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Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
Registered Nurse License Number 530005 §
& Vocational Nurse License Number 108288 §
issued to DEBRA L ROARK §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of DEBRA L ROARK, Registered Nurse License Number 530005, and Vocational Nurse License Number 108288, 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 Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on September 24, 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 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 Agreed Order.
3. Respondent's license to practice as a vocational nurse in the State of Texas is in delinquent status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Odessa College of Vocational Nursing, Odessa, Texas, on August 15, 1984. Respondent received an Associate Degree in Nursing from Odessa College, Odessa, Texas, on May 1, 1985. Respondent was licensed to practice vocational nursing in the State of Texas on December 17, 1984. Respondent was licensed to practice professional nursing in the State of Texas on March 21, 1986.

5. Respondent's nursing employment history includes:

12/1984 – 9/1995	Unknown	
10/1995 – 1/1996	Floor Nurse	Midland Memorial Hospital Midland, TX
1/1996 – 11/1998	Floor Nurse	Medical Center Hospital Odessa, TX
11/1998 – 5/1999	Staff Nurse	Star Care Home Health Odessa, TX
5/1999 – 5/2000	Staff Nurse	Nurse Unlimited Odessa, TX
5/2000 – 7/2000	Staff Relief	Unknown nursing homes and hospitals Odessa, TX
7/2000 – 10/2000	Staff Nurse	Hillcrest Medical Baptist Center Waco, TX
10/2000 – 5/2003	Case Manager	Vista Care Hospice Temple, TX
2003-2005	Not employed in nursing	
2005 – 2016	RN III Outpatient	University of Texas Medical Branch Gatesville, TX
3/2016 – 11/2016	RN House Supervisor	Abilene Behavioral Health Abilene, TX
11/2016 - 6/2017 6/2017 – 4/2019 4/2019 – 5/2019	RN Field Nurse Director of Nursing RN Field Nurse	North Runnels Home Health Agency Winters, TX
5/2019 – 7/2019	Not employed in nursing	
7/2019 – Present	Registered Nurse	River Crest Hospital San Angelo, TX

6. At the time of the incident, Respondent was employed as a Director of Nursing with North Runnels Home Health Agency, Winters, Texas, and had been in that position for one (1) year and eight (8) months.
7. On or about February 2019, while employed as a Registered Nurse and Director of Nursing at North Runnels Home Health Agency, Winters, Texas, Respondent allowed a Licensed Vocational Nurse for whom she was administratively responsible, perform comprehensive nursing assessments for home health recertification, which is beyond the scope of practice for a Licensed Vocational Nurse. Respondent's conduct was likely to injure the patients from clinical decisions based on assessments performed by a Licensed Vocational Nurses who lacked the education to perform comprehensive assessments.
8. On or about February 2019, while employed as a Registered Nurse and Director of Nursing at North Runnels Home Health Agency, Winters, Texas, Respondent allowed a Registered Nurse, for whom she was administratively responsible, document and sign comprehensive assessments for home health recertification, that were actually completed by a Licensed Vocational Nurse. Respondent's conduct created fraudulent medical records.
9. In response to Findings of Fact Number Seven (7) and Number Eight (8), Respondent states due to a lack of Registered Nurses in the area, there was only herself and one (1) other Registered Nurse to perform comprehensive assessments for home health recertification for twenty (20) patients. In addition, Respondent states she was being pressured by administration to complete the recertification assessments so that patients and money would not be lost, and the administrator was aware that Licensed Vocational Nurses were performing the assessments instead of Registered Nurses.

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)(B),(1)(S)&(1)(U) and 22 TEX. ADMIN. CODE §217.12 (1)(B),(1)(C),(2),(6)(A)&(6)(H).
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 530005, and Vocational Nurse License Number 108288, heretofore issued to DEBRA L ROARK.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH STIPULATIONS AND FINE** 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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed 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 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), 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. MONETARY FINE

RESPONDENT SHALL **pay a monetary fine in the amount of five hundred dollars (\$500.00) within forty-five (45) days of the effective date of this Order.**

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, 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 eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. 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:** For the first year [four (4) quarters] of employment as a Nurse under this order, 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 of 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. **Incident Reporting:** For the remainder of the stipulation/probation period, RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.

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

VII. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'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, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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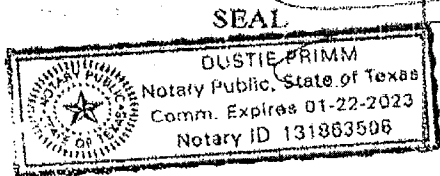
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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this 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 is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 24th day of October, 2019.
Debra L Roark
DEBRA L ROARK, RESPONDENT

Sworn to and subscribed before me this 24 day of October, 2019.



Dustie Primm
Notary Public in and for the State of TX
Approved as to form and substance.

Yong An
Yong An, Attorney for Respondent
10/30/2019
Signed this _____ day of _____, 20____.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 24th day of October, 2019, by DEBRA L ROARK, Registered Nurse License Number 530005, and Vocational Nurse License Number 108288, and said 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