



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 980287	§	
issued to LAURIE ANN PICKARD	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURIE ANN PICKARD, Registered Nurse License Number 980287, 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 14, 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 delinquent status.
4. Respondent received an Associate Degree in Nursing from Southwestern Michigan College, Dowagiac, Michigan, on August 1, 1979. Respondent was licensed to practice professional nursing in the State of Michigan on April 9, 1980, and was licensed to practice professional nursing in the State of Texas on November 15, 2019.
5. Respondent's nursing employment history includes:

4/1980 – 7/1980	Registered Nurse	Grand Rapids Osteopathic Hospital Grand Rapids, Michigan
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Respondent's nursing employment history continued:

7/1980 – 7/1981	Emergency Room Nurse	Metro Health Hospital Wyoming, Michigan
8/1981 – 12/1982	Not employed in nursing	
1/1983 – 1999	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
11/1995 – 3/2004	Labor and Delivery Nurse	Spectrum Health Hospital Grand Rapids, Michigan
1/2001 – 9/2018	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
9/2019 – Unknown	Travel Nurse	AMN Healthcare San Diego, California

6. On or about November 10, 2020, Respondent was issued the sanction of Warning with Stipulations and Respondent was required to complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program through an Order of the Board. A copy of the November 10, 2020, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about January 5, 2021, Respondent withdrew from the KSTAR Program and the KSTAR Program referred Respondent back to the Board.
8. Respondent states she would like to have her license to practice nursing in the State of Texas placed in inactive status in lieu of completing the November 10, 2020, Order.

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 980287, heretofore issued to LAURIE ANN PICKARD.

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 RESPONDENT'S license(s), and any privilege(s) to practice, as applicable, shall be placed in **INACTIVE** status.

Should RESPONDENT decide in the future to reactivate his/her license(s) to practice nursing in the State of Texas, RESPONDENT SHALL be required to petition the Board for reactivation of the license and satisfy all then existing requirements for reactivation. Further, RESPONDENT'S reactivated license(s) SHALL BE subject to, at a minimum, the remedial education courses, work restrictions, supervised practice, and employer reporting which would have been requirements of this Order had RESPONDENT not chosen to inactivate his/her nursing license(s).

Until such time that RESPONDENT'S license(s) to practice nursing in the State of Texas is/are reactivated, RESPONDENT SHALL NOT use a Privilege to Practice Nursing in the State of Texas from any Nurse License Compact member state.

II. SUPERSEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Agreed Order SHALL supersede all previous stipulations required by any Order entered by the Texas Board of Nursing.

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. I further understand that, should I decide in the future to reactivate my license(s), I will be required to satisfy, at a minimum, the additional requirements that would have been part of this Order had the license(s) not been placed in inactive status, as stated herein, as well as all then existing requirements for reactivation.

Signed this 25th day of January, 2021.

Laurie Ann Pickard
LAURIE ANN PICKARD, RESPONDENT

Sworn to and subscribed before me this _____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

Jurat Certificate California only

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

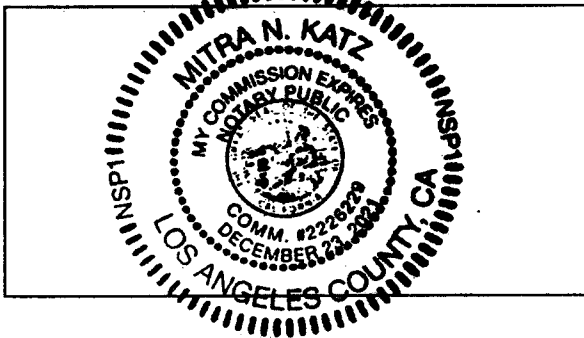
County of Los Angeles

Subscribed and sworn to (or affirmed) before me on this 25

day of January, 2021, by Laurie Ann Pickard

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Place Seal Here



Signature

Description of Attached Document

Type or Title of Document Respondent's certification

Document Date January 25, 2021 Number of Pages 1

Signer(s) Other Than Named Above None

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 25th day of January, 20 21, by LAURIE ANN PICKARD, Registered Nurse License Number 980287, and said Agreed Order is final.

Effective this 23rd day of March, 20 21.



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.
Hilary Palmer
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
Registered Nurse License Number 980287
issued to LAURIE ANN PICKARD

§
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AGREED ORDER
FOR
KSTAR PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURIE ANN PICKARD, Registered Nurse License Number 980287, 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.

An informal conference was conducted on August 4, 2020, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared by telephone. Respondent was represented by Courtney Newton, Attorney at 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 Agreed Order for KSTAR Program.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Southwestern Michigan College, Dowagiac, Michigan, on August 1, 1979. Respondent was licensed to practice professional nursing in the State of Michigan on April 9, 1980, and was licensed to practice professional nursing in the State of Texas on November 15, 2019.

5. Respondent's nursing employment history includes:

4/1980-7/1980	Registered Nurse	Grand Rapids Osteopathic Hospital Grand Rapids, Michigan
7/1980- 7/1981	Emergency Room Nurse	Metro Health Hospital Wyoming, Michigan
8/1981-12/1982	Not employed in nursing	
1/1983-1999	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
11/1995-3/2004	Labor and Delivery Nurse	Spectrum Health Hospital Grand Rapids, Michigan
1/2001-9/2018	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
9/2019-Present	Travel Nurse	AMN Healthcare San Diego, California

6. At the time of the initial incident, Respondent was employed as a Travel Nurse with AMN Healthcare, San Diego, California, and had been in that position for four (4) months.
7. On or about January 27, 2020, while employed as a Travel Nurse with AMN Healthcare, San Diego, California, on assignment at Houston Methodist Willowbrook, Houston, Texas, and caring for laboring Patient SC, Respondent failed to appropriately monitor and intervene in response to fetal heart rate decelerations, and instead continued to increase the infusion rate of Pitocin, in increments quicker than 30 minutes apart, as ordered. Additionally, Respondent initiated an amnioinfusion for the patient without first confirming the ordered rate. Respondent's conduct exposed the patient to a risk of harm in that failure to administer medication as ordered by the physician could have resulted in non-efficacious treatment of the patient's condition.
8. On or about January 27, 2020, while employed as a Travel Nurse with AMN Healthcare, San Diego, California, on assignment at Houston Methodist Willowbrook, Houston, Texas, and caring for the aforementioned laboring Patient SC, Respondent failed to completely document in the patient's medical record, including failure to document fetal heart tone assessments, verbal orders to re-start the Pitocin after fetal heart decelerations occurred, stopping the Pitocin infusion a second time, verbal orders received for the amnioinfusion rate, administration of the amnioinfusion, administration of oxygen to the patient in response to fetal heart decelerations, and contact with the physician and other interventions in response to continued fetal heart decelerations. Respondent's conduct resulted in an

incomplete medical record and exposed the patient to a risk of harm in that subsequent care givers would not have accurate and complete information on which to base their care decisions.

9. In response to the incidents in Findings of Fact Numbers Seven (7) and Eight (8), Respondent states that she notified the physician when the patient began having variable decelerations with contractions. Respondent states she stopped the Pitocin, gave an IV fluid bolus, and the decelerations resolved. Respondent states that the patient was turned approximately every 30-50 minutes. In response to the incident in Finding of Fact Number Eight (8), Respondent states that she received a verbal order from the physician to place an intrauterine pressure catheter (IUPC) and fetal scalp electrode (FSE), as well as an order for an amnioinfusion. Respondent states that she had not confirmed the rate with the doctor, but she started the fluid around 50 ml/hr and then immediately called him to confirm the rate. Respondent states that after the patient's cesarean section, she went to the nurse manager's office, where she was told that her contract was being terminated. Respondent states that she informed them at that time that she had not completed her charting, but she was not allowed to finish it, and was told not to worry about it. Respondent adds that she had made some notations on a paper monitoring strip when she did not have time to chart.

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.
1. 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), (1)(C)&(4).
3. 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 980287, heretofore issued to LAURIE ANN PICKARD.
4. 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** 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 for KSTAR Program.

III. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, **within one (1) year of the effective date of this Order**, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program and RESPONDENT SHALL:

- A. **Within forty-five (45) days** following the effective date of this Order, apply to and enroll in the KSTAR Program, including payment of any fees and costs, unless otherwise agreed in writing;

- B. Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- C. Follow all requirements within the remediation plan, if any;
- D. Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Program; and
- E. Provide written documentation of successful completion of the KSTAR Program to the attention of Monitoring at the Board's office.

IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order for KSTAR Program, 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 28th day of September, 2020.
Laurie Ann Pickard
LAURIE ANN PICKARD, RESPONDENT

Sworn to and subscribed before me this _____ day of _____, 20____.

SEAL

* see attached Jurat certificate *

Notary Public in and for the State of _____

Approved as to form and substance.

Courtney Newton
Courtney Newton, Attorney for Respondent

Signed this 30th day of September, 2020.



DSG 3018 CA (Rev 02-2/15)

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for KSTAR Program that was signed on the 28th day of September, 2020, by LAURIE ANN PICKARD, Registered Nurse License Number 980287, and said Agreed Order for KSTAR Program is final.

Effective this 10th day of November, 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