



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 P. Johnson*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED  
Registered Nurse License Number 875385 §  
issued to PAMELA KAYE FREEMAN § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that PAMELA KAYE FREEMAN, Registered Nurse License Number 875385, hereinafter referred to as Respondent, may be subject to discipline pursuant to Sections 301.452(b)(10)&(13) and 301.453, Texas Occupations Code.

An informal conference was conducted on February 23, 2016, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared in person. Respondent was represented by Nancy Roper Willson, Attorney at 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 professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Baptist Health School of Nursing, Little Rock, Arkansas on December 1, 2003. Respondent was licensed to practice professional nursing in the State of Texas on March 25, 2015.
5. Respondent's nursing employment history includes:

12/2003-12/2011	Registered Nurse	Cross Country Staffing Boca Raton, Florida
01/2012	Unknown	

Respondent's nursing employment history continued:

2/2012-6/2015	Registered Nurse	St. Vincent Medical Center Little Rock, Arkansas
07/2015	Unknown	
8/2015-11/2015	Registered Nurse	UTSW Zale Lipshy Accountable Healthcare Dallas, Texas
11/30/2015-Present	Registered Nurse	Community Regional Medical Center Travel Nurse Across America Fresno, California

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Cross Country Staffing, Boca Raton, Florida, and assigned to Seton Family of Hospitals, Austin, Texas, and had been in that position for three (3) months.
7. On or about November 29, 2011, while utilizing her multi-state licensure compact privilege associated with her license to practice professional nursing in the State of Arkansas, employed with Cross Country Staffing, Boca Raton, Florida, and assigned to Seton Family of Hospitals, Austin, Texas, in the Labor and Delivery Department as a Registered Nurse, Respondent failed to assure the physician was aware of the change in the Neonatal Stress Tests (NST) of pre-term labor Patient MR#872720. The next shift noted the fetal heart rate and the mother's heart rates were similar, and upon further assessment discovered the fetus had died. Respondent's conduct exposed the patient unnecessarily to risk of harm from inadequate treatment, and deprived the patient of the benefit of medical interventions that may have prevented the fetal demise.
8. In response to the incident in Finding of Fact Number Seven (7), Respondent states the patient was extremely pre-term and had been in the hospital for quite a while. Respondent states there were no out of the ordinary occurrences from the previous days. Respondent states she put the patient on the fetal monitor per physicians order and the on-call doctor was viewing the patient's strip while he was sitting in front of the computer. Respondent states the physician was very aware of the patient's strip. Respondent states the only changes that were noted were when the night shift arrived and rounded it was noted the patient's vital signs were abnormal.
9. On or about October 21, 2015, Respondent successfully completed a Board approved class in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.
10. On or about November 7, 2015, Respondent successfully completed a Board approved class in Jurisprudence and Ethics, which would have been a requirement of this Order.

11. On or about February 5, 2016, Respondent successfully completed a course in Antepartum Testing and Prenatal Diagnosis.
12. On or about February 9, 2016, Respondent successfully completed a course in EFM Monograph: Fetal Assessment and Safe Labor Management. An equivalent course would have been a requirement of this Order.

### 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)(M) and 217.12(1)(A),(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 875385, heretofore issued to PAMELA KAYE FREEMAN.
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.

### TERMS OF ORDER

#### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. 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.

## II. COMPLIANCE WITH LAW

~~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.

## III. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) 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. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.~~

D. **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 (8) quarters [two (2) years] of employment as a nurse.

**IV. 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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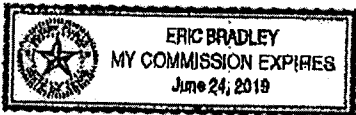
RESPONDENT'S CERTIFICATION

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 19 day of December, 2016.  
Pamela Kaye Freeman  
PAMELA KAYE FREEMAN, Respondent

Sworn to and subscribed before me this 19<sup>th</sup> day of December, 2016.

SEAL



Eric Bradley  
Notary Public in and for the State of Texas

Approved as to form and substance [Signature]  
Nancy Roper Willson  
Nancy Roper Willson, Attorney for Respondent

Signed this 2nd day of January, 2017

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does  
~~hereby ratify and adopt the Agreed Order that was signed on the 19<sup>th</sup> day of December, 2016, by~~  
PAMELA KAYE FREEMAN, Registered Nurse License Number 875385, and said Order is final.

Effective this 14<sup>th</sup> day of February, 2017.



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