

Respondent's nursing employment history continued:

05/2017 - 07/2017	Registered Nurse	East Texas Medical Center Tyler, Texas
08/2017 - Present	Registered Nurse	At Home Health Care Tyler, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with East Texas Medical Center, Tyler, Texas, and had been in that position for one (1) month.
7. On or about June 19, 2017, through July 18, 2017, while employed as a Registered Nurse with East Texas Medical Center, Tyler, Texas, Respondent withdrew Hydromorphone from the Medications Dispensing System (Pyxis) for patients in excess frequency/dosage of physician's orders. Additionally, Respondent administered Hydromorphone to patients when the documented pain level was below the pain parameter ordered by the physician. Respondent's conduct was likely to injure patients in that the administration of Hydromorphone in excess frequency/dosage of the physician's order could result in the patients suffering from adverse reactions.
8. On or about June 19, 2017, through July 18, 2017, while employed as a Registered Nurse with East Texas Medical Center, Tyler, Texas, Respondent withdrew Hydromorphone from the Medications Dispensing System (Pyxis) for patients but failed to document and/or accurately and completely document the administration of the medication in the patients' medical record. Additionally, Respondent altered administration times to match the times Respondent withdrew the medication from the Pyxis. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate patients, which could result in an over dose.
9. On or about June 19, 2017, through July 18, 2017, while employed as a Registered Nurse with East Texas Medical Center, Tyler, Texas, Respondent withdrew Hydromorphone from the Medications Dispensing System (Pyxis) for patients but failed to follow the facility's policy and procedures for the wastage of unused portions of the medications. Respondent's conduct resulted in inaccurate facility accounting of unused Hydromorphone and placed the facility in violation of Chapter 481 (Controlled Substance Act) of the Texas Health and Safety Code.
10. On or about June 19, 2017, through July 18, 2017, while employed as a Registered Nurse with East Texas Medical Center, Tyler, Texas, Respondent failed to take precautions to prevent misappropriation of Hydromorphone belonging to the facility and patients thereof.
11. In response to Findings of Fact Numbers Seven (7) through Ten (10), Respondent acknowledges that there were deficits in her practice when it came to documentation. However, Respondent asserts that she never misappropriated or abused any medications.

Respondent felt that her training and orientation suffered. Respondent was concerned that she had too many patients given her training level, but her requests for additional help were met with indifferent silence. Several errors began to creep into Respondent's practice. For instance, she was often behind in charting which resulted in her charting medication administration at a later time than what was given. While she would go back and try to accurately enter the actual time, Respondent never deleted the initial entry or otherwise try to camouflage her error. She would note in the record there was a data entry error and input the correct time of administration. Respondent acknowledges that, in hindsight, she should not have continued practicing at ETMC given how overwhelmed she was.

12. Respondent provided the Board with a Forensic Drug Testing Report indicating that a hair drug test, collected on August 29, 2017, resulted negative for Amphetamines, Marijuana, Phencyclidine, Cocaine, and Opiates.
13. Formal Charges were filed on January 22, 2018.
14. Formal Charges were mailed to Respondent on January 23, 2018.

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)(C),(1)(D)&(3) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(G),(10)(C)&(11)(B).
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 891526, heretofore issued to HALEY DANIELLE TAYLOR.
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 **WARNING 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. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

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. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PILOT PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot Program and RESPONDENT SHALL:

- (A) Within forty-five (45) days of entry of this Order, apply to and enroll in the KSTAR Pilot Program, including payment of any fees and costs, unless otherwise agreed in writing;
- (B) Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- (C) Follow all requirements within the remediation plan, if any;
- (D) Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Pilot Program; and
- (E) Provide written documentation of successful completion of the KSTAR Pilot Program to the attention of Monitoring at the Board's office.

IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Pilot Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of Respondent's license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

V. 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, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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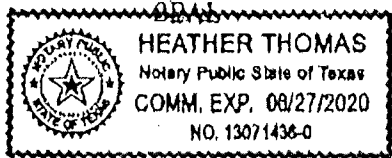
RESPONDENT'S CERTIFICATION

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 22 day of February, 2018.

Hailey Danielle Taylor
HALEY DANIELLE TAYLOR, Respondent

Sworn to and subscribed before me this 22 day of February, 2018.



Heather Thomas
Notary Public in and for the State of Texas

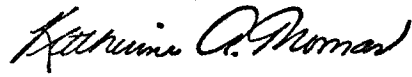
Approved as to form and substance.

Andre D'Souza
Andre D'Souza, Attorney for Respondent

Signed this 22 day of FEBRUARY 2018

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of February, 2018, by HALEY DANIELLE TAYLOR, Registered Nurse License Number 891526, and said Order is final.

Effective this 8th day of May, 2018.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas".

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