



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	§	AGREED ORDER
Advanced Practice Registered Nurse License	§	
Number AP128649 with Prescription	§	
Authorization Number 18401	§	
& Registered Nurse License Number 875909	§	
issued to BRIDGET JEANNE HEARD	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRIDGET JEANNE HEARD, Advanced Practice Registered Nurse License Number AP128649 with Prescription Authorization Number 18401, and Registered Nurse License Number 875909, 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 June 16, 2020.

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. Respondent's license to practice as an advanced practice registered nurse in the State of Texas with authorization as a Family Nurse Practitioner is in current status with Prescription Authorization Number 18401 in current status.
4. Respondent received an Associate Degree in Nursing from Collin County Community College, McKinney, Texas, on May 11, 2012. Respondent completed a Family Nurse Practitioner Program from Regis College, Weston, Massachusetts, on May 1, 2015. Respondent was licensed to practice professional nursing in the State of Texas on April 9,

2015. Respondent was licensed to practice advanced practice registered nursing in the State of Texas with authorization as a Family Nurse Practitioner on July 24, 2015. Respondent was licensed to practice advanced practice registered nursing in the State of Texas with authorization as a Family Nurse Practitioner with Prescription Authorization on July 24, 2015.

5. Respondent's nursing employment history includes:

6/2012 – 5/2015	Registered Nurse	New England Home Health Lexington, MA
1/2013 – 5/2015	Registered Nurse	Emerson Hospital Concorn, MA
6/2015 – 7/2015	Unknown	
8/2015 – 11/2016	Advance Practice Registered Nurse	Silverlake Pediatric Clinic Pearland, TX
11/2016 – 9/2018	Advance Practice Registered Nurse	Reload Health Sugarland, TX
11/2016 – 1/2017	Advance Practice Registered Nurse	Bay Colony Pediatrics Dickenson, TX
2/2017 – Present	Registered Nurse	HCA Houston Clear Lake Webster, TX
9/2018 - Present	Advance Practice Registered Nurse	WeeKare Pediatrics Houston, TX
2/2020 - Present	Advance Practice Registered Nurse	Partners in Care Pediatrics Pearland, TX

6. At the time of the initial incident, Respondent was applying for a Registered Nurse position with HCA Houston Clear Lake, Webster, Texas.

7. On or about February 20, 2017, while licensed as an Advance Practice Registered Nurse and authorized as a Family Nurse Practitioner, Respondent falsely stated in a resume submitted to HCA Houston Clear Lake, Webster Texas, that she worked as a Pediatric Nurse Practitioner, from August 2015 through February 2017. Respondent is not recognized as a Pediatric Nurse Practitioner in the State of Texas, and only submitted verification that she has completed a Family Nurse Practitioner Program. In addition, on or about September 10, 2019 through June 15, 2020, while licensed as an Advance Practice Registered Nurse and authorized as a Family Nurse Practitioner, Respondent falsely stated

in resumes submitted to the Texas Board of Nursing, that she worked as a Pediatric Nurse Practitioner from August 2015 through November 2016. Respondent's conduct was deceitful and may have misled the employer to believe the Respondent's nursing practice and education was in compliance with all Board Rules and Regulations required of pediatric nurse practitioners.

8. On or about May 29, 2019, while employed as a Registered Nurse at HCA Houston Healthcare of Clear Lake, Webster, Texas, Respondent acted outside the Registered Nurse scope of practice when she administered Rocuronium to Patient Medical Record Number G001488745 without the direction or order from a physician. Respondent's conduct was likely to injure the patient in that the administration of Rocuronium without an order from a physician could result in the patient suffering from adverse reactions, including paralyzing effects.
9. In response to Finding of Fact Number Seven (7), Respondent states the use of 'Pediatric Nurse Practitioner' in her resume was meant to indicate that she had been working in pediatric primary care for which a Family Nurse Practitioner (FNP) is also qualified. In response to Finding of Fact Number Eight (8), Respondent states she was concerned the agitated patient might extubate herself during admission to the unit. Dr. L. was not available and his preadmission orders for Versed, Fentanyl and Cisatracurium (Nimbex) had not been verified by pharmacy and were not available in the computer system or Pyxis. Respondent states she gave Rocuronium, from the medication dispenser's Pediatric Intubation Box, per the Sedation Protocol. Respondent states she informed Dr. L. about the administration of Rocuronium when he arrived to unit, but Dr. L. did not enter an order for the Rocuronium.

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)&(3)(A) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(4)&(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 Advanced Practice Registered Nurse License Number AP128649 with Prescription Authorization Number 18401, and Registered Nurse License Number 875909, heretofore issued to BRIDGET JEANNE HEARD.

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" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

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 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 an advanced practice registered nurse (APRN) license or registered nurse (RN) license, as applicable, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers, Practice Sites and Credentialing Agencies:** RESPONDENT SHALL notify each present employer, practice site and/or credentialing agency in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer, practice site and/or credentialing agency in nursing within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers, practice sites and/or credentialing agencies in nursing and present a complete copy of this Order, including all attachments, if any, to each future employer, practice site and/or credentialing agency in nursing prior to accepting an offer of employment and/or assignment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the RESPONDENT by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the RESPONDENT by the Board, to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer, practice site and/or credentialing agency in nursing 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.

- D. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each person supervising RESPONDENT'S practice 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 person who supervises the RESPONDENT and these reports shall be submitted by the supervisor 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) 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 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 6 day of August, 20 20

[Signature]
BRIDGET JEANNE HEARD, RESPONDENT

Sworn to and subscribed before me this 6 day of August, 20 20



[Signature]

Notary Public in and for the State of Texas

Approved as to form and substance.

YJA **08/10/2020**
Yong An, Attorney for Respondent

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 6th day of August, 2020, by BRIDGET JEANNE HEARD, Advanced Practice Registered Nurse License Number AP128649, and Registered Nurse License Number 875909, and said Agreed Order is final.

Effective this 8th day of September, 2020.

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

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