



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 768652 §
issued to LATRICIA DANIELLE WILLIAMS §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LATRICIA DANIELLE WILLIAMS, Registered Nurse License Number 768652, 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)(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 March 8, 2021.

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.
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 a Baccalaureate Degree in Nursing from Prairie View A&M University, Houston, Texas, on May 11, 2009. Respondent was licensed to practice professional nursing in the State of Texas on June 2, 2009.
5. Respondent's nursing employment history includes:

6/2009 – 8/2009	Registered Nurse	Intracare North Hospital Houston, Texas
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Respondent's nursing employment history continued:

5/2009 – 12/2009	Registered Nurse	A Hug Away Home Health Care Katy, Texas
9/2009 – 3/2010	Registered Nurse	Harris County Sheriff's Office Houston, Texas
4/2010 – 8/2011	Unknown	
9/2011 – 1/2012	Registered Nurse	Houston Independent School District Houston, Texas
2/2012 – 8/2012	Unknown	
9/2012 – 1/2013	Registered Nurse	High Hope Care Center Brenham, Texas
11/2012 -1/2017	Registered Nurse	Epic Health Services Unknown
1/2015 – 5/2015	Registered Nurse	High Hope Care Center Brenham, Texas
3/2016 – 9/2017	Registered Nurse	Golden Creek Nursing Rehabilitation Navasota, Texas
3/2016 – 9/2017	Registered Nurse	Green Acres of Huntsville Huntsville, Texas
10/2017 – 2/2018	Unknown	
3/2018 – 12/2019	Registered Nurse	Oceans Behavioral Hospital Katy, Texas
3/2019 – 5/2019	Registered Nurse	Sunrise Behavioral Hospital Richmond, Texas

Respondent's nursing employment history continued:

7/2019 – 8/2019	Registered Nurse PRN	Texas Institute of Clinically Complex Care Cypress, Texas
9/2019 – 1/2020	Registered Nurse	Park Manor Humble, Texas
2/2020 – 4/2020	Unknown	
5/2020 - Present	Registered Nurse	Paradigm at Woodwind Lakes Houston, Texas

6. On or about February 13, 2018, Respondent's license to practice nursing in the State of Texas was Suspended with the Suspension stayed and Respondent was placed on probation through an Order of the Board. A copy of the February 13, 2018, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. At the time of the incident, Respondent was employed as a Registered Nurse with Park Manor, Humble Texas, and had been in that position for approximately four (4) months.
8. On or about January 28, 2020, while working as a Registered Nurse with Park Manor of Humble, Humble, Texas, and providing care for Patient MT, Respondent failed to timely enter the physician order for Trileptal, 150 mg at bedtime, in the electronic charting system. The order was not entered until the following morning by the Unit Manager. Respondent's conduct could have resulted in delay in the patient receiving physician ordered medication.
9. In response to Finding of Fact Number Eight (8), Respondent stated at 8 PM she reviewed and signed the order to discontinue Trileptal 150 mg every twelve hours and to start Trileptal 150 mg at hour of sleep. Respondent stated she went into the computer and discontinued the order for Trileptal every twelve hours, and was then pulled from the computer to an emergent patient need. Respondent stated she left this order flagged in the chart to indicate that the order had not been completely followed through, and that the medication was already in-house, there was no delay in treatment and no adverse reactions to the patient.
10. On or about February 2, 2019, Respondent successfully completed a Board approved class in Texas Nursing Jurisprudence and Ethics, which would have been a requirement of this Order.
11. On or about February 6, 2019, Respondent successfully completed a Board approved class in Sharpening Critical Thinking Skills, which would have been a requirement of this Order.

12. Formal Charges were filed on January 4, 2021.

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)&(3)(A).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 768652, heretofore issued to LATRICIA DANIELLE WILLIAMS.
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, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 768652, previously issued to LATRICIA DANIELLE WILLIAMS, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **STAYED** and RESPONDENT is hereby placed on **PROBATION** until RESPONDENT fulfills the additional requirements 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. COMPLIANCE WITH PRIOR ORDER

The Order of the Board **SUSPENDED STAYED and PROBATION for a minimum of two (2) years** issued to RESPONDENT on February 13, 2018 is still in effect in its entirety and RESPONDENT SHALL be responsible for completing the terms of that Order **SUSPENDED STAYED and PROBATION for a minimum of two (2) years** and any outstanding Remedial Education Courses required in the February 13, 2018 Order **SUSPENDED STAYED and PROBATION for a minimum of two (2) years** must be completed within six (6) months from the effective date of this Agreed Order.

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 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.

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. FURTHER COMPLAINTS

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against RESPONDENT'S license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

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 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 9th day of March, 2021.



LATRICA DANIELLE WILLIAMS, RESPONDENT

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

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.

/s/ Tom Omondi

Tom Omondi, Attorney for Respondent

Signed this 9th day of March, 2021.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 9th day of March, 2021, by LATRICIA DANIELLE WILLIAMS, Registered Nurse License Number 768652, and said Agreed Order is final.

Effective this 22nd day of April, 2021.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas", written over a horizontal line.

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.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 768652	§	
issued to LATRICIA DANIELLE WILLIAMS	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LATRICIA DANIELLE WILLIAMS, Registered Nurse License Number 768652, 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)(3) Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on July 13, 2017.

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 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 Prairie View A&M College, Houston, Texas, on May 11, 2009. Respondent was licensed to practice professional nursing in the State of Texas on June 2, 2009.
5. Respondent's nursing employment history includes:

June 2009-December 2010

Home Health

A Hug Away Home Health Care
Katy, Texas

Respondent's nursing employment history continued:

June 2009-August 2009	Charge Nurse	Intracare North Hospital Houston, Texas
September 2009-March 2011	Correctional Nurse	Harris County Sheriff's Office Houston, Texas
September 2011-January 2012	School Nurse	Houston Independent School District Houston, Texas
January 2012-April 2012	NICU RN	Clear Lake Regional Hospital Clear Lake, Texas
September 2012-January 2013	Registered Nurse	High Hope Care Center Brenham, Texas
November 2012-Current	Private Duty	Epic Health Services
May 2013-November 2013	RN Supervisor	Brenham Nursing and Rehabilitation Brenham, Texas
January 2015-May 2015	Director of Nursing	High Hope Care Center Brenham, Texas
May 2015-October 2015	ADON	Nexion at Golden Creek Nursing and Rehabilitation Navasota, Texas
January 2016-March 2016	Registered Nurse	Nexion at Golden Creek Nursing and Rehabilitation Navasota, Texas
March 2016-Current	Director of Nursing	Nexion at Green Acres of Huntsville Huntsville, Texas

6. At the time of the incident, Respondent was employed as a Director of Nursing with Nexion at Golden Creek Nursing and Rehabilitation, Navasota, Texas, and had been in that position for one (1) month.

7. On or about April 4, 2016, Respondent entered a plea of guilty to CREDIT/DEBIT CARD ABUSE, (a State Jail Felony offense committed on February 11, 2015), in the 272nd District Court, Brazos County, Texas, under Cause Number 15-02545-CRF-272. As a result of the guilty plea, the proceedings against Respondent were deferred, without entering an adjudication of guilt, and Respondent was placed on Community Supervision for a period of two (2) years, and ordered to pay a fine, court costs, and restitution in the amount of two hundred six dollars and ninety-five cents (\$206.95).

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 cause pursuant to Section 301.452(b)(3) Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 768652, heretofore issued to LATRICIA DANIELLE WILLIAMS, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 768652, previously issued to LATRICIA DANIELLE WILLIAMS, to practice nursing in Texas is hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements 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. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

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 Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this 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 courses 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. 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: 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 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.

H. 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 nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse 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.

VI. PROBATION REPORTS

RESPONDENT SHALL CAUSE his/her probation officer to submit written reports on forms provided to the Respondent by the Board. The reports shall indicate the RESPONDENT'S compliance with the court ordered probation. The reports shall be furnished each and every three (3) month period until RESPONDENT is released from probation.

VII. FURTHER COMPLAINTS

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

VIII. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

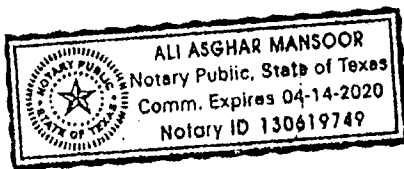
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. 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) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 28 day of December 2017.

LATRICIA DANIELLE WILLIAMS
LATRICIA DANIELLE WILLIAMS, Respondent

Sworn to and subscribed before me this 28 day of Dec, 2017.

SEAL



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

Approved as to form and substance.

[Signature]
Glen Sanborn, Attorney for Respondent

Signed this 9th day of JANUARY, 2018.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 28th day of December, 2017, by LATRICIA DANIELLE WILLIAMS, Registered Nurse License Number 768652, and said Order is final.

Effective this 13th day of February, 2018.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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