



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or its of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED
Vocational Nurse License Number 76227 §
issued to DONNA LEE CARRUTHERS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of DONNA LEE CARRUTHERS, Vocational Nurse License Number 76227, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on March 26, 2018.

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 current status.
4. Respondent received a Certificate in Vocational Nursing from Harris School of Vocational Nursing, Fort Worth, Texas, on February 11, 1978. Respondent was licensed to practice vocational nursing in the State of Texas on May 17, 1978.
5. Respondent's nursing employment history includes:
5/1978-3/1992 Unknown

Respondent's nursing employment history continued:

4/1992 - 3/1993	Float Nurse	Northeast Medical Clinic Fort Worth, Texas
4/1993 - 5/1999	Unknown	
6/1999 - 12/1999	Private Duty Nurse	In-Home Care Fort Worth, Texas
1/2000 - 2/2001	Unknown	
3/2001 - 10/2003	Phone / Hall Nurse	Family Health Care Associates Colleyville, Texas
11/2003 - 6/2005	Continuous Care Nurse	Vista Healthcare Corporation Fort Worth, Texas
11/2003 - 9/2005	Nursing Supervisor	Heartland Healthcare Bedford, Texas
1/2014 - Present	Substitute Nurse	Lake Worth Independent School District, and Eagle Mountain Independent School District Fort Worth, Texas
8/2016 - 11/2016	Resource Nurse / LVN	Birdville Independent School District Haltom City, Texas
12/2016 - Present	Unknown	

6. At the time of the incidents, Respondent was employed as a Licensed Vocational Nurse / Resource Nurse with Birdville Independent School District (BISD), Haltom City, Texas, and had been in that position for two (2) months.
7. On or about October 28, 2016, while employed as a Licensed Vocational Nurse with Birdville Independent School District (BISD), Haltom City, Texas, and assigned to Green Valley Elementary School, Haltom City, Texas, Respondent failed to administer the correct dose of insulin, as ordered, to Student SCARBAVA000. Additionally, Respondent failed to notify the Director of Health Services regarding administering incorrect dose of insulin. Respondent documented administering 1.5 Units of insulin to the patient, but instead administered 15 Units of insulin, resulting in the patient receiving a significant and potentially life threatening dose of insulin, and blood sugar levels decreased to 51mg/dL.

Student was given juice three (3) times, blood sugar rose to 92mg/dL and the student's father took the student home. Respondent's conduct was likely to injure the patient in that failure to administer insulin as ordered by the physician could have resulted in non-efficacious treatment and severe hypoglycemic state.

8. On or about October 28, 2016, while employed as a Licensed Vocational Nurse with Birdville Independent School District (BISD), Haltom City, Texas, and assigned to Green Valley Elementary School, Haltom City, Texas, Respondent failed to administer the correct dose of insulin, as ordered, to Student STEWALIL002. Respondent miscalculated the insulin to carbohydrate ratio, when the parent changed the ratio to 1:25 (1 unit per 25 gm of carbohydrates), and instructed the nurse to administer 1.68 to 2 units of insulin, but Respondent administered 3 units of insulin. Respondent's conduct was likely to injure the patient in that failure to administer insulin as ordered by the physician could have resulted in non-efficacious treatment student's condition.
9. On or about October 28, 2016, while employed as a Licensed Vocational Nurse with Birdville Independent School District (BISD), Haltom City, Texas, and assigned to Green Valley Elementary School, Haltom City, Texas, Respondent failed to accurately document administering Methylphenidate to Student HAYNIJOS000, in that Respondent documented wasting the tablet as well as administering the medication. Respondent administered the dose at the time ordered by the physician, but noted on the Medication Administration Record (MAR) that the medication was wasted because it had fallen on the floor.. Respondent's conduct resulted in an inaccurate medical record.
10. In response to the incidents in Findings of Fact Numbers Seven (7), through Nine (9), Respondent states that the allegations occurred due to her being very distracted due to her husband's failing and serious health condition. Respondent states it was with great regret the incidents occurred with these students. Regarding the incident in Finding of Fact Number Seven (7), Respondent states that she misread the marking on the insulin syringe, as she had not used one in a long time. Regarding the incident in Finding of Fact Number Eight (8), Respondent states she gave the student a correction dose of insulin because she miscalculated carbohydrates consumed at lunch with incorrect blood sugar number. In response to the incident in Finding of Fact Number Nine (9), Respondent states when giving this student Methylphenidate, he dropped the tablet on the floor, ran over, picked tablet up and threw it in the waste basket. Respondent states she then took another Methylphenidate from the bottle and gave it to the student. Respondent states she failed to document the pill she administered at that moment. Respondent states she was trying to get gloves on and retrieve the tablet that was thrown in the trash so she could have someone witness the disposal of it. Respondent states she went through the trash 4 times before she could locate it, and in the meantime, she forgot to document the pill she gave the student.

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)&(1)(M) and 22 TEX. ADMIN. CODE §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 Vocational Nurse License Number 76227, heretofore issued to DONNA LEE CARRUTHERS.
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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, 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. **A Board-approved course in medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. 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. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.

- C. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: 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. Home study courses and video programs will not be approved.

- D. **The course “Sharpening Critical Thinking Skills,”** a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

V. **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 clinical healthcare setting, for a minimum of sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) 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:** 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. Indirect Supervision:** RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

VI. 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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CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the 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.

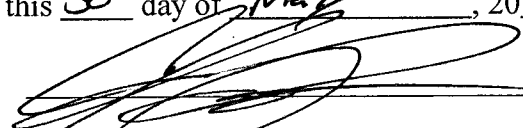
Signed this 30th day of May, 2018.

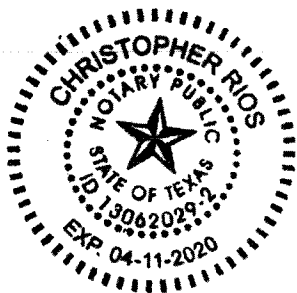


DONNA LEE CARRUTHERS, Respondent

Sworn to and subscribed before me this 30th day of May, 2018.

SEAL



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 30th day of May, 2018, by DONNA LEE CARRUTHERS, Vocational Nurse License Number 76227, and said Order is final.

Effective this 19th day of July, 2018.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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

Courses Approved to Meet BON Stipulations

Texas Board of Nursing Phone: 512-305-6844 Email: workshops@bon.texas.gov Website: https://www.bon.texas.gov/catalog/ Course offered at various times and locations in Texas	Jurisprudence and Ethics (Protecting Your Patients and Your Practice)
A & P Healthcare Training, LLC Carolyn D. Perry, 1200 Pigeon Hawk Drive, Little Elm, TX 75068 Phone: 214-708-8878 Email: cperry@aandphealthcaretraining.com Website: www.aandphealthcaretraining.com/ Courses offered at various times in Carrollton and the Dallas-Fort Worth Metroplex	Jurisprudence and Ethics Nursing Documentation Medication Administration Physical Assessment
Absolute Direction for Nursing Professionals Leah Montoya, MSN, RN, CNOR, PO Box 164111, Austin, TX 78716 Phone: 512-766-7725 or 512-797-4250 Email: absolutedirectionnp@gmail.com Website: www.absolutedirectionnp.com Course offered at various times in Austin	Nursing Documentation
A Professional Healthcare Education Service, Inc. Yvette Cheeks, RN, MSN, 3727 Greenbriar, # 403, Stafford, TX 77477 Phone: 877-313-7437 (toll free) or 281-313-7437 Email: phes@windstream.net Website: www.phesonline.com Courses offered at various times in Houston, Dallas, San Antonio, San Marcos, and Texarkana	Jurisprudence and Ethics Nursing Documentation Medication Administration Physical Assessment Pharmacology
ACE Nursing Education Services Rachel M. Lozano, MSN, RN, 609 Drummer Boy, El Paso, TX 79932 Phone: 915-204-6733 Email: acenurseed@gmail.com Website: www.acenursingeducation.com	Jurisprudence and Ethics Nursing Documentation
AMES HIGH - A Continuing Education Company Dierdre D. Fisher, MSN, RN, PMHCNS-BC, PO Box 691175, San Antonio, TX 78269-1175 Phone: 210-694-0625 Email: dfisher@ameshigh.com Website: www.ameshigh.com Courses offered at various times in San Antonio	Jurisprudence and Ethics Nursing Documentation Medication Administration
A N G Felicia Edoghotu, RN, BSN, MHA, P.O. Box 270161, Dallas, TX 75227 Phone: 469-744-6246 Email: associatednursesgroup@yahoo.com Website: www.angcares.com Courses offered at various times in Dallas, Tyler, Ft. Worth, and Houston	Jurisprudence and Ethics Nursing Documentation Medication Administration Physical Assessment
Bracey's Nursing Solutions Patsy Bracey, RN, BS, 1301 Leader Drive, Killeen, TX 76549 Phone: 800-688-6149 Email: nurse.PB1963@gmail.com Website: www.braceysnursingsolutions.com Courses offered at various times in Killeen, Lubbock, Pflugerville	Jurisprudence and Ethics Nursing Documentation Medication Administration Physical Assessment
CPR Stat of Texas Laurie Foley, RN, MSN, CEN, 6335 Camp Bullis Rd, STE 35B, San Antonio, TX 78257 Phone: 832-647-1003 Email: cprstatof texas@yahoo.com Website: www.cprstat-tx.com	Jurisprudence and Ethics Nursing Documentation Medication Administration Physical Assessment
Dinah Lewis Dinah Lewis, MSN, RN, 2004 7th Ave, Canyon, TX 79015 Phone: 806-212-0703 Email: dinah.lewis@bsahs.org	Jurisprudence and Ethics
JMA - Nursing Consultant Jeanette Anderson, RN, MSN, PO Box 24971, Fort Worth, TX 76124-1971 Phone: 817-845-1937 Email: jmanc101@sbcglobal.net Website: www.jmanursingconsultant.com	Jurisprudence and Ethics Nursing Documentation
Lolly Lockhart, Health Care Consultant Lolly Lockhart, PhD, RN, 3520 Killingsworth Lane, Pflugerville, TX 78660 Email: Lollylock@gmail.com Course offered in Central Texas	Jurisprudence and Ethics
San Antonio Nursing Education Associates, LLC Felecia Washington, 1777 NE Loop 410, STE 600, San Antonio, TX 78217 Phone: 210-678-3080 or 210-781-9489 Email: info@satxnea.com Website: www.satxnea.com	Jurisprudence and Ethics Nursing Documentation
National Council of State Boards of Nursing (NCSBN) Learning Extension Website: http://learningext.com/nurses/default.aspx	Delegating Effectively Patient Privacy Respecting Professional Boundaries Sharpening Critical Thinking Skills
Texas Department of Aging and Disability Services Website: http://www.dads.state.tx.us/providers/Training/jointtraining.cfm	Dehydration and Weight Loss Detecting and Preventing Abuse & Neglect Infection Control Pressure Ulcers

The above information is current as of October 5, 2017.

Please refer to the Board's website ([https://www.bon.texas.gov/discipline_and_complaints_courses.asp#\(t0\)](https://www.bon.texas.gov/discipline_and_complaints_courses.asp#(t0))) for current additional information.

TEXAS BOARD OF NURSING
333 Guadalupe Street, Suite 3-460, Austin, Texas 78701

NOTIFICATION OF EMPLOYMENT INFORMATION

Please be informed that the following information relates to the monitoring of your compliance with the enclosed Board Order:

- I. The effective date of the Order is the date the Order was ratified by the Board and can be located on the Executive Director's signature page contained in your Order.
- II. Any required courses must be completed within the time frame specified in your Order regardless of whether your license is in delinquent or current status.
- III. Notification of Employment Forms
 - o A Notification of Employment form is enclosed for you to have your employer complete and submit to this office if you are required to cause your employer to submit periodic reports.
 - o Notification of Employment forms are to be used by employers who employ you as a nurse in the State of Texas and cannot be accepted prior to the effective date of the order.
 - o It is your responsibility to ensure your employer has been provided a copy of your Order and the appropriate personnel at your place of employment have been notified of your Order.
 - o If you are currently employed as a nurse, your employer must submit the Notification of Employment form within ten (10) days of when you received the enclosed Board Order.
 - o If you are not currently employed as a nurse, your employer must submit the Notification of Employment form within five (5) days of your becoming employed as a nurse.
 - o If you change employers during the term of your Order, your employer must submit the Notification of Employment form within five (5) days of your new employment as a nurse.
- IV. Report Forms
 - o We will send your first set of report forms to be used to document your compliance with the stipulations of your Board Order once we receive your completed Notification of Employment form. Each report form will indicate the date on which it must be received in the Board's office.
 - o It is your responsibility to ensure each required report is mailed to the Board's office before its due date. Please be aware that reports received more than two (2) weeks prior to their due date will NOT be accepted and that all reports, except for Support Group attendance logs, must be submitted directly from the individual completing the report.
 - o Only reports verifying your compliance with your stipulations during periods of time in which you are employed as a nurse are credited toward meeting the requirements of your Order.

You will be responsible for compliance with the Order of the Board without further notice from our office. Be aware that any failure to comply with the terms of the Order may result in another investigation and possible further disciplinary action being taken against your license (including possible revocation of your license) due to your non-compliance. Review the enclosed Board Order carefully. If you have any questions, please call (512) 305-6838.

TEXAS BOARD OF NURSING
333 Guadalupe Street, Suite 3-460, Austin, Texas 78701
(512) 305-6838

NOTIFICATION OF EMPLOYMENT FORM

This form cannot be accepted prior to the effective date of the Order.

Regarding: Donna Lee Carruthers
License Number(s): LVN 76227

(Name of Facility) _____, which is a
(Type of Facility) _____ in the position of
(Position) _____ since the date of (Date) _____.

I have received a complete copy of the Order of the Board/Agreed Order and am aware of the stipulations placed on this license by the Texas Board of Nursing. **I agree to notify the Board's office and provide information to the Board regarding this nurse's resignation or termination.**

Supervisor's Signature: _____ **Date:** _____

Printed Name and Title: _____

Facility Name and Address: _____

Telephone #: _____

If the Board's Order requires that the nurse cause his/her employer to submit a periodic Nursing Performance Evaluation, and that Evaluation will be signed by someone other than the above Supervisor, please list that individual's name and title below.

Name: _____

Title: _____

Please call (512) 305-6838 with any questions.