



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 Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED  
Vocational Nurse License Number 110442 §  
issued to LAURIE SALINAS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURIE SALINAS, Vocational Nurse License Number 110442, hereinafter referred to as Respondent.

This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Order.

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

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 vocational nurse in the State of Texas is in suspended status.
4. Respondent received a Certificate in Vocational Nursing from Hill College, Hillsboro, Texas, on November 30, 1981. Respondent was licensed to practice vocational nursing in the State of Texas on June 2, 1985.
5. Respondent's nursing employment history includes:
 

07/85 - 10/85	Unknown	
11/85 - 03/94	Charge Nurse	Regis/St. Elizabeth Austin, Texas

Respondent's nursing employment history continued:

04/94 - 08/95	Charge Nurse	St. Catherines Austin, Texas
09/95 - 1998	Unknown	
1999 - 01/04	Charge Nurse	Tutor Nursing Home, Inc. Temple, Texas
02/04 - 04/04	Unknown	
<del>05/04 - 03/05</del>	<del>Staff LVN</del>	<del>Wellington Place Living and Rehabilitation Temple, Texas</del>
04/05 - 07/14	Unknown	
08/14 - Present	Staff LVN	San Gabriel Rehabilitation and Care Center Round Rock, Texas

6. On or about June 12, 2001, Respondent's license to practice vocational nursing in the State of Texas was placed on PROBATION for a period of six (6) months by the Board of Vocational Nurse Examiners for the State of Texas. Respondent successfully completed the terms of the Order on June 18, 2002. A copy of the Findings of Fact, Conclusions of Law, and Agreed Board Order dated June 12, 2001, is attached and incorporated herein by reference as part this Order.
7. On or about December 11, 2007, Respondent's license to practice vocational nursing in the State of Texas was issued a REPRIMAND WITH STIPULATIONS by the Texas Board of Nursing. Respondent failed to successfully complete the terms of the Order. A copy of the Findings of Fact, Conclusions of Law, and Order dated December 11, 2007, is attached and incorporated herein by reference as part of this Order.
8. On or about September 13, 2011, Respondent's license to practice vocational nursing in the State of Texas was issued a SUSPEND/PROBATE by the Texas Board of Nursing. Respondent failed to successfully complete the terms of the Order. A copy of the Findings of Fact, Conclusions of Law, and Order dated September 13, 2011, is attached and incorporated herein by reference as part of this Order.
9. At the time of the initial incident, Respondent was employed as a Licensed Vocational Nurse with San Gabriel Rehabilitation and Care Center, Round Rock, Texas, and had been in that position for less than one (1) month.
10. On or about August 25, 2014, through April 8, 2015, while employed as a Licensed

Vocational Nurse with San Gabriel Rehabilitation and Care Center, Round Rock, Texas, Respondent became noncompliant with the Agreed Order issued to her by the Texas Board of Nursing on September 13, 2011, which required Respondent to comply with the Agreed Order issued to her by the Texas Board of Nursing on December 11, 2007. Noncompliance is the result of Respondent's failure to initiate enrollment with a drug testing laboratory and submit to random drug screening. Stipulation Number Ten (10) of the Agreed Order, dated December 11, 2007, states, in pertinent part:

"RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol..."

11. On or about April 24, 2015, through June 29, 2015, Respondent became noncompliant with ~~the Agreed Order issued to her by the Texas Board of Nursing on September 13, 2011,~~ which, required Respondent to comply with the Agreed Order issued to her by the Texas Board of Nursing on December 11, 2007. Noncompliance is the result of Respondent's failure submit to random drug screens. Stipulation Number Ten (10) of the Agreed Order, dated December 11, 2007, states, in pertinent part:

"RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol..."

12. On or about July 17, 2015, Respondent became noncompliant with the Agreed Order issued to her by the Texas Board of Nursing on September 13, 2011, which, required Respondent to comply with the Agreed Order issued to her by the Texas Board of Nursing on December 11, 2007. Noncompliance is the result of Respondent's failure to abstain from the use of controlled substances, in that she produced a specimen for a random urine drug screen which resulted positive for Methamphetamines. Stipulation Number Nine (9) of the Agreed Order, dated December 11, 2007, states, in pertinent part:

"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..."

13. Formal Charges were filed and Respondent's license to practice nursing in the State of Texas was temporarily suspended on August 17, 2015.
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.
15. The Board policy implementing Rule 213.29 in effect on the date of this Agreed Order provides discretion by the Executive Director for consideration of conditional reinstatement after proof of twelve (12) consecutive months of abstinence from alcohol and drugs followed by licensure limitations/stipulations and/or peer assistance program participation.

16. 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.

### 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(4),(5),(10)(A),(10)(D)&(11)(B).~~
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1),(9)&(10), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 110442, heretofore issued to LAURIE SALINAS, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.
6. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
7. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.
8. 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.

### TERMS OF ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the **VOLUNTARY SURRENDER** of Vocational Nurse License Number 110442, heretofore issued to LAURIE SALINAS, 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 vocational nursing, use the title "vocational nurse" or the abbreviation "LVN" or wear any insignia identifying herself as a vocational nurse, or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a vocational nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT petition for reinstatement of licensure until:
  - A. One (1) year has elapsed from the date of this Order; and,
  - B. RESPONDENT has obtained objective, verifiable proof of twelve (12) consecutive months of sobriety immediately preceding the petition.
- ~~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 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 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 9 day of November, 20 15.

Laurie Salinas

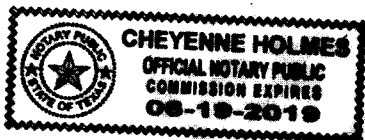
LAURIE SALINAS, Respondent

Sworn to and subscribed before me this 9 day of November, 20 15.

SEAL

Cheyenne Holmes

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 Vocational Nurse License Number 110442, previously issued to LAURIE SALINAS.

Effective this 18th day of November, 2015.



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



BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Vocational Nurse §  
License Number 110442 § AGREED  
issued to LAURIE CONNAWAY HOUGH § ORDER

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

On this day the Texas Board of Nursing, hereinafter referred to as the Board considered the matter of LAURIE CONNAWAY HOUGH, Vocational Nurse License Number 110442, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(1) & (10), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on May 18, 2011, 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, notice and hearing, and consented 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 Vocational Nursing from Hill Junior College, Hillsboro, Texas, on November 30, 1981. Respondent was licensed to practice vocational nursing in the State of Texas on June 2, 1985.



5. Respondent's vocational nursing employment history includes:

06/85 - 10/85	Unknown	
11/85 - 03/94	Charge Nurse	Regis/St. Elizabeth Austin, Texas
03/94 - 08/95	Charge Nurse	St. Catherines Austin, Texas
1999 - 01/04	Charge Nurse	Tutor Nursing Home, Inc. Temple, Texas
02/04 - 04/04	Unknown	
05/04 - 03/05	Staff LVN	Wellington Place Living and Rehabilitation Temple, Texas
04/05 - present	Unknown	

6. On December 11, 2007, Respondent's license to practice vocational nursing in the State of Texas was issued the sanction of Reprimand With Stipulations by the Texas Board of Nursing. A copy of the December 11, 2007, Agreed Order, Findings of Fact and Conclusions of Law is attached and incorporated, by reference, as part of this Order.

7. On or about December 12, 2008, Respondent failed to comply with the Order issued to her on December 11, 2007, by the Texas Board of Nursing. Non-compliance is the result of Respondent's failure to comply with Stipulation Number Two (2) of the Order which states, in pertinent part:

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics....

8. On or about December 12, 2008, Respondent failed to comply with the Order issued to her on December 11, 2007, by the Texas Board of Nursing. Non-compliance is the result of Respondent's failure to comply with Stipulation Number Three (3) of the Order which states, in pertinent part:

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration....

9. On or about December 12, 2008, Respondent failed to comply with the Order issued to her on December 11, 2007, by the Texas Board of Nursing. Non-compliance is the result of Respondent's failure to comply with Stipulation Number Four (4) of the Order which states, in pertinent part:

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing documentation....

10. Formal charges were filed on October 7, 2009.
11. Formal charges were mailed to Respondent on October 13, 2009.

#### 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)(1) & (10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against vocational nurse license number 110442, heretofore issued to LAURIE CONNAWAY HOUGH, including revocation of Respondent's license to practice vocational nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that License Number 110442, previously issued to LAURIE CONNAWAY HOUGH, to practice vocational nursing in Texas is hereby SUSPENDED, with the suspension Stayed, and Respondent is hereby placed on probation for two (2) years, and 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.

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 multistate privilege, if any, to practice vocational nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this order the 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 that:

(1) RESPONDENT SHALL pay a monetary fine in the amount of five hundred dollars (\$500.00). 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.

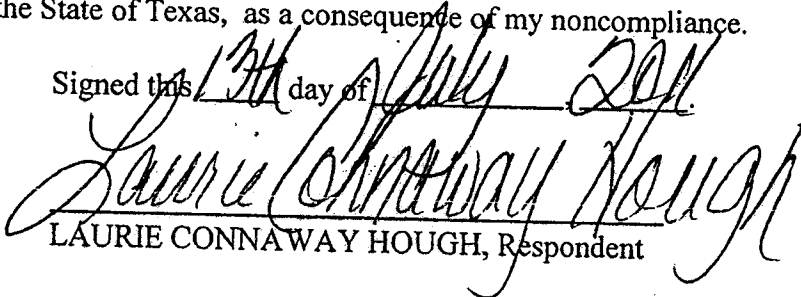
(2) The Order of the Board issued to RESPONDENT on December 11, 2007, is still in effect in its entirety and RESPONDENT SHALL be responsible for completing the terms of that Order.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license to practice vocational nursing in the State of Texas and RESPONDENT shall be eligible for multistate licensure privileges, if any.

RESPONDENT'S CERTIFICATION

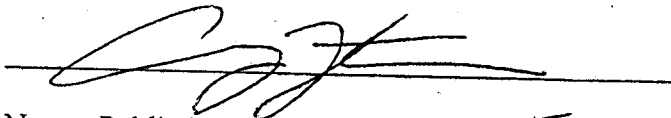
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and 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 to practice vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 13<sup>th</sup> day of July, 2011

  
LAURIE CONNAWAY HOUGH, Respondent

Sworn to and subscribed before me this 13<sup>th</sup> day of July, 2011.

SEAL

  
Notary Public in and for the State of Texas



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 13th day of July, 2011, by LAURIE CONNAWAY HOUGH, Vocational Nurse License Number 110442, and said Order is final.

Effective this 13th day of September, 2011.



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



Respondent's vocational nursing employment history continued:

11/85 - 3/94	Charge Nurse	Regis/St. Elizabeth Austin, Texas
3/94 - 8/95	Charge Nurse	St. Catherines Austin, Texas
1999 - 1/04	Charge Nurse	Tutor Nursing Home, Inc. Temple, Texas
2/04 - 4/04	Unknown	
5/04 - 3/05	Staff LVN	Wellington Place Living and Rehabilitation Temple, Texas
4/05 - present	Unknown	

6. On June 12, 2001, Respondent was issued an Agreed Order by the Board of Vocational Nurse Examiners for the State of Texas. A copy of the June 12, 2001, Agreed Order, Findings of Fact and Conclusions of Law is attached and incorporated, by reference, as part of this Order.
7. On or about August 18, 2000, Respondent plead guilty to "Driving While Intoxicated" (a Class- B Misdemeanor offense committed on October 2, 1997) in the Bell County Court of Law Number Two/Three, Bell County, Texas, Cause No.2099-09594. Respondent was assessed a fine and sixty (60) days confinement in the Bell County Jail.
8. On or about August 18, 2000, Respondent plead guilty to "Driving While Intoxicated" (a Class- B Misdemeanor offense committed on July 20, 2000) in the Bell County Court of Law Number Two/Three, Bell County, Texas, Cause No. 2C00-06938. Respondent was assessed a fine and sixty (60) days confinement in the Bell County Jail.
9. At the time of the incident in Finding of Fact Number Ten (10), Respondent was employed as a Charge Nurse with Tutor Nursing Home, Inc., Temple, Texas, and had been in this position for approximately five (5) years.
10. On or about January 23, 2004, January 25, 2004, and January 30, 2004, while employed as a Charge Nurse with Tutor Nursing Home, Inc., Temple, Texas, Respondent misappropriated or failed to take precautions to prevent the loss of Hydrocodone APAP 10/325mg in that Respondent participated in a narcotic count at the end of the shift which revealed missing Hydrocodone APAP 10/325mg. Respondent's conduct deprived the facility and the patients thereof of the cost of the medications.

11. At the time of the incident in Findings of Fact Numbers Twelve (12) through Fifteen (15), Respondent was employed as a staff nurse with Wellington Place Living and Rehabilitation Center, Temple, Texas and had been in this position for approximately ten (10) months.
12. On or about December 26, 2004, while employed as a Staff Nurse with Wellington Place Living and Rehabilitation, Temple, Texas, Respondent failed to follow policy and procedure for wastage of narcotics in that she failed to obtain a witness for wastage of one (1) Morphine Sulfate 15mg tablet that she withdrew, then dropped on the floor and was unable to locate. Respondent's conduct was deceiving to the facility and placed the hospital pharmacy in violation of Chapter 481 of the Health and Safety Code (Texas Controlled Substances Act).
13. On or about February 27, 2005, while employed as a Staff Nurse with Wellington Place Living and Rehabilitation, Temple, Texas, Respondent administered two (2) tablets of Hydrocodone/APAP 5/500 to Resident NM two (2) hours before the administration time ordered by the physician. Respondent's conduct was likely to injure the patient in that the administration of Hydrocodone in excess of the physician's order could result in the patient suffering from adverse reactions.
14. On or about February 27, 2005, while employed as a Staff Nurse with Wellington Place Living and Rehabilitation, Temple, Texas, Respondent misappropriated or failed to take precautions to prevent the loss of Hydrocodone APAP 5/325mg in that Respondent participated in a narcotic count at the end of the shift which revealed missing Hydrocodone APAP 10/325mg. Respondent's conduct defrauded the facility and the residents thereof of the cost of the medications.
15. On or about February 27, 2005, while employed as a Staff Nurse with Wellington Place Living and Rehabilitation, Temple, Texas, Respondent failed to follow policy and procedure for wastage of narcotics in that she failed to obtain a witness for wastage of one (1) Morphine Sulfate 15mg tablet that she withdrew, then dropped on the floor and was unable to locate. Respondent's conduct was deceiving to the facility and placed the hospital pharmacy in violation of Chapter 481 of the Health and Safety Code (Texas Controlled Substances Act).
16. In response to Findings of Fact Numbers Ten (10) and Fourteen (14), Respondent states that there may have been charting errors due to the chaotic shift change and attributes this to the missing narcotics. Regarding Findings of Facts Numbers Twelve (12) and Fifteen (15), Respondent states that there was no one to witness the wastage of the Morphine Sulfate. Respondent admits that she gave Resident NM Hydrocodone/APAP 5/500 in excess of the physician's order as stated in Finding of Fact Number Thirteen (13).



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) and §217.12(1)(A),(6)(G), (10)(C) & (13).

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4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 110442, heretofore issued to LAURIE CONNAWAY HOUGH, including revocation of Respondent's license to practice vocational nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a REPRIMAND WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Vocational 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 privilege, if any, to practice vocational nursing in compact states.

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 Texas Board of Nursing and the

Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to LAURA CONNAWAY HOUGH, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(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) contact 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 Chemical Dependency, 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/about/stipscourses.html>.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, 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. 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/about/stipscourses.html>.*

(4) RESPONDENT SHALL, within one (1) year of entry of this Order, 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/about/stipscourses.html>

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A LICENSED VOCATIONAL 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 STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A VOCATIONAL NURSE (LVN) LICENSE 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 on RESPONDENT's license. 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. 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 period, RESPONDENT SHALL be supervised by a Registered Nurse or 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 Registered Nurse or Licensed Vocational 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) months for one (1) year of employment as a nurse.

(9) **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 an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.**

(10) **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.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine

Ethanol  
tramadol hydrochloride (Ultram)

Propoxyphene

A Board representative may appear at the RESPONDENT's place of employment at any time during the stipulation 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 stipulation period.

Any positive result for which the nurse does not have a valid prescription will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board. Failure to report for a drug screen may be considered the same as a positive result and may result in further disciplinary action by this Board.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice vocational nursing in the State of Texas.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

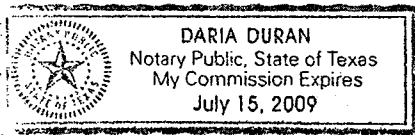
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and 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 to practice vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 20 day of October, 2007.

Laurie Connaway Hough  
LAURIE CONNAWAY HOUGH, Respondent

Sworn to and subscribed before me this 20 day of Oct., 2007.

SEAL



Daria Duran  
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 20th day of October, 2007, by LAURIE CONNAWAY HOUGH, Vocational Nurse License Number 110442, and said Order is final.

Effective this 11th day of December, 2007.



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

00110442

BOARD OF VOCATIONAL  
NURSE EXAMINERS

\*  
\*  
\*  
\*  
\*  
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STATE OF TEXAS

VS.

LAURIE CONNAWAY HOUGH

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 110442 held by LAURIE CONNAWAY HOUGH, 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 Tutor Nursing Home in Temple, Texas from about July 6, 1999 through about July 19, 2000.

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AGREED BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
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b. While so employed with said facility, from about June 1, 2000 through about July 19, 2000, Respondent failed to follow physicians' orders and negligently administered extra doses of Prozac and Soma to Residents M.S. and M.A., respectively. On or about July 19, 2000, Respondent acknowledged in writing to the facility that she had administered said extra medication doses to the residents during a one month period. Additionally, Respondent failed to document the extra administration of medication in the residents' medical records.

c. On or about January 26, 2001, Respondent acknowledged in her correspondence to the Board of Vocational Nurse Examiners that she had administered extra doses of Soma to Resident M.A. due to the resident "wandering aimlessly, taking off her clothes and exposing herself." On or about March 31, 2000, Respondent had attended an inservice presentation at the facility which addressed issues of behavior management and provided guidelines in how to deal with recalcitrant residents. Respondent failed to follow said guidelines and, instead, exercised poor judgement and practiced beyond her scope by choosing to administer extra doses of Soma to Resident M.A.

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.

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AGREED BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
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ORDER OF THE BOARD

~~NOW THEREFORE, IT IS ORDERED~~ that license number 110442, heretofore issued to LAURIE CONNAWAY HOUGH to practice vocational nursing in the State of Texas be, and the same is hereby Suspended, with said suspension stayed and placed on probation for a period of six (6) months.

**The probation of said license is subject to the following stipulations, to wit:**

1. That if Respondent's place of employment, name, address or telephone number changes, Respondent is to notify the Board office immediately, or no later than ten (10) days after said change has occurred. Said notification shall be in the form of a written letter or report.
2. That Respondent shall comply with Federal, State, and local laws, and all the provisions of the Texas Occupations Code and Rules and Regulations of the Board
3. That by copy of this Board Order, Respondent shall provide notice of Board disciplinary action to his/her immediate nursing supervisor(s) and Director(s) of Nursing, throughout the term of probation.
4. That Respondent shall be responsible for causing his/her immediate nursing supervisor(s) to submit satisfactory reports directly to the Board office on a monthly basis for the first three (3) months of probation. Thereafter, and throughout the remainder of said probation, Respondent shall be responsible for causing her immediate nursing supervisor (s) to submit satisfactory reports directly to the Board office on a quarterly basis. The receipt of an unfavorable and/or untimely report shall be considered a violation of probation.
5. That any period(s) of nursing unemployment must be documented in writing by Respondent and submitted to the Board office, as provided in Stipulation No. 4
6. That Respondent shall work only under the supervision of a licensed medical professional (M.D., R.N., L.V.N.) who is physically present on the work premises during Respondent's shift assignment (s), throughout the term of probation.

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AGREED BOARD ORDER  
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7. That Respondent shall not be employed by a nurse registry, temporary nurse employment agency, home health agency, or as a private duty nurse throughout the term of probation.

8. That Respondent shall successfully complete nursing program courses(s) encompassing the following areas of study: **Pharmacology** (to include Clinical and Medication Administration), and submit documentation of successful course completion to the Board office prior to the end of probation. 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 probation.

9. That Respondent Shall pay a Probation Monitoring fee in the amount of thirty (30.00) dollars in the form of a cashier's check or money order, payable to the Board of Vocational Nurse Examiners. Said fee shall be paid quarterly, due on the 15th of each quarter commencing the quarter following the date of the Board's ratification of the Order, and continuing thereafter until the successful completion of Respondent's probation. Said fee shall be sent to the Board office, addressed to the "Board of Vocational Nurse Examiners ", 333 Guadalupe, Suite 3-400, Austin, TX 78701. Failure by Respondent to make any quarterly payment on time shall constitute a violation of probation.

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.

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AGREED BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
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Dated this the \_\_\_\_\_ day of \_\_\_\_\_, 20

(Connaway)  
Laurie Ann Hough  
Signature of Respondent

901 E. Young Dr. #153  
Current Address

Temple, TX 76501  
City, State and Zip

254. 791-0108  
Area Code and Telephone Number

The State of Texas  
County of Bell

Before me, the undersigned authority, on this day personally appeared LAURIE CONNAWAY HOUGH, 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 22<sup>nd</sup> day of May, 20 01.



Rosa Mungia  
NOTARY PUBLIC IN AND FOR  
THE STATE OF TEXAS  
My Commission Expires 8/28/03

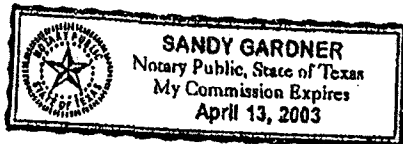
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AGREED BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
PAGE 6.

*Mary M. Strange*

Mary M. Strange, RN  
Agent for the Board of  
Vocational Nurse Examiners

SWORN TO AND SUBSCRIBED before me, the undersigned authority, on this the  
7<sup>th</sup> day of June, 2001.



*Sandy Gardner*  
NOTARY PUBLIC IN AND FOR  
THE STATE OF TEXAS


00110442

BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
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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 22<sup>ND</sup> day of May, 2001 by Respondent, license number 110442 and that Said Order is Final.

Effective this 12th day of June, 2001

  
\_\_\_\_\_  
Mary M. Strange, R.N., M.S.N.  
Executive Director  
On Behalf of Said Board



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BOARD ORDER  
RE: LAURIE CONNAWAY HOUGH, LVN #110442  
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**CERTIFICATE OF SERVICE**

I hereby certify that on the 15th day of June, 2001, 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):

LAURIE CONNAWAY HOUGH  
901 E YOUNG DR  
TRL 163  
TEMPLE, TX 76502

  
\_\_\_\_\_  
Mary M. Strange, R.N., M.S.N.  
Executive Director  
Agent for the Board of Vocational Nurse Examiners