



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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § REINSTATEMENT
Registered Nurse License Number 583713 § AGREED ORDER
issued to TAMMIE DIANE THOMPSON §
(DEREADT) §

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the Petition for Reinstatement, hereinafter referred to as the Petition, of Registered Nurse License Number 583713, held by TAMMIE DIANE THOMPSON (DEREADT), hereinafter referred to as Petitioner.

Petitioner waived notice and hearing and agreed to the entry of this Reinstatement Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on September 18, 2019.

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 Reinstatement Agreed Order.
3. Petitioner received a Baccalaureate Degree in Nursing from the University of the Incarnate Word, San Antonio, Texas, on May 10, 1992. Petitioner was licensed to practice professional nursing in the State of Texas on August 31, 1992.
4. Petitioner's nursing employment history includes:

8/92 – 05/07	RN	Southwest Texas Methodist Hospital San Antonio, Texas
11/93 – 05/96	RN	Wilford Hall Medical Center San Antonio, Texas
6/07 – 11/07	RN	Foundation Bariatric Hospital San Antonio, Texas

Petitioner's nursing employment history continued:

12/07 – 12/10	RN	North Central Baptist Hospital San Antonio, Texas
1/11 – 8/13	RN	Central Texas Medical Center San Marcos, Texas
8/13 – 10/13	Travel RN	Trustaff Cincinnati, Oh
11/13 – 12/13	Unknown	
1/14 – 6/14	RN	Southwest General Hospital San Antonio, Texas
7/14 – Present	Not employed in nursing	

5. On or about June 15, 2011, Petitioner was required to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN) through an Order of the Board. A copy of the June 15, 2011, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
6. On or about November 12, 2014, the Board accepted the Voluntary Surrender of Petitioner's license(s) to practice nursing in the State of Texas through an Order of the Board. A copy of the November 12, 2014, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
7. On or about July 31, 2019, Petitioner submitted a Petition for Reinstatement of License to practice nursing in the State of Texas.
8. Petitioner presented the following in support of said petition:
 - A. Letter of support, dated April 24, 2019, from Marla Lackey, RN, which states she worked alongside Petitioner for approximately four (4) years in the Labor and Delivery at Methodist Children's Hospital. Petitioner was the type of coworker that made you feel supported no matter how busy the unit got. Her kind and caring disposition always seemed to ease any stress that would sometimes cloud your judgment or attitude regarding patient care and work environment.
 - B. Letter of support, dated April 28, 2019, from Susian Parsons, RNC-OB, BSN, which states she worked with Petitioner at Central Texas Medical Center. Petitioner worked as a charge nurse over the Women's Health Department. Petitioner was friendly and attentive to patients, their families and the nurses under her authority. It was a pleasure working with Petitioner.

- C. Letter of support, dated May 14, 2019, from Dianna Hagel, RN, MSN, CNM, Westover Hills Women's Health, which states they worked together at Methodist Hospital and got to know each other as colleagues in 1999-2000. Petitioner was always an excellent nurse from her compassion and quality care to her wonderful bedside manner, and she treated clients as if they were her own family. Over the next few years they became closer colleagues that grew to becoming friends. Petitioner's work ethic and responsibilities as a nurse during the time they worked together was stellar.
 - D. Letter of support, dated April 13, 2019, from Tina Goldman, RN, CPNP, which states that the Petitioner is her sister and in 2014 she lost her license due to a history of drug and alcohol abuse. She states that the Petitioner has been clean for five (5) years now and did have a rocky road in 2014 and 2015 due to family losses. Petitioner is doing everything she can to get her life back together and be a healthy part of society and the community.
 - E. Documentation of AA logs from July 2018 through July 2019.
 - F. Documentation of 12 consecutive negative drug screens dated between July 2018 through July 2019.
 - G. Documentation of the required continuing education contact hours.
9. The Executive Director considered evidence of Petitioner's past behavior in light of the factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Petitioner currently demonstrates the criteria required for relicensure.
 10. 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.
 11. 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. This reinstatement is made pursuant to Sections 301.453(c) and 301.467, Texas Occupations Code and 22 TEX. ADMIN. CODE §213.26.
3. The Board may relicense an individual upon evaluation of the factors in 22 TEX. ADMIN. CODE §213.27, and pursuant to 22 TEX. ADMIN. CODE §213.33, if 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 AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the petition of TAMMIE DIANE THOMPSON (DEREADT) for reinstatement of license to practice nursing in the State of Texas be **GRANTED** and Registered Nurse License Number 583713 is/are hereby **REINSTATED** in accordance with the terms of this Order.

- A. Until successfully completed, this Order SHALL apply to any and all future licenses issued to PETITIONER to practice nursing in the State of Texas.
- B. Until successfully completed, 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.

II. COMPLIANCE WITH LAW

While under the terms of this Order, PETITIONER agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Reinstatement Agreed Order.

III. REQUIREMENTS FOR REFRESHER COURSE, EXTENSIVE ORIENTATION, OR NURSING PROGRAM OF STUDY IN PROFESSIONAL REGISTERED NURSING

Prior to practicing as a registered nurse in the State of Texas, PETITIONER

SHALL:

- A. **Apply for a Six Month Temporary Permit to Complete Refresher Course, Extensive Orientation, or Nursing Program of Study in Professional Registered Nursing** for the limited purpose of completing a refresher course, extensive orientation, or nursing program of study in professional registered nursing. The application for the Six Month Temporary Permit is available on the Board's website (*www.bon.texas.gov*) under Forms / Applications / Six Month Permits. PETITIONER SHALL NOT, in any way, attempt to use the temporary permit for any purpose other than completing the refresher course, extensive orientation, or nursing program of study in professional registered nursing.
- B. **Successfully complete a Board approved refresher course, extensive orientation, or nursing program of study for professional registered nursing. Petitioner MUST obtain Board approval of the nursing refresher course, extensive orientation, or nursing program, as applicable, prior to enrollment.** In order for the course to be approved, the target audience shall include registered nurses and the course's content shall, at a minimum, include: 1) Review of NPA, Rules, Position Statements; 2) Determination of Individual Scope of Practice and role in patient safety; 3) Review of the nursing process to include assessment, planning, implementation, and evaluation; 4) Pharmacology review; 5) Medication administration; 6) Documentation, quality assurance, and legal implication for nursing practice; and, 7) Documentation of current CPR certification prior to beginning precepted clinical learning experience. The course must contain no less than a total of 80 hours of clinical practice providing direct patient care supervised by a qualified registered nurse instructor who meets or exceeds the Board's minimum criteria for eligibility as an instructor. Home study courses and video programs will not be approved.
- C. **Upon completion of the refresher course, extensive orientation, or nursing program of study for professional registered nursing,** PETITIONER SHALL return the temporary permit to the Board's office and PETITIONER SHALL CAUSE the sponsoring institution to notify the Board, on a form provided by the Board, of Petitioner's successful completion of the refresher course, including the required 80 hours of supervised practice.
- D. **Upon verification of successful completion of the conditions** as set out in Paragraphs A through C of this Section, PETITIONER SHALL submit a completed License Reactivation Form for Registered Nurses, which is available on the Board's website (*www.bon.texas.gov*) under Forms / Applications / Renewals / Reactivation Renewal. PETITIONER shall pay all re-registration fees and, subject to meeting all other requirements for licensure in Texas, shall be

issued the applicable license to practice registered nursing in the State of Texas, which shall be subject to the terms of this Order.

IV. **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 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.*

V. **MONITORING FEE**

PETITIONER SHALL **pay a monitoring fee in the amount of five hundred (\$500.00) dollars 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.

VI. 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. **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.

- D. **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.
- E. **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.
- F. **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.
- G. **Indirect Supervision:** For the remainder of the stipulation/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 of 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 individual who supervises the PETITIONER 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 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 the 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 all 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
Butabarbital	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 Reinstatement Agreed Order, all encumbrances will be removed from PETITIONER'S license(s) and/or privilege(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

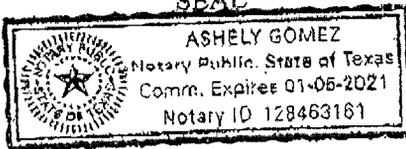
I understand this Order is conditioned upon the accuracy and completeness of my petition and disclosures. I further understand that subsequently discovered discrepancies in my petition and/or disclosures will result in investigation and possible disciplinary action, up to revocation of my license(s).

I have reviewed this Order. I understand that I have the right to legal counsel prior to signing 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, I will be subject to investigation and disciplinary sanction, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, and/or REVOCATION of my license(s) and/or nurse licensure compact privileges, if any, to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 28th day of October, 2019.

Tammie Diane Thompson
TAMMIE DIANE THOMPSON (DEREADT),
PETITIONER

Sworn to and subscribed before me this 28th day of October, 2019.



[Signature]

Notary Public in and for the State of Texas

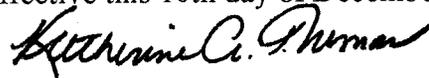
Approved as to form and substance.

Taralynn R. Mackay
Taralynn R. Mackay, Attorney for Petitioner

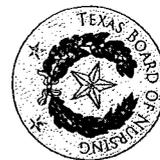
Signed this 29th day of October, 2019.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 28th day of October, 2019, by TAMMIE DIANE THOMPSON (DEREADT), Registered Nurse License Number 583713, and said Reinstatement Agreed Order is final.

Effective this 10th day of December, 2019.

A handwritten signature in cursive script that reads "Katherine A. Thomas".

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



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.
Adrianne O'Hanrahan
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED
Registered Nurse License Number 583713 §
issued to TAMMIE DIANE DEREADT § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TAMMIE DIANE DEREADT, Registered Nurse License Number 583713, 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 professional nurse in the State of Texas is currently in delinquent status.
4. Respondent received a Baccalaureate degree in Nursing from The University of Incarnate Word, San Antonio, Texas, on May 10, 1992. Respondent was licensed to practice professional nursing in the State of Texas on August 31, 1992.
5. Respondent's nursing employment history includes:

08/1992-05/07	RN	Southwest Texas Methodist Hospital San Antonio, Texas
11/1993-05/1996	RN	Wilford Hall Medical Center San Antonio, Texas

Respondent's nursing employment history continued:

06/07-11/07	RN	Foundation Bariatric Hospital of San Antonio, San Antonio, Texas
12/07-12/10	RN	North Central Baptist Hospital San Antonio, Texas
12/2010	Unknown	
01/11-08/13	RN	Central Texas Medical Center San Marcos, Texas
09/13-Present	Unknown	

6. On or about June 15, 2011, Respondent was issued an Agreed Order by the Texas Board of Nursing requiring her to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN). A Copy of the Agreed Order, Findings of Fact, and Conclusions of Law are attached and incorporated as reference as part of t his order.
7. At the time of the initial incident, Respondent was employed as a Registered Nurse with Central Texas Medical Center, San Marcos, Texas, and has been in this position for approximately two (2) years and six (6) months.
8. On or about July 29, 2013, while employed as a Registered Nurse with Central Texas Medical Center, San Marcos, Texas, Respondent falsely documented administration of morphine to patients in that when the patients were questioned about receiving pain medication, the patients denied being given any pain medication. Respondent's conduct may have injured the patients in that failure to administer medications as ordered by the physician could have resulted in nonefficacious treatment. Additionally, Respondent's conduct may have created an inaccurate medical record on which subsequent caregivers would rely on to provide ongoing medical care.
9. On or about July 29, 2013, while employed as a Registered Nurse with Central Texas Medical Center, San Marcos, Texas, Respondent withdrew morphine from the medication dispensing system for patients, but failed to document, or completely and accurately document the administration of the medication in the patients' medication administration record and/or nurses notes. Respondent's conduct may have injured the patients, in that subsequent care givers would rely on her documentation to further medicate the patients which could result in an overdose, and Respondent's conduct may have placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

10. On or about July 29, 2013, while employed as a Registered Nurse with Central Texas Medical Center, San Marcos, Texas, Respondent withdrew morphine from the medication dispensing system for patients but failed to follow the facility's policy and procedures for wastage of any of the unused portions of the medications. Respondent's conduct may have left medications unaccounted for, may have deceived the hospital pharmacy, and may have placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
11. On or about July 29, 2013, while employed as a Registered Nurse with Central Texas Medical Center, San Marcos, Texas, Respondent misappropriated morphine from the facility or patients thereof or failed to take precautions to prevent such misappropriation. Respondent's conduct may have defrauded the facility and patients of the cost of the medications.
12. On or about October 13, 2013, while employed as a Registered Nurse with Corpus Christi Medical Center, Corpus Christi, Texas, Respondent falsified physician orders in that she wrote verbal orders per Dr. Noriega for Morphine and Phenergan for Patient Medical Record Number DO00676874. However, Dr. Noriega denied giving these orders. Respondent's conduct may have injured the patient in that Respondent's conduct created an inaccurate medical record on which subsequent caregivers would rely on to provide ongoing medical care.
13. On or about October 13, 2013, while employed as a Registered Nurse with Corpus Christi Medical Center, Corpus Christi, Texas, Respondent documented conflicting information regarding the administration of Morphine and Phenergan in the medical record of Patient Number DO00676874. Respondent's conduct may have created an inaccurate medical record on which subsequent caregivers would rely on to provide ongoing medical care.
14. In response to Findings of Fact Numbers Eight (8) through Thirteen (13)) Respondent states she entered treatment at Starlite Recovery Center on November 6, 2013, and successfully completed treatment on December 6, 2013. She is currently doing her ninety (90) meetings in ninety (90) days and sees a physician once a week for aftercare and a psychiatrist, typically every three weeks, or more if needed, as well as a counselor. Additionally, Respondent states she is receiving Vivitrol injections, which last approximately twenty-eight (28) to thirty (30) days.
15. On or about May 12, 2014, Respondent was convicted of DRIVING WHILE INTOXICATED, a Class B Misdemeanor offense, in the County Court a Law #2, Guadalupe County, Texas, under Case Number CCL-13-1369. As a result of the conviction, Respondent was placed on Community Supervision for a period of twelve (12) months. Additionally, Respondent was ordered to pay a fine and court costs.
16. On or about August 25, 2014, Respondent was arrested for DRIVING WHILE INTOXICATED 2nd, by Cibolo Police Department, Cibolo, Texas. This case is currently

pending in Guadalupe County, Texas.

17. 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.
18. Formal Charges were filed on June 9, 2014.
19. Formal Charges were mailed to Respondent on June 13, 2014.

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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(4),(5),(6)(A),(6)(G),(8),(10)(A),(10)(B), (10)(C), & (11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(9),(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 583713, heretofore issued to TAMMIE DIANE DEREADT, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.
7. 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 Registered Nurse License Number 583713, heretofore issued to TAMMIE DIANE

DEREADT, 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 professional/registered nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself/himself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered 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 for reinstatement.
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

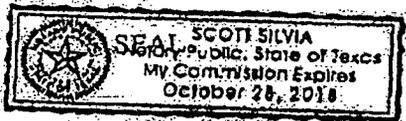
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 11 day of November, 2014.

Tammie Diane Dereadt

TAMMIE DIANE DEREDT, Respondent

Sworn to and subscribed before me this 11 day of November, 2014.



[Signature]

Notary Public in and for the State of Texas

Approved as to form and substance.

Taralynn P. Mackay

Taralynn Mackay, Attorney for Respondent

Signed this 11th day of November, 2014

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept the voluntary surrender of Registered Nurse License Number 583713, previously issued to TAMMIE DIANE DEREADT.

Effective this 12th day of November, 2014.



Katherine A. Thomas, MN, RN, FAAN

Executive Director on behalf of said Board



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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse § AGREED
License Number 583713 §
issued to TAMMIE DIANE DEREADT § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Bo
considered the matter of TAMMIE DIANE DEREADT, Registered Nurse License Number 583713,
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 proceedings, notice and hearing, and agreed to the entry of this Order offered
on April 1, 2011, by Katherine A. Thomas, MN, RN, Executive Director.

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 representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received a Baccalaureate in Nursing from University of Incarnate Word, San Antonio, Texas, on May 10, 1992. Respondent was licensed to practice professional nursing in the State of Texas on August 31, 1992.
5. Respondent's complete professional nursing employment history includes:

08/1992-05/07

RN

Southwest Texas Methodist Hospital
San Antonio, Texas

Respondent's complete professional nursing employment history includes (continued):

11/1993-05/1996	RN	Wilford Hall Medical Center San Antonio, Texas
06/07-11/07	RN	Foundation Bariatric Hospital of San Antonio, San Antonio, Texas
12/07-12/10	RN	North Central Baptist Hospital San Antonio, Texas
12/10-Present	Unknown	

6. At the time of the incident as stated in Finding of Fact Numbers Seven (7) through Ten (10), Respondent was employed as a Registered Nurse with North Central Baptist Hospital, San Antonio, Texas, and had been in this position for approximately three (3) years.
7. On or about December 6, 2010, while employed as a Registered Nurse with North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew Codeine from the Medication Dispensing System for patients, but failed to document, or accurately document the administration of the medications in the patients' Medication Administration Records and/or nurse's notes. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.
8. On or about December 6, 2010, while employed as a Registered Nurse with North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew Codeine from the Medication Dispensing System for patients, but failed to follow the facility's policy and procedures for wastage of any of the unused portions of the medications. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
9. On or about December 6, 2010, while employed as a Registered Nurse with North Central Baptist Hospital, San Antonio, Texas, Respondent withdrew Codeine from the Medication Dispensing System for patients for her own personal use, and falsely documented the administration of the medication in patients' medical records. Respondent's conduct was likely to injure the patient in that subsequent care givers did not have accurate and complete information on which to base their decisions for further care.

10. On or about December 6, 2010, while employed as a Registered Nurse with North Central Baptist Hospital, San Antonio, Texas, Respondent misappropriated Codeine from the facility or patients thereof or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
11. In response to Finding of Fact Numbers Seven (7) through Ten (10), Respondent admits to the allegations as stated above. Additionally, Respondent states she truly regrets her actions and has taken the necessary steps to assure these violations never occur again, to include contacting Texas Peer Assistance Program For Nurses (TPAPN) for guidance. Respondent states she then admitted herself to a thirty (30) day drug rehabilitation program at Starlite Recovery Center, Center Point, Texas, where she completed the program on January 7, 2011. Respondent states she is also attending weekly after care meetings sponsored by Starlite, and is attending her ninety (90) NA meetings in ninety (90) days. Additionally, Respondent states that she plans to continue attending attending meetings four days a week after she completes the ninety (90) days.
12. The Respondent's conduct described in the preceding Findings of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
13. 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.~~
14. Respondent's conduct described in Findings of Fact Numbers Seven (7) through Ten (10) resulted from Respondent's dependency on chemicals.
15. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(C)&(D) and 22 TEX. ADMIN. CODE §217.12(1)(A),(B)&(C),(4),(6)(A),(G)&(H),(10)(B)&(C) and (11)(B).

4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 583713, heretofore issued to TAMMIE DIANE DEREADT, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT, in lieu of the sanction of Revocation under Section 301.453, Texas Occupations Code, SHALL comply with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to TPAPN and SHALL, within ninety (90) days following the date of entry of this final Order, sign and execute the TPAPN participation agreement, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500.00) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep her license(s) to practice nursing in the State of Texas current.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all

respects with the Nursing Practice Act, Texas Occupations Code, Section §§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 this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are 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, SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

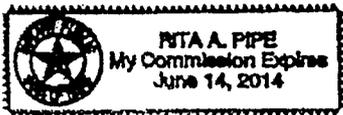
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, and Conditions One (1) through Four (4) of this Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing, 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(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 11th day of June, 2011

Tammie Diane Dereadt
TAMMIE DIANE DEREADT, Respondent

Sworn to and subscribed before me this 11th day of June, 2011.

SEAL



Rita A. Pipe
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 and enter the Agreed Order that was signed on the 11th day of June, 2011, by TAMMIE DIANE DEREADT, Registered Nurse License Number 583713, and said Order is final.

Entered and effective this 15 day of June, 2011.



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