

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.

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
Registered Nurse License Number 788881 §
issued to BRANDIE KAY ANN BEDORE §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRANDIE KAY ANN BEDORE, Registered Nurse License Number 788881, 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)(1)&(10), 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 December 17, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from University of Texas Health and Science Center, San Antonio, Texas, on May 23, 2010. Respondent was licensed to practice professional nursing in the State of Texas on July 15, 2010.
5. Respondent's nursing employment history includes:

7/10 – 9/13	Staff Nurse	Methodist Hospital San Antonio, Texas
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Respondent's nursing employment history continued:

10/11 – Present	Critical Care Flight Nurse	US Air Force Reserve San Antonio, Texas
08/12 – 05/18	Clinical Instructor	University of Texas Health Center San Antonio, Texas
09/13 – 12/16	Staff Nurse	University Hospital San Antonio, Texas
12/16 – 05/18	Staff Nurse	Baptist Emergency Hospital San Antonio, Texas
5/18 – 7/19	Nurse Manager	Little Spurs Pediatric Urgent Care San Antonio, Texas
7/19 – Present	Unknown	

6. On or about June 11, 2019, Respondent was issued the sanction of Warning with Stipulations through an Order of the Board. Respondent had not completed the terms of this order. A copy of the June 11, 2019, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about June 17, 2019, Respondent failed to comply with the Agreed Order issued to Respondent on June 11, 2019, by the Texas Board of Nursing. Noncompliance is the result of Respondent's failure to comply with Roman Numeral VI. Subsection (A), Employment Requirements of the Agreed Order which states, in pertinent part:
 - 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.

On or about August 3, 2019, Respondent attested that her Texas Nursing license was valid and unrestricted on a Memorandum for 59 MDW/CC, letter to the Department of the Air Force.

8. Formal Charges were filed on November 13, 2019.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.

3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.12 (11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 788881, heretofore issued to BRANDIE KAY ANN BEDORE.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH 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. COMPLIANCE WITH PRIOR ORDER

The Order **WARNING WITH STIPULATIONS AND FINE** issued to RESPONDENT on June 11, 2019, is still in effect in its entirety and RESPONDENT

SHALL be responsible for completing the terms of that Order **WARNING WITH STIPULATIONS AND FINE** and any outstanding Remedial Education Courses.

IV. 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.

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. 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.

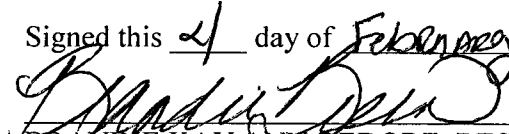
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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order 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 4 day of February, 2020.



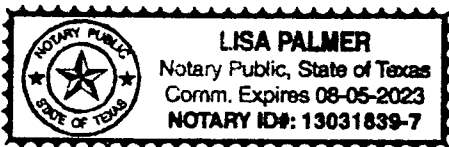
BRANDIE KAY ANN BEDORE, RESPONDENT

Sworn to and subscribed before me this 4 day of February, 2020

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 4th day of February, 2020, by BRANDIE KAY ANN BEDORE, Registered Nurse License Number 788881, and said Agreed Order is final.

Effective this 10th day of March, 2020.



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



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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
Registered Nurse License Number 788881
issued to BRANDIE KAY ANN BEDORE-
SOLIS

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AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRANDIE KAY ANN BEDORE-SOLIS, Registered Nurse License Number 788881, 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), 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 March 8, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from the University of Texas Health Science Center, San Antonio, Texas, on May 23, 2010. Respondent was licensed to practice professional nursing in the State of Texas on July 15, 2010.
5. Respondent's nursing employment history includes:

7/2010 – 09/2013	Staff Nurse	Methodist Hospital
		Unknown

Respondent's nursing employment history continued:

10/2011 – Present	Critical Care Flight Nurse	United States Air Force Reserve Unknown
08/2012 – 05/2018	Clinical Instructor	University of Texas Health Science Center San Antonio, Texas
09/2013 – 12/2016	Staff Nurse/Nurse Educator	University Hospital San Antonio, Texas
12/2016 – 05/2018	Staff Nurse	Baptist Emergency Hospital San Antonio, Texas
05/2018 – Present	Nurse Manager	Little Spurs Pediatric Urgent Care San Antonio, Texas

6. At the time of the initial incident, Respondent was employed as a Clinical Instructor with the University of Texas Health Science Center, San Antonio, Texas, and had been in that position for five (5) years and five (5) months.
7. On or about January 28, 2018, through February 4, 2018, while employed as a Clinical Instructor for the BSN Nursing program with the University of Texas Health Science Center, San Antonio, Texas, Respondent instructed her Spring 2018 clinical group students to complete clinical documentation for clinical hours not obtained and/or completed. Additionally, Respondent instructed students to tell the same story regarding clinical activity in order to conceal the truth. Respondent's conduct was deceptive.
8. On or about January 31, 2018, while employed as a Clinical Instructor for the BSN Nursing program with the University of Texas Health Science Center, San Antonio, Texas, Respondent inappropriately held a study group session at her home with her Spring 2018 clinical group students where she presented prior class test questions and answers from Spring 2016. Subsequently, Respondent emailed those test questions and answers to students, in advance of their own test, that included other student names, student identification numbers, and score information. Additionally, Respondent instructed students to permanently delete the email after their review. Respondent's conduct violated professional boundaries and student confidentiality.
9. In response to the incident in Finding of Fact Number Seven (7), Respondent states that time missed was to be completed in the two "free" clinical dates that were open. Respondent states that no clinical time would have been missed at the end of the course.

Respondent states that on February 2, 2018, her students arrived to clinical at 0630, and Respondent arrived at 0645 to ensure appropriate placement. Respondent states that at 1100 she wasn't feeling well and she told her students that they could leave early. Respondent states that on February 3, 2018, she went to the emergency department at 0300 due to being ill, but told her students to meet her for clinical at the front as she should be okay. Respondent states that when she knew she was going to be ill and late for clinical, she did not call any other instructor to cover for her as they were already having to cover her drill weekend. Respondent states that at no time did she ever think to call someone to cover her for an hour and a half that morning as it was time she could have made up another day. Respondent states that the previous weekend she had the flu and called off clinical, but ensured her students that clinical time could be made up. In response to the incident in Finding of Fact Number Eight (8), Respondent states that prior to test one, an unsolicited email was sent to students with what were to be study questions from a test that was over four years old. Respondent states that she explained to students in that email that the questions were old and not test questions for the upcoming test, and they were to look at the principles and ensure they were familiar with the concepts. Respondent states that students confirmed with her after the test that none of the questions were on the test and that it served as a good guide to understand the overall concepts that would be covered.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.12(1)(B),(1)(G)&(6)(H).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 788881, heretofore issued to BRANDIE KAY ANN BEDORE-SOLIS.
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 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.
- C. The course "Professional Boundaries in Nursing," a 3.0 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 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 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. **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.

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) 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 Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order 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 10 day of May, 2019.

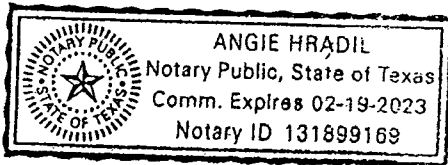
Brandie Kay Ann Bedore-Solis
BRANDIE KAY ANN BEDORE-SOLIS, Respondent

Sworn to and subscribed before me this 10 day of May, 2019.

SEAL

[Signature]

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 10th day of May, 2019, by BRANDIE KAY ANN BEDORE-SOLIS, Registered Nurse License Number 788881, and said Agreed Order is final.

Effective this 11th day of June, 2019.



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