



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 736102 §
issued to BRITTANI SKINNER §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRITTANI SKINNER, Registered Nurse License Number 736102, 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)(9),(10),(12)&(13)(effective 8/31/21), 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 August 2, 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(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 an Associate Degree in Nursing from Excelsior College, Albany, New York, on November 21, 2006. Respondent was licensed to practice professional nursing in the State of Texas on December 19, 2006.
5. Respondent's nursing employment history includes:

1/2005 – 10/2012	RN	Plaza Medical Center Fort Worth, Texas
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11/2012 – 12/2012	Unknown	
1/2013 – 7/2018	RN	The Quest Group Frisco, Texas
12/2013 – 12/2014	RN	University General Hospital Dallas, Texas
3/2015 – 3/2016	RN	First Choice Emergency Room Haslet, Texas
3/2015 – 9/2017	RN	Excel Emergency Room Keller, Texas
3/2016 – 8/2016	RN	Regency Hospital Fort Worth Fort Worth, Texas
8/2016 – 10/2017	RN	Medical City Fort Worth Fort Worth, Texas
10/2017 – 2/2018	RN	Parkway Surgical & Cardiovascular Hospital Fort Worth, Texas
3/2018 – 10/2019	RN	Favorite Healthcare Staffing Joplin, Missouri
7/2018 – 8/2019	RN DON	Trusted Medical Centers Mansfield, Texas
8/2018 – 7/2019	RN	Trusted ER Hurst, Texas
7/2019 – 3/2020	RN	Precision Vascular and Interventional Dallas, Texas
10/2019 – 5/2020	RN	Texas Health Presbyterian Hospital Flower Mound, Texas
10/2019 – Unknown	RN	Precinct Surgery Center Hurst, Texas

5/2020 – Unknown	RN	TotalCare Emergency Room Unknown, Texas
7/2020 – Unknown	RN	USMD Hospital Arlington, Texas
11/2020 – 4/2021	RN	Maxim Healthcare Staffing Farmers Branch, Texas
2/2021 – Unknown	RN	Baylor Scott & White Medical Center – Centennial Dallas, Texas
Unknown – 5/2021	RN	Medical City Surgery Center Park Central Dallas, Texas
6/2021 – Present	Unknown	

6. On or about January 22, 2015, Respondent was issued the sanction of Warning with Stipulations through an Order of the Board. On or about February 25, 2016, Respondent successfully completed the terms of the Order. A copy of the January 22, 2015, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. At the time of the initial incident, Respondent was employed as a Registered Nurse with USMD Hospital at Arlington, Arlington, Texas, and had been in that position for five (5) months.
8. On or about November 4, 2020 and November 6, 2020, while employed as a Registered Nurse with USMD Hospital at Arlington, Arlington, Texas, Respondent withdrew Ketorolac, Tramadol and Ondansetron from the medication dispensing system for patients, but failed to document and/or accurately and completely document the administration of the medication in the patients' Medication Administration Record (MAR) and/or Nurses' Notes. Respondent's conduct could have injured the patients, in that subsequent care givers would rely on her documentation to further medicate the patients, which could result in an overdose. Additionally, Respondent's conduct placed the hospital in violation of Chapter 483 (Dangerous Drugs Act) of the Texas Health and Safety Code.
9. On or about November 4, 2020 through November 7, 2020, while employed as a Registered Nurse with USMD Hospital at Arlington, Arlington, Texas, Respondent withdrew Ketorolac, Tramadol, and Morphine from the medication dispensing system for patients, but failed to follow the facility's policy and procedures for wastage of the unused portions of the medications. Respondent's conduct left medications unaccounted for, may have deceived the hospital pharmacy, and placed the pharmacy in violation of Chapter 481

(Controlled Substances Act) and Chapter 483 (Dangerous Drugs Act) of the Texas Health and Safety Code.

10. On or about November 8, 2020, while employed as a Registered Nurse with USMD Hospital at Arlington, Arlington, Texas, Respondent lacked fitness to practice nursing in that she exhibited signs of impaired behavior, including, but not limited to: slurred speech, hyperactivity, refusing to remove her large coat even though she reported being warm, absent-mindedness, and frequent trips to the restroom. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
11. On or about February 14, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing, Farmers Branch, Texas, assigned to Baylor Scott & White Medical Center – Centennial, Frisco, Texas, Respondent documented administration of Fentanyl for a patient in excess frequency of the physician's order. Respondent's conduct could have injured the patient in that the administration of medication in excess frequency and/or dosage of the physicians' orders could result in the patient suffering from adverse reactions.
12. On or about February 14, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing, Farmers Branch, Texas, assigned to Baylor Scott & White Medical Center – Centennial, Frisco, Texas, Respondent withdrew Fentanyl from the medication dispensing system a patient, but failed to completely and accurately document the administration of the medication in the patient's Medication Administration Record (MAR) and/or nurses' notes in that she documented the administration prior to the withdrawal time. Respondent's conduct could have injured the patients, in that subsequent care givers would rely on her documentation to further medicate the patients, which could result in an overdose. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
13. On or about February 15, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing, Farmers Branch, Texas, assigned to Baylor Scott & White Medical Center – Centennial, Frisco, Texas, Respondent withdrew Morphine from the medication dispensing system for a patient, but failed to completely and accurately document the administration of the medication in the patient's medication administration record (MAR) and/or nurses' notes in that the documentation indicated the dose as incomplete. Respondent's conduct could have injured the patients, in that subsequent care givers would rely on her documentation to further medicate the patients, which could result in an overdose. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
14. On or about February 18, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing, Farmers Branch, Texas, assigned to Baylor Scott & White Medical Center – Centennial, Frisco, Texas, Respondent withdrew Morphine from the medication

dispensing system for a patient, but failed follow the facility's policy and procedure for wastage of the unused portion of the medication. Respondent's conduct left medications unaccounted for, may have deceived the hospital pharmacy, and placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

15. On or about March 13, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing, Farmers Branch, Texas, assigned to Baylor Scott & White Medical Center – Centennial, Frisco, Texas, Respondent engaged in the intemperate and unlawful use of Amphetamine, Fentanyl, and Morphine in that she produced a specimen for a for cause drug screen that resulted positive for Amphetamines, Fentanyl, and Morphine. Unlawful possession of Amphetamine, Fentanyl, and Morphine is prohibited by Chapter 481 (Controlled Substances Act) of the Texas Health & Safety Code. The use of Amphetamine, Fentanyl, and Morphine by a Nurse, while subject to call or duty, could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing a patient in potential danger.
16. On or about March 17, 2021, while employed as a Registered Nurse with Maxim Healthcare Staffing Services, Dallas, Texas, Respondent engaged in the intemperate and unlawful use of Fentanyl in that she produced a specimen for a reasonable suspicion/cause drug screen that resulted positive for Fentanyl and Norfentanyl, a metabolite of Fentanyl. Unlawful possession of Fentanyl is prohibited by Chapter 481 (Controlled Substances Act) of the Texas Health & Safety Code. The use of Fentanyl by a Nurse, while subject to call or duty, could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing a patient in potential danger.
17. On or about April 15, 2021, while on a temporary assignment as a Registered Nurse with Medical City Surgery Center Park Central, Dallas, Texas, through Medely Inc., Irwindale, California, Respondent misappropriated forty-seven point four (47.4) micrograms of Fentanyl belonging to the facility and patients thereof, or failed to take precautions to prevent such misappropriation in that a vial she returned to the facility after removing from the premises and indicated had fifty (50) micrograms was tested and resulted with two point six (2.6) micrograms of Fentanyl. Respondent's conduct may have defrauded the facility and patients thereof of the cost of the medications.
18. In response to Finding of Fact Number Eight (8), Respondent states all medications were documented in the patients' medical records according to the physician's orders and hospital policies and procedures. In response to Finding of Fact Number Nine (9), Respondent states all medications dispensed and requiring a waste were wasted appropriately according to the physician's orders and hospital policies and procedures. There were no medications unaccounted for. There are medications listed in this order that do not require a waste (i.e.; ondansetron, promethazine). Medications not requiring a waste were administered per physician's orders and hospital policies and procedures. Medications that did require a waste were wasted with another RN according to hospital

policy and procedures, with no documented discrepancies. In Response to Finding of Fact Number Ten (10), Respondent states statements from Angela Hickey and Kelli Harris with USMD Hospital are not true and correct, as I have witnesses to my character, behavior, work ethic, superior patient care on the day in question, as well as many patients complimenting my care directly to Angela Hickey. I did not fail to or refuse to submit a drug screen. I was approached by day shift charge nurse, Kelli Harris, and night shift charge nurse Tori at the end of my shift during shift change. Both Kelli and Tori were shocked at the allegations, stating that I did not appear to be in any abnormal state. The allegations were made by a nurse that had a personal issue with myself earlier in the day, and if the charge nurse felt that I lacked fitness to care for my patients, she did not address the situation immediately with a complaint was made. The complaint was made approximately 9 hours prior to shift change when I was confronted by both charge nurses. I had used the restroom prior to shift change, Angela Hickey was on the phone with Tori, charge nurse, on speaker phone with me present with Tori, and I was instructed to go home and contact Angela the next morning to give a urine specimen for drug test. I did as instructed and contacted Angela by phone and text with no response. In response to Finding of Fact Number Eleven (11), Respondent states all medications were administered and documented in the patients' medical records according to physician orders and hospital policy and procedures. The EMR will do a hard stop if attempting to administer a medication prior to ordered frequency. In response to Finding of Fact Number Twelve (12), Respondent states all medications were documented correctly and accurately in the patients' medical records according to physician orders and hospital policy and procedures. In response to Finding of Fact Number Thirteen (13), Respondent states all medications were documented completely and accurately, as well as wasted according to physician orders and hospital policy and procedures. In response to Finding of Fact Number Fifteen (15) and Sixteen (16), Respondent states I was not contacted by the Medical Review Officer to review my current prescribed medications that would have resulted in a negative screen by verifying current prescriptions. In addition, I went to a drug screening facility and provided a urine specimen, as well as hair analysis drug testing directly after the above mentioned screen, in which the results were negative on both the urine and hair drug analysis. In response to Finding of Fact Number Seventeen (17), Respondent states the remaining medication was given to Tansie Stewart in the medication vial. I was unaware of the proper procedure to send the medication to med tox, upon learning what the proper procedure is, I note that the medication was not securely sealed to send to med tox. Once the medication vial was in the facilities hands, I do not know what was done with it. Additionally, I have been attending an Intensive Outpatient Program successfully and near completion. Information regarding this can be given to the Texas Board of Nursing upon request. I have also been attending counseling sessions with a counselor. I plan to enroll in the TPAPN program at this time according to the Texas Board of Nursing orders, and have no doubt that I can successfully complete this program, as I have an extreme amount of support from my employer, my family, colleagues, and friends. I feel that I am safe to practice nursing and not a harm to the public that we serve in healthcare. I am extremely passionate about caring for others and providing exemplary patient care.

19. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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)(T)&(3) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(1)(C),(1)(E),(4),(5),(10)(A),(10)(C),(10)(D)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(9),(10),(12)&(13)(effective 8/31/21), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 736102, heretofore issued to BRITTANI SKINNER.
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.
6. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that Registered Nurse License Number 736102, previously issued to BRITTANI SKINNER, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **ENFORCED** until RESPONDENT:

- A. Applies to, is accepted into, and completes enrollment in the Texas Peer Assistance Program for Nurses (TPAPN), including payment of a non-refundable participation fee to TPAPN in the amount of five hundred dollars (\$500.00), if licensed as a registered nurse, or in the amount of three hundred fifty dollars (\$350.00), if licensed as a vocational nurse;

- B. Is **cleared to safely practice as a nurse** based on a fitness evaluation, as may be required by TPAPN; and
- C. **Waives confidentiality and provides a copy of the fully executed TPAPN participation agreement to the Board.**

IT IS FURTHER AGREED, upon verification of successful completion of the above requirements, the Suspension will be **STAYED**, and RESPONDENT will be placed on **PROBATION** for such time as is required for RESPONDENT to successfully complete the TPAPN **AND** until RESPONDENT fulfills the additional requirements of this Order.

- D. RESPONDENT SHALL submit an application for licensure renewal/reactivation, as applicable, and pay all re-registration fees, if any, and RESPONDENT'S licensure status in the State of Texas will be activated and updated to current status and to reflect the applicable conditions outlined herein.
- E. RESPONDENT SHALL **comply with all requirements of the TPAPN participation agreement** during its term and SHALL keep all applicable licenses to practice nursing in the State of Texas in current status.
- F. RESPONDENT SHALL CAUSE the TPAPN to **notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.**
- G. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- H. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- I. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- J. 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. 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 suspension being stayed, unless otherwise specifically indicated:**

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.

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.*

IV. EFFECT OF NONCOMPLIANCE

SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including TEMPORARY SUSPENSION pursuant to Section

301.4551, Texas Occupations Code, or REVOCATION of RESPONDENT'S license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

V. 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. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the entry of this Order and all conditions of said Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing and 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 TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, and/or 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 22 day of September, 2021.



BRITTANI SKINNER, RESPONDENT

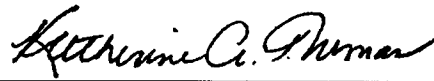
Sworn to and subscribed before me this _____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of September, 2021, by BRITTANI SKINNER, Registered Nurse License Number 736102, and said Agreed Order is final.

Effective this 29th day of September, 2021.



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 736102 §
issued to BRITTANI SKINNER § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRITTANI SKINNER, Registered Nurse License Number 736102, 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)(2)&(10), 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 December 10, 2014.

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 an Associate Degree in Nursing from Excelsior College, Albany, New York, on November 21, 2006. Respondent was licensed to practice professional nursing in the State of Texas on December 19, 2006.
5. Respondent's complete professional nursing employment history is unknown.

6. On or about June 22, 2012, Respondent entered a plea of "Guilty" to and was convicted of DRIVING WHILE INTOXICATED, a Class B misdemeanor offense committed on August 3, 2011, in the County Criminal Court Number Nine, Tarrant County, Texas, under Cause No. 1249143. As a result of the conviction, Respondent was sentenced to twenty (20) days confinement in the Tarrant County Jail, and was given credit for time served from her arrest and confinement until date of sentence. Additionally, Respondent was ordered to pay a fine.
7. On or about April 26, 2013, Respondent entered a plea of "Guilty" to and was convicted of DRIVING WHILE INTOXICATED-MISDREP, a Class B misdemeanor offense committed on August 30, 2012, in the County Criminal Court No. 7, Tarrant County, Texas, under Cause No. 1300121. As a result of the conviction, Respondent was sentenced to sixty (60) days confinement in the Tarrant County Jail, Tarrant County, Texas, with credit given for time served, ordered to complete Labor Detail for a period of sixty (60) days, and ordered to pay a fine and court costs.
8. On or about August 13, 2013, Respondent submitted a Texas Board of Nursing Online Renewal Document for Registered Nurses, in which she provided false, deceptive, and/or misleading information, in that she answered "No" to the questions:

"Have you, within the past 24 months or since your last renewal, for any criminal offense, including those pending appeal:

- A. been convicted of a misdemeanor?
- B. been convicted of a felony?
- C. pled nolo contendere, no contest, or guilty?
- D. received deferred adjudication?
- E. been placed on community supervision or court-ordered probation, whether or not adjudicated guilty?
- F. been sentenced to serve jail or prison time? court-ordered confinement?
- G. been granted pre-trial diversion?
- H. been arrested or have any pending criminal charges?
- I. been cited or charged with any violation of the law?
- J. been subject of a court-martial; Article 15 violation; or received any form of military judgment/punishment/action?"

Respondent failed to disclose that on or about August 30, 2012, she was arrested and charged with DRIVING WHILE INTOXICATED 2ND, a Class A misdemeanor offense, pled guilty, and was subsequently convicted of the offense.

9. The Board finds that serious risks to public health and safety exist as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

10. Formal Charges were filed on June 20, 2014.
11. Formal Charges were mailed to Respondent on June 27, 2014.

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(6)(I)&(13).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(2)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 736102, heretofore issued to BRITTANI SKINNER.

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. 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. 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.*

IV. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse,

providing direct patient care in a licensed 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. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. 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. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer 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 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 four (4) quarters [one (1) year] of employment as a nurse.

V. DRUG AND ALCOHOL RELATED REQUIREMENTS

A. While under the terms of this Order, RESPONDENT SHALL abstain from the use of alcohol, tramadol and all controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and RESPONDENT SHALL submit to a pain management and/or chemical dependency evaluation by a Board approved evaluator. The performing evaluator must submit a written report meeting the Board's requirements to the Board's office within thirty (30) days from the Board's request.

B. While working as a nurse under the terms of this Order, RESPONDENT SHALL submit to random periodic screens for alcohol, tramadol, and controlled substances. The Board will provide instructions on how to enroll in the Board's drug and alcohol testing program following the entry of this Order and screening will begin when Respondent obtains employment and submits the Notification of Employment form to the Board.

- For the first three (3) month [1st quarter] period RESPONDENT works as a nurse under the terms of this Order, random screens shall be performed at least once per week.
- For the next three (3) month [2nd quarter] period, random screens shall be performed at least twice per month.
- For the next six (6) month period [3rd & 4th quarters], random screens shall be performed at least once per month.
- For the remainder of the stipulation/probation period, random screens shall be performed at least once every three (3) month quarterly period.

All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board. Any test result for a period of time in which the RESPONDENT is not working as a nurse under the terms of this Order will not count towards satisfaction of this requirement. All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the stipulation/probation period.

Specimens shall be screened for at least the following substances and their metabolites:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the RESPONDENT'S place of employment at any time during the stipulation period and require RESPONDENT to produce a specimen for screening.

Consequences of Positive or Missed Screens. Any positive result for which RESPONDENT does not have a valid prescription or refusal to submit to a drug or alcohol screen may subject RESPONDENT to further disciplinary action, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas. Further, failure to report for a drug screen, excessive dilute specimens, or failure to call in for a drug screen may be considered the same as a positive result or refusal to submit to a drug or alcohol screen.

VI. 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 15th day of December, 2014.

[Signature]
BRITTANI SKINNER, Respondent

Sworn to and subscribed before me this 15th day of December, 2014

SEAL

Brinne N. Caswell

Notary Public in and for the State of Texas




Approved [Signature] to form and substance.

[Signature]
Deborah Goodall, Attorney for Respondent

Signed this 18th day of December, 2014

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does
hereby ratify and adopt the Agreed Order that was signed on the 15th day of December,
2014, by BRITTANI SKINNER, Registered Nurse License Number 736102, and said Order
is final.

Effective this 22nd day of January, 2015



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