tussinx Suspension and Vicoprofen using the name and DEA number assigned to Dr. Pamela Green, as follows:

DATE	Patient Name	Medication
9/9/2010	Heather Taylor	Flagyl 500 mg one po BID Disp 14 suspension 1 tsp q 12 hrs PRN cough #180 Tussinx
10/5/2012	Heather Taylor	Flagyl 500 mg one po BID Disp 14 Vicoprofen 7.5/200 1 tablet PO q 406 hrs PRN pain #60
10/27/2010	Bryan Taylor	Flagyl 500 mg one po BID Disp 14 Tussinx suspension 1 tsp q 12 hrs PRN cough #180

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

8. In response to Finding of Fact Number Seven (7), Respondent admits she had a pain medication addiction problem and explains that two (2) years ago when she was given pain medication for a cyst on her ovary she developed a physical tolerance to the medication and continued taking the medication for painful menses. According to Respondent, she informed her physician several times that she felt she was addicted to the pain medication and would get sick if she stopped; however, he continued to prescribe the medication and told her she needed to wean down one pill a week. Respondent states that she could not comply with that regimen and continued taking the medication. Respondent explains that she was out of pain medication and knew that if she did not get some she was going to get deathly ill and would not be able to function. Respondent does not deny that she took advantage of a pre-signed script to write her own prescription and states that she knew this was wrong. Respondent states that she voluntarily decided to obtain a thirty (30) day inpatient treatment at La Hacienda Treatment Center in Hunt, Texas. Respondent asserts that she takes full responsibility for her actions and truly wishes she would never have taken that first pain pill. Because of the surgery, the dependency treatment program, the post-treatment meetings and her new job, Respondent states she is certain she will never get into a medication addiction trap again.
9. The Respondent's conduct as described in the preceding Finding(s) of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
10. 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.
11. 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(s) of 22 TEX. ADMIN. CODE §217.11(1)(A)&(1)(B) and 22 TEX. ADMIN. CODE §217.12(1)(A), (1)(B), (6), (10)(A)&(10)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(5)(10)&(11), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 67805, heretofore issued to BEATRICE RENEE TAYLOR, including revocation of Respondent's license(s) 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 TPAPN and SHALL, within ninety (90) days following the date of entry of this final Order, sign and execute the TPAPN participation agreement, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500.00) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, Section §§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 this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.