



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.  
*A. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED  
Registered Nurse License Number 716018 §  
issued to LAURA CARMINA GRIMALDO § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURA CARMINA GRIMALDO, Registered Nurse License Number 716018, 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)(9),(10),(12)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 2, 2014.

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 notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in suspended status.
4. Respondent received a Baccalaureate Degree in Nursing from Texas A&M International University, Laredo, Texas, on May 14, 2005, Respondent was licensed to practice professional nursing in the State of Texas on June 7, 2005.
5. Respondent's nursing employment history includes:
 

05/2005-08/2007	Registered Nurse	Mercy Hospital Laredo, Texas
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Respondent's nursing employment history continued:

08/2007-03/2014	Registered Nurse	Doctor's Hospital Laredo Laredo, Texas
08/2012-03/2014	Registered Nurse	Laredo Medical Center Laredo, Texas
03/2014-08/2014	Registered Nurse	Solara Hopsital Harlingen, Texas
09/2014-10/2014	Agency Nurse	AMN Healthcare Denver, Colorado Valley Baptist Hospital Harlingen, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Doctor's Hospital of Laredo, and had been in that position for six (6) years and four (4) months.
7. On or about December 26, 2013, while employed as a Registered Nurse with Doctors Hospital, Laredo, Texas, Respondent attempted to take her own life by injecting herself with 15ml of Diprivan. Respondent's conduct could have affected her ability to recognize subtle signs, symptoms, and changes in the patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing patients in potential danger.
8. On or about July 26, 2014, while employed as a Registered Nurse with Solara Hospital, Harlingen, Texas, Respondent left her patient assignment without notifying an appropriate supervisor and was found an hour later in the bathroom. Additionally, bloody tissues and discarded intravenous tubing were discovered on the bathroom floor. Respondent's conduct was likely to injure her patients in that leaving a patient assignment could have resulted in the patients not getting the care he or she needed.
9. On or about August 1, 2014, while employed as a Registered Nurse with Solara Hospital, Harlingen, Texas, Respondent left her patient assignment without notifying an appropriate supervisor. Additionally, when Respondent returned to the unit, she lacked fitness to practice professional nursing in that she exhibited signs of impairment, including, but not limited to: uncoordinated walking, unsteady gait, and an altered mental status. Further, Respondent had a HeparinLock in her arm. 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.

10. On or about October 4, 2014, while employed as a Travel Nurse with AMN Healthcare, Denver, Colorado, and on assignment at Valley Baptist Hospital, Harlingen, Texas, Respondent was found on the bathroom floor of the Neuro/Trauma Intensive Care Unit (ICU) unconscious and barely breathing. Respondent had injected herself with Propofol (Diprivan) IV, had a Heparin lock in her upper right arm with an attached syringe, and a syringe was found on the floor. Subsequently, Respondent was taken to the Emergency Department and then transferred to the facility's Behavioral Health Unit. The use of Diprivan by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms, and changes in the patients' conditions, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing patients in potential danger.
11. Formal Charges were filed on October 27, 2014.
12. Formal Charges were mailed to Respondent on October 27, 2014.

#### 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)(B)&(1)(I) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(4),(5),(10)(A),(11)(B)&(12).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(9),(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 716018, heretofore issued to LAURA CARMINA GRIMALDO, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

#### TERMS OF ORDER

##### **I. SANCTION**

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 716018, previously issued to LAURA CARMINA GRIMALDO, to practice nursing in Texas is hereby **SUSPENDED** and said suspension is **ENFORCED** until Respondent:

**Completes a mental health/psychological evaluation that meets the requirements specified by the Board** in its adopted Guidelines for Physical and Psychological Evaluations, which may be found at the following web address: <http://www.bon.texas.gov/pdfs/eval-guidelines.pdf>. RESPONDENT SHALL:

- Notify the performing evaluator of this Order of the Board prior to completing the evaluation;
- Cause the performing evaluator to send a report of the evaluation to the Board's office; and
- Comply with any recommendations made by the evaluator for therapy or other follow-up, in addition to the probationary terms stated herein.

**If the evaluation states that the RESPONDENT currently lacks fitness to practice nursing, RESPONDENT'S license(s) to practice nursing SHALL remain SUSPENDED until such time as the same evaluator deems the RESPONDENT safe to return to direct patient care.**

IT IS FURTHER AGREED, upon verification of successful completion of the above requirements, the Suspension will be **STAYED**, and RESPONDENT will be placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of three (3) years **AND** until Respondent fulfills the additional requirements of this Order.

## **II. COMPLIANCE WITH LAW AND APPLICABILITY**

While under the terms of this Order, RESPONDENT agrees to 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.

- RESPONDENT SHALL pay all re-registration fees, if applicable, and RESPONDENT'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.
- This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

- Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

### III. SUPERCEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Order SHALL supercede all previous stipulations required by any Order entered by the Texas Board of Nursing.

### IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education courses within one (1) year of the suspension being stayed, unless otherwise specifically indicated:

- A. Successfully completes a Board-approved course in Texas nursing jurisprudence and ethics that 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. Home study courses and video programs will not be approved.
- B. 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/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-

approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at [www.bon.texas.gov/compliance](http://www.bon.texas.gov/compliance).*

**V. EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT must work as a nurse, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for twelve (12) quarterly periods [three (3) years] of employment. This requirement will not be satisfied until twelve (12) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. 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 period and will not count towards completion of this requirement.

- A. Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. Direct Supervision:** For the first year [four (4) quarters] 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). 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.

- D. Indirect Supervision:** 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.
- E. Nursing Performance Evaluations:** 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 and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for eight (12) quarters [three (3) years] of employment as a nurse.

## VI. THERAPY

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

**VII. FURTHER COMPLAINTS**

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.

**VIII. RESTORATION OF UNENCUMBERED LICENSE(S)**

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 entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 9 day of December, 2014.

Laura C. Grimaldo  
LAURA CARMINA GRIMALDO, Respondent

Sworn to and subscribed before me this 9 day of Dec., 2014.

SEAL



Flora Cantu Alvarez  
Notary Public in and for the State of TEXAS

Approved as to form and substance.

Darrin Dest  
Darrin Dest, Attorney for Respondent

Signed this 9 day of Dec, 2014

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 9th day of December, 2014, by LAURA CARMINA GRIMALDO, Registered Nurse License Number 716018, and said Order is final.

Effective this 22<sup>nd</sup> day of January, 2015.



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