



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 A. Johnson
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	REINSTATEMENT
Vocational Nurse License Number 110442	§	
issued to LAURIE SALINAS, a/k/a	§	
LAURIE CONNAWAY HOUGH	§	AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the Petition for Reinstatement of Vocational Nurse License Number 110442, held by LAURIE SALINAS, a/k/a LAURIE CONNAWAY HOUGH, hereinafter referred to as Petitioner.

An informal conference was conducted on February 20, 2018, in accordance with Section 301.464, Texas Occupations Code. Petitioner appeared in person.

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 Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived notice and hearing, and agreed to the entry of this Order.
3. Petitioner received a Certificate in Vocational Nursing from Hill College, Hillsboro, Texas, on November 30, 1981. Petitioner was licensed to practice vocational nursing in the State of Texas on June 2, 1985.

4. Petitioner's nursing employment history includes:

11/1985-03/1994	LVN	Regis St. Elizabeth Waco, Texas
03/1994-08/1995	LVN	St. Catherine's Waco, Texas
05/1994-03/2005	LVN	Wellington Temple, Texas

Petitioner's nursing employment history continued:

1999-04/2004	LVN	Tutors Temple, Texas
2010-03/2012	LVN	Indian Oaks Harker Heights
08/2014-08/2015	LVN	San Gabriel Round Rock, Texas

5. On or about June 12, 2001, Petitioner's license to practice vocational nursing in the State of Texas was suspended with the suspension stayed and Petitioner was placed on probation through an Agreed Board Order by the Board of Vocational Nurse Examiners. A copy of the Findings of Fact, Conclusions of Law, and Agreed Board Order dated June 12, 2001, is attached and incorporated, by reference, as part of this Order.
6. On or about December 11, 2007, Petitioner was issued the sanction of a Reprimand with Stipulations through an Agreed Order by the Board. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated December 11, 2007, is attached and incorporated, by reference, as part of this Order.
7. On or about September 13, 2011, Petitioner's license to practice vocational nursing in the State of Texas was suspended with the suspension stayed and Petitioner was placed on probation through an Agreed Order by the Board. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated September 13, 2011, is attached and incorporated, by reference, as part of this Order.
8. On or about November 18, 2015, Petitioner voluntarily surrendered her license to practice vocational nursing through an Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated November 18, 2015, is attached and incorporated, by reference, as part of this Order.
9. On or about November 7, 2017, Petitioner submitted a Petition for Reinstatement of License to practice vocational nursing in the State of Texas.
10. Petitioner presented the following in support of said petition:
 - 10.1. Evidence of twelve (12) monthly negative drug screens, dated between October 27, 2016, and September 5, 2017.
 - 10.2. Support groups attendance records showing Petitioner's dates of attendance beginning March 6, 2016 through January 12, 2017.

- 10.3. Letter of recommendation dated November 28, 2017 from Caryl Connaway, RN, stating her daughter (Petitioner) has grown and is a good nurse, skilled and talented.
- 10.4. Letter of recommendation dated November 27, 2017 from Margret Hughes, stating she has known Petitioner for at least ten (10) years and in her opinion, Petitioner will be an asset to the nursing profession and any facility that she works.
- 10.5. Documentation of the required continuing education contact hours.
11. The Executive Director considered evidence of Petitioner's past behavior in light of the character factors set out in 22 Tex. Admin. Code §213.27 and determined that Petitioner currently demonstrates the criteria required for good professional character and relicensure.
12. Relicensure of Petitioner poses no direct threat to the health and safety of patients or the public provided Petitioner complies with the stipulations outlined in this Order.
13. The Executive Director's review of Petitioner's eligibility for relicensure has been made on the basis of Petitioner's disclosures.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.
3. The Board may license an individual with prior behaviors inconsistent with the Board's character requirements if, upon evaluation of the factors in 22 Tex. Admin. Code §213.27, and pursuant to 22 Tex. Admin. Code §213.33, the Board is satisfied that the individual is able to consistently conform her conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
4. This Order is conditioned upon the accuracy and completeness of Petitioner's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Petitioner's license(s).

TERMS OF ORDER

I. REINSTATEMENT OF LICENSURE

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the petition of LAURIE SALINAS for reinstatement of license to practice nursing in the state of Texas be **GRANTED** and Vocational Nurse License Number 110442 is hereby **REINSTATED** in accordance with the terms of this Order.

II. COMPLIANCE WITH LAW AND APPLICABILITY

While under the terms of this Order, PETITIONER agrees to obtain, read, and 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.

- A. PETITIONER SHALL pay all re-registration fees, if applicable; and PETITIONER'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.
- B. This Order SHALL be applicable to PETITIONER's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. As a result of this Order, PETITIONER'S license(s) will be designated "single state" and PETITIONER may not work outside the State of Texas in another nurse licensure compact party state.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, Petitioner SHALL successfully complete the following remedial education course(s) **within one (1) year of relicensure, unless otherwise specifically indicated:**

- A. **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), Petitioner 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. Petitioner 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.*

IV. MONITORING FEE

PETITIONER SHALL **pay a monitoring fee in the amount of three hundred fifty dollars (\$350.00) within forty-five (45) days of relicensure.** 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.

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, PETITIONER must work as a nurse in the State of Texas, providing direct patient care in a clinical 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. 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:** PETITIONER 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, PETITIONER 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:** PETITIONER 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. PETITIONER 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, PETITIONER 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 PETITIONER and immediately available to provide assistance and intervention. PETITIONER SHALL work only on regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- D. No Night or Rotating Shifts, Overtime, or On-Call:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT practice as a nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which PETITIONER is regularly assigned.
- E. No Critical Care:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT practice as a nurse in any critical care area. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.
- F. No Administration of Controlled Medications:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, Propofol, or other synthetic opiates.

- G. Indirect Supervision:** For the remainder of the probation period, PETITIONER 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 PETITIONER, 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 PETITIONER is currently working. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- H. Nursing Performance Evaluations:** PETITIONER SHALL CAUSE each employer to submit, on forms provided to the PETITIONER by the Board, periodic reports as to PETITIONER'S capability to practice nursing. These reports shall be completed by the nurse who supervises the PETITIONER 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 twelve (12) quarters [three (3) years] of employment as a nurse.

VI. DRUG AND ALCOHOL RELATED REQUIREMENTS

- A.** While under the terms of this Order, PETITIONER SHALL abstain from the use of alcohol, nalbuphine, propofol and all controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, PETITIONER 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 PETITIONER 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.
- B.** While working as a nurse under the terms of this Order, PETITIONER SHALL submit to random periodic screens for alcohol, nalbuphine, propofol and controlled substances. The Board will provide instructions on how to enroll in the Board's drug and alcohol testing program following the entry of this Order and screening will begin when PETITIONER obtains employment and submits the Notification of Employment form to the Board.

- For the first three (3) month [1st quarter] period PETITIONER works as a nurse under the terms of this Order, random screens shall be performed at least once per week.
- For the next three (3) month [2nd quarter] period, random screens shall be performed at least twice per month.
- For the next six (6) month period [3rd & 4th quarters], random screens shall be performed at least once per month.
- For the remainder of the probation period, if any, random screens shall be performed at least once every three (3) month quarterly period.

All random screens SHALL BE conducted through urinalysis. Any test result for a period of time in which the PETITIONER is not working as a nurse under the terms of this Order will not count towards satisfaction of this requirement. 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. PETITIONER SHALL be responsible for the costs of all random drug screening during the stipulation/probation period.

Specimens shall be screened for any or all of the following substances and/or their metabolites:

Amphetamine	Methamphetamine	MDMA
MDA	Alprazolam	Diazepam
Alpha-o-alprazolam	Alpha-Hydroxytriazolam	Clonazepam
Desmethyldiazepam	Lorazepam	Midazolam
Oxazepam	Temazepam	Amobarbital
Butobarbital	Butalbital	Pentobarbital
Phenobarbital	Secobarbital	Codeine
Hydrocodone	Hydromorphone	Methadone
Morphine	Opiates	Oxycodone
Oxymorphone	Propoxyphene	Cannabinoids
Cocaine	Phencyclidine	Ethanol
Heroin	Fentanyl	Tramadol
Meperidine	Carisoprodol	Butorphanol
Nalbuphine	Ketamine	Propofol

Upon enrollment in the Board's drug and alcohol testing program, **PETITIONER SHALL, on a daily basis, call or login online to the Board's designated drug and alcohol testing vendor to determine whether or not PETITIONER has been selected to produce a specimen for screening that day** and SHALL, if selected, produce a specimen for screening that same day at an approved testing location and/or comply with

any additional instructions from the vendor or Board staff. Further, **a Board representative may appear** at the PETITIONER'S place of employment at any time during the probation period and require PETITIONER to produce a specimen for screening.

Consequences of Positive or Missed Screens. Any positive result for which PETITIONER does not have a valid prescription or refusal to submit to a drug or alcohol screen may subject PETITIONER to further disciplinary action, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of PETITIONER'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.

- C. **While under the terms of this Order, PETITIONER 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. PETITIONER 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 PETITIONER.** PETITIONER SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) month quarterly period. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

VII. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from PETITIONER'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I waive representation by counsel. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. 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 agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license(s) to practice nursing in the state of Texas. I understand that if I fail to comply with all terms and conditions of this Order, my license(s) to practice nursing in the State of Texas will be revoked, as a consequence of my noncompliance.

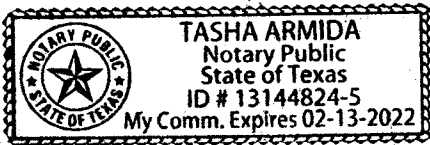
Signed this 10 day of April, 2018.

Laurie Salinas

LAURIE SALINAS, Petitioner

Sworn to and subscribed before me this 10 day of April, 2018.

SEAL



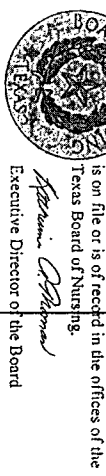
Tasha Armida
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 10th day of April, 2018, by LAURIE SALINAS, Vocational Nurse License Number 110442, and said Order is final.

Effective this 8th day of May, 2018.



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



BEFORE THE TEXAS BOARD OF NURSING

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

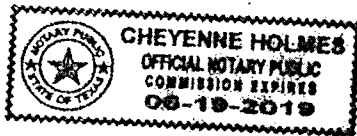
Signed this 9 day of November, 2015.

Laurie Salinas
LAURIE SALINAS, Respondent

Sworn to and subscribed before me this 9 day of November, 2015.


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.



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

BEFORE THE TEXAS BOARD OF NURSING



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

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

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.

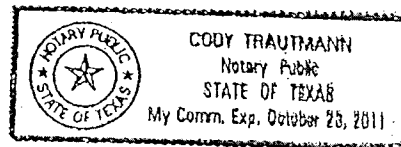
Signed this 13th day of July, 2011.

Laurie Conaway Hough
LAURIE CONNAWAY HOUGH, Respondent

Sworn to and subscribed before me this 13th day of July, 2011.

SEAL

Cody Trautmann
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



BEFORE THE TEXAS BOARD OF NURSING

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

Executive Director of the Board
I certify that this is 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.

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)(10) & (13), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on October 1, 2007, 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, informal conference, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice vocational nursing in the State of Texas.
4. Respondent received a Certificate in 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:
6/85 - 10/85 Unknown

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).
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.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order.

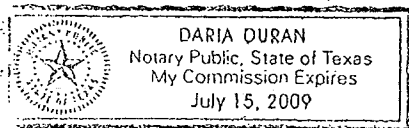
I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive 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.

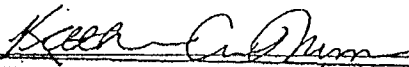
SEAL



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

VS.

LAURIE CONNAWAY HOUGH

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STATE OF TEXAS

COUNTY OF TRAVIS

AGREED BOARD ORDER

On this day came to be considered by the Board of Vocational Nurse Examiners the matter of vocational nurse license number 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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00110442

AGREED BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE 2

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.

00110442

AGREED BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE 3

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.

AGREED BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE 4

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.

00110442

AGREED BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE 5

Dated this the _____ day of _____, 20

(Connaway)
Laurie Ann Hough
Signature of Respondent

401 E. Young St. #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 22nd day of May, 20 01.



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

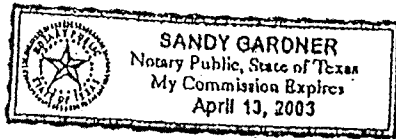
00110442

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
7th day of June, 2001.



Sandy Gardner
NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

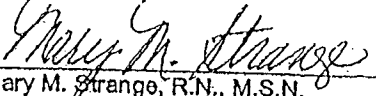
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BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE: 7

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 22ND 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

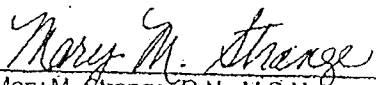
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BOARD ORDER
RE: LAURIE CONNAWAY HOUGH, LVN #110442
PAGE: 8

CERTIFICATE OF SERVICE

I heroby 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