



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
Registered Nurse License Number 948882 §
issued to SARAH NELL ALBRECHT §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SARAH NELL ALBRECHT, Registered Nurse License Number 948882, 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 October 23, 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.
4. Respondent received a Baccalaureate Degree in Nursing from The University of Texas Health Science Center, San Antonio, Texas, on May 10, 2018. Respondent was licensed to practice professional nursing in the State of Texas on July 3, 2018.
5. Respondent's nursing employment history includes:

7/2018 – 8/2019	Registered Nurse	University Hospital San Antonio, Texas
1/2021- Present	Registered Nurse	CHRISTUS Santa Rosa Hospital Westover Hills San Antonio, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse at University Hospital, San Antonio, Texas, Respondent, and had been in that position for ten (10) months.
7. On or about May 28, 2019, while employed as a Registered Nurse at University Hospital, San Antonio, Texas, Respondent inaccurately documented the administration of medications to Patient SG 21157883 by scanning Synthroid, Protonix, and Oxycodone. However, Respondent only administered Oxycodone to the patient. Subsequently, the Synthroid and Protonix were found in the patient's medication drawer. In addition, Respondent failed to complete her charting on the aforementioned patient for the shift. Respondent's conduct resulted in an inaccurate and incomplete medical record, and exposed the patient to a risk of harm in that failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment of the patient's condition.
8. On or about June 23, 2019, while employed as a Registered Nurse at University Hospital, San Antonio, Texas, Respondent failed to follow the physician's order to administer 500 ml of Normal Saline before and after the administration of the antibiotic, Amikacin, to Patient FC 21894791, as ordered to protect the patient's renal function. Instead, Respondent incorrectly administered 1000 ml of Normal Saline to Patient FC 21894791 prior to the administration of the antibiotic. Respondent's conduct exposed the patient to a risk of harm in that failure to administer intravenous fluids as ordered by the physician could have resulted in non-efficacious treatment of the patient's renal condition.
9. On or about July 29, 2019, while employed as a Registered Nurse at University Hospital, San Antonio, Texas, Respondent knowingly misled Patient RM 01044401 when Respondent stated to the patient that she administered as-needed intravenous (IV) Dilaudid and Phenergan for pain and nausea. Instead, Respondent administered IV normal saline to the patient. Respondent's conduct was deceptive and exposed the patient to a risk of harm from untreated pain.
10. In response to the incident in Finding of Fact Number Seven (7), Respondent states that the patient was in a great deal of pain when she came to the room to administer Oxycodone, and though she intended to administer all three medications and scanned them, before opening the Synthroid and Protonix she was called away to another patient's room. Respondent states that she placed the medications in the patient's assigned drawer, and did not remember to give the medications later. In response to the incident in Finding of Fact Number Eight (8), Respondent states that the patient's renal function was poor, and it was not uncommon to flush a patient with 1000ml instead of 500ml. Respondent states that when she opened the Pyxis, the drawer opened on the 1000ml bag instead of the 500ml bag, so she scanned and administered the whole bag. In response to the incident in Finding of Fact Number Nine (9), Respondent states that up until midnight, the patient's orders were current and she administered scheduled doses of Dilaudid and as-needed anxiolytics and anti-emetics. At 0045, the patient requested pain medication, and Respondent saw that the order had expired. Respondent states that she offered him other pain medication, which he denied, as he only wanted IV Dilaudid. Respondent states that she paged the on call physician three times and did not receive a response and updated order until 0300. Respondent states that the patient called her every 5-10 minutes during this time asking about the status of his Dilaudid. Respondent states that at 0200, the patient called her again

to ask if she had his Dilaudid and Phenergan, and regretfully, she said yes and administered a placebo. When the order was updated, she returned to the patient and administered a dose of Dilaudid around 0330. Respondent adds that she did not record this in the chart as she had seen more experienced nurses give placebos in the past and do the same thing.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11 (1)(A),(1)(B),(1)(C),(1)(D)&(1)(M) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(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 948882, heretofore issued to SARAH NELL ALBRECHT.
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. **A Board-approved course in medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages;

the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.

- C. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- D. **The course "Sharpening Critical Thinking Skills,"** a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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

V. MONETARY FINE

RESPONDENT SHALL **pay a monetary fine in the amount of two hundred fifty dollars (\$250.00) 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) 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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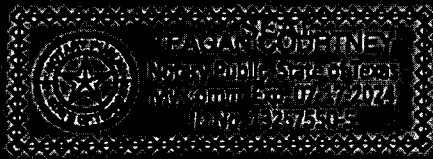
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RESPONDENT'S CERTIFICATION

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 non-compliance.

Signed this ^{20th} day of February, 2021.
[Signature]
SARAH ANIBELLI ANDERSON, RESPONDENT

Sworn to and subscribed before me this 20th day of February, 2021.



[Signature]
Notary Public in and for the State of TEXAS

Approved as to form and substance:
[Signature]
Lana Diamond, Attorney for Respondent

Signed this 22nd day of February 2021

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 20th day of February, 2021, by SARAH NELL ALBRECHT, Registered Nurse License Number 948882, and said Agreed Order is final.

Effective this 23rd day of March, 2021.

A handwritten signature in black ink that reads "Katherine A. Thomas". The signature is written in a cursive style.

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