



BOARD OF VOCATIONAL NURSE EXAMINERS

333 GUADALUPE STREET, SUITE 3-400

AUSTIN, TEXAS 78701

512/305-8100



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.
William C. Thomas
Executive Director of the Board

November 22, 2000

ROBERT COSSEY
3608 GREEN ST
HOUSTON, TX 77020

Dear Mr. Robert Cossey:

This office is in receipt of information alleging that while employed as a Licensed Vocational Nurse at Ben Taub General Hospital, Houston, Texas, from about January 15, 2000 through July 8, 2000, you were counseled numerous times for your negligent medication administration.

We have initiated an investigation into this matter to determine if you have violated any of the provisions of the Texas Occupations Code.

We are at this time affording you an opportunity to respond to the allegations that have been made. In doing this we are affording you an opportunity to show that you have complied with all requirements of law, i.e., the Texas Occupations Code, Chapter 302, for the retention of your license to practice vocational nursing in Texas.

We have enclosed Order Forms for a copy of the Texas Occupations Code and Rules and Regulations.

If you have any questions concerning this matter, please contact the Enforcement Division.

Sincerely,

Clifford F. Lemke
Clifford F. Lemke
Investigator

CL/cl

Enclosures: Order Forms



BOARD OF VOCATIONAL NURSE EXAMINERS

333 GUADALUPE STREET, SUITE 3-400

AUSTIN, TEXAS 78701

512/305-8100

JUNE 6, 2002

ROBERT EARL COSSEY
3608 GREEN STREET
HOUSTON, TEXAS 77020

Certified Mail No. 7099 3220 0002 2849 2287

Dear Ms. Adams:

Enclosed please find a sworn Complaint which has been filed against you alleging one or more statutory violations or grounds to take disciplinary action against you as a vocational nurse licensed under the Texas Occupations Code, Chapter 302.

Pursuant to the Board of Vocational Nurse Examiners' Rules, you are hereby offered the opportunity to schedule an Informal Conference, to be conducted at the Board's office, to discuss possible agreed resolution of this matter, in whole or in part. You may be represented by an attorney at the Informal Conference, or you may appear without an attorney. The dates of the Informal Conference are July 8 -10, 2002.

You must file a "written answer to appear" within twenty (20) days from the date of this correspondence. You may file your answer via FAX (512) 305-8101, U.S. Mail and/or telephone Kirby W. Hattox, Supervising Investigator, at (512) 305-7664, **no later than** June 28, 2002- to schedule your Informal Conference. Docket times are assigned by the Board staff. Be advised that conferences may not be held on the last day indicated, if we anticipate that we will not have enough cases to fill the docket.

You must arrive at the Board office at least thirty (30) minutes prior to the scheduled time in order to meet with your case investigator. Please bring with you a valid form of picture identification (Drivers License, I.D. Card, etc.).

A copy of the Board's rules pertaining to Informal Conferences is enclosed. The proceedings relating to the Informal Conference are confidential and your statements made at the conference will not be offered as evidence to support the allegations in the Complaint. However, if an Agreed Order is proposed as a result of the Informal Conference, it will become a public record if accepted and ratified by the Board of Vocational Nurse Examiners.

Due to security concerns, purses, briefcases, backpacks, etc., will not be allowed into the conference chambers. (Attorneys are exempt from this requirement). Please make prior arrangements for the safekeeping of your personal belongings, as the Board will not be responsible for these items.

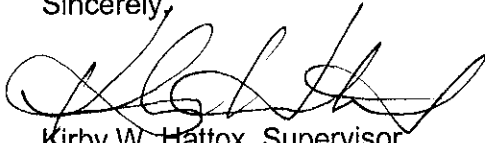
ROBERT EARL COSSEY
JUNE 6, 2002
PAGE 2

**FIREARMS ARE NOT PERMITTED IN THE BOARD OF VOCATIONAL NURSE
EXAMINERS OFFICES AND/OR HEARING CHAMBERS.**

FAILURE TO ANSWER THIS NOTICE OF COMPLAINT WILL RESULT IN THE
ALLEGATIONS AGAINST YOU THAT ARE SET OUT IN THE NOTICE OF
COMPLAINT BEING DEEMED ADMITTED AS TRUE. IN ADDITION, YOUR
OPPORTUNITY TO OBJECT TO THE PROPOSED SANCTIONS AND YOUR
OPPORTUNITY FOR HEARING ON THE COMPLAINT SHALL BE DEEMED TO HAVE
BEEN WAIVED.

Should you have questions regarding the Informal Conference procedure, please
contact the Enforcement Division (512) 305-7663.

Sincerely,


Kirby W. Hattox, Supervisor
Enforcement Division

WH/mws

Enclosure: Complaint, Informal Conference Rules, Board Location Map

cc: Regular Mail

U.S. Postal Service CERTIFIED MAIL RECEIPT (Domestic Mail Only; No Insurance Coverage Provided)	
Article Sent To:	
Postage	\$
Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
Total Postage & Fees	\$
Postmark Here	
Name (Please Print Clearly) (To be completed by mailer)	
ROBERT EARL COSSEY	
Street, Apt. No., or PO Box No.	
3608 GREEN STREET	
City, State, ZIP+4	
HOUSTON, TEXAS 77020	
PS Form 3800, July 1999	
See Reverse for Instructions	

7099 3220 0002 2849 2287

BOARD OF VOCATIONAL NURSE
EXAMINERS

VS.

ROBERT EARL COSSEY

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* 161706
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NOTICE

Notice is hereby given in the above-referenced and styled cause of action that a hearing will be held before the Executive Director with the Board of Vocational Nurse Examiners (hereinafter "BVNE"), pursuant to the Texas Occupations Code, Chapter 302, from July 8 – 10, 2002 at the William P. Hobby Building, Tower 3, 4th Floor, Suite 400, Austin, Texas.

The purpose of said hearing will be to determine whether ROBERT EARL COSSEY has violated the Texas Occupations Code, Chapter 302, by engaging in the alleged acts described in the Complaint filed and served on Respondent/Applicant, and which is incorporated herein for all purposes. In addition, should the Complaint contain an allegation regarding any felony or misdemeanor conviction you may have, the hearing shall also serve the purpose of determining whether or not the BVNE, can take disciplinary action against your license pursuant to Article 6252-13c, TEX. REV. CIV. STAT. ANN. (Vernon's Supp. 1998).

The hearing is being conducted under authority of the Texas Occupations Code and the Administrative Procedure Act, TEX. GOV'T CODE, ANN., Chapter 2001 (Vernon's Supp. 1998).

The Complaint is based on information received by the Board. You are hereby notified that such documentation, which may include certified business records submitted to the Board, is now on file and available for your inspection at the Board office during regular business hours prior to said hearing.

ROBERT EARL COSSEY. LVN #161706
JUNE 6, 2002
PAGE 2

When applicable, the staff will propose that the Executive Director take official notice of the following: Federal and/or State Drug Laws, relating to medical practice, the Physician's Desk Reference, the Encyclopedia and Dictionary of Medicine and Nursing, and former Orders of the Board.

According to the provisions of the aforementioned authority, you have the right to be present at the hearing and to be represented by counsel. You may also present and introduce evidence by testimony, documentation, or any other offer of proof as prescribed by the Rules of Evidence of the courts of this State in refuting the aforesaid charges.

Pursuant to the Texas Occupations Code, Chapter 302, Section 302.403 and Section 302.451, relief such as revocation, suspension, suspension with probation, reprimand, warning, denial of licensure and/or imposition of administrative penalties (fines), may be recommended by the Board. Pursuant to Board Rule 239.19 the Board may assess penalties (fines), in the minimum amount of two hundred fifty dollars (\$250.00), not to exceed two thousand dollars (\$2,000.00).

PURSUANT TO BVNE RULE 239.44 (A) (7), YOUR FAILURE TO FILE A WRITTEN ANSWER TO APPEAR WILL RESULT IN THE ALLEGATIONS AGAINST YOU THAT ARE SET OUT IN THE NOTICE OF COMPLAINT BEING DEEMED ADMITTED AS TRUE. IN ADDITION YOUR OPPORTUNITY TO OBJECT TO THE PROPOSED SANCTIONS AND YOUR OPPORTUNITY FOR HEARING ON THE COMPLAINT SHALL BE DEEMED TO HAVE BEEN WAIVED. THE RELIEF SOUGHT IN THE NOTICE OF HEARING MAY BE GRANTED BY DEFAULT.

THE WRITTEN ANSWER OR OTHER RESPONSIVE PLEADING MUST BE FILED WITH THE BOARD OF VOCATIONAL NURSE EXAMINERS, 333 GUADALUPE, SUITE 3-400, AUSTIN, TEXAS 78701 VIA MAIL; OR FAXED TO (512) 305-8101; OR

ROBERT EARL COSSEY. LVN #161706
JUNE 6, 2002
PAGE 3

TELEPHONE THE SUPERVISOR OF THE ENFORCEMENT DIVISION (512) 305-7663; WITHIN TWENTY (20) DAYS (FROM THE DATE INDICATED ON THE ENCLOSED COVER LETTER).

A handwritten signature in black ink, appearing to read 'Kirby W. Hattox', written over a horizontal line.

Kirby W. Hattox, Supervisor
Enforcement Division
Board of Vocational Nurse Examiners

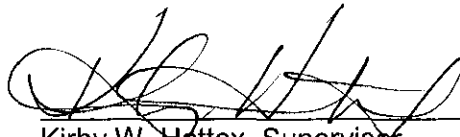
ENCLOSURE: BVNE ANSWER TO APPEAR

COMPLAINT/NOTICE INFORMAL CONFERENCE
RE: ROBERT EARL COSSEY. LVN #161706
PAGE: 4

CERTIFICATE OF SERVICE

I hereby certify that on the 6th day of June 2002, a true and correct copy of the foregoing complaint/notice was served by placement in the U.S. Mail, first class and certified return receipt, and addressed to the following person(s):

ROBERT EARL COSSEY
3608 GREEN STREET
HOUSTON, TEXAS 77020

A handwritten signature in black ink, appearing to read 'Kirby W. Hattox', is written over a horizontal line.

Kirby W. Hattox, Supervisor
Enforcement Division
Agent for the Board of Vocational Nurse Examiners



BOARD OF VOCATIONAL NURSE EXAMINERS

333 GUADALUPE STREET, SUITE 3-400

AUSTIN, TEXAS 78701

512/305-8100

September 12, 2002

ROBERT EARL COSSEY
6500 WEST 43rd STREET, APT 1124
HOUSTON, TEXAS 77092

Certified Mail No. 7001 1140 0004 3338 1013

Dear Mr. Cossey:

Enclosed please find a sworn Complaint which has been filed against you alleging one or more statutory violations or grounds to take disciplinary action against you as a vocational nurse licensed under the Texas Occupations Code, Chapter 302.

Pursuant to the Board of Vocational Nurse Examiners' Rules, you are hereby offered the opportunity to schedule an Informal Conference, to be conducted at the Board's office, to discuss possible agreed resolution of this matter, in whole or in part. You may be represented by an attorney at the Informal Conference, or you may appear without an attorney. The dates of the Informal Conference are October 7 – 9, 2002.

You must file a "written answer to appear" within twenty (20) days from the date of this correspondence. You may file your answer via FAX (512) 305-8101, U.S. Mail and/or telephone Kirby W. Hattox, Supervising Investigator, at (512) 305-7664, **no later than** September 30, 2002 - to schedule your Informal Conference. Docket times are assigned by the Board staff. Be advised that conferences may not be held on the last day indicated, if we anticipate that we will not have enough cases to fill the docket.

You must arrive at the Board office at least thirty (30) minutes prior to the scheduled time in order to meet with your case investigator. Please bring with you a valid form of picture identification (Drivers License, I.D. Card, etc.).

A copy of the Board's rules pertaining to Informal Conferences is enclosed. The proceedings relating to the Informal Conference are confidential and your statements made at the conference will not be offered as evidence to support the allegations in the Complaint. However, if an Agreed Order is proposed as a result of the Informal Conference, it will become a public record if accepted and ratified by the Board of Vocational Nurse Examiners.

Due to security concerns, purses, briefcases, backpacks, etc., will not be allowed into the conference chambers. (Attorneys are exempt from this requirement). Please make prior arrangements for the safekeeping of your personal belongings, as the Board will not be responsible for these items.

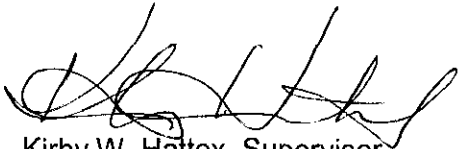
ROBERT EARL COSSEY
September 12, 2002
Page 2

FIREARMS ARE NOT PERMITTED IN THE BOARD OF VOCATIONAL NURSE EXAMINERS OFFICES AND/OR HEARING CHAMBERS.

FAILURE TO ANSWER THIS NOTICE OF COMPLAINT WILL RESULT IN THE ALLEGATIONS AGAINST YOU THAT ARE SET OUT IN THE NOTICE OF COMPLAINT BEING DEEMED ADMITTED AS TRUE. IN ADDITION, YOUR OPPORTUNITY TO OBJECT TO THE PROPOSED SANCTIONS AND YOUR OPPORTUNITY FOR HEARING ON THE COMPLAINT SHALL BE DEEMED TO HAVE BEEN WAIVED.

Should you have questions regarding the Informal Conference procedure, please contact the Enforcement Division (512) 305-7664.

Sincerely,



Kirby W. Hattox, Supervisor
Enforcement Division

CFL/cd

Enclosure: Complaint, Informal Conference Rules, Board Location Map

cc: Regular Mail

U.S. Postal Service CERTIFIED MAIL REC (Domestic Mail Only; No In)	
7001 1140 0004 3338 1013	
Postage	\$
Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
Total Postage & Fees	\$
Sent To	
ROBERT E	
6500 WEST	
HOUSTON	
Street, Apt. No.; or PO Box No.	
City, State, ZIP+	
PS Form 3800, U.S.	

BOARD OF VOCATIONAL NURSE
EXAMINERS

VS.

ROBERT EARL COSSEY

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* 161706
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NOTICE

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The purpose of said hearing will be to determine whether ROBERT EARL COSSEY has violated the Texas Occupations Code, Chapter 302, by engaging in the alleged acts described in the Complaint filed and served on Respondent/Applicant, and which is incorporated herein for all purposes. In addition, should the Complaint contain an allegation regarding any felony or misdemeanor conviction you may have, the hearing shall also serve the purpose of determining whether or not the BVNE, can take *disciplinary action against your license pursuant to the Texas Occupations Code, Chapter 53, § 53.021.*

The hearing is being conducted under authority of the Texas Occupations Code and the Administrative Procedure Act, TEX. GOV'T CODE, ANN., Chapter 2001 (Vernon's Supp. 1998).

The Complaint is based on information received by the Board. You are hereby notified that such documentation, which may include certified business records submitted to the Board, is now on file and available for your inspection at the Board office during regular business hours prior to said hearing.

NOTICE
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 2

When applicable, the staff will propose that the Executive Director take official notice of the following: Federal and/or State Drug Laws, relating to medical practice, the Physician's Desk Reference, the Encyclopedia and Dictionary of Medicine and Nursing, and former Orders of the Board.

According to the provisions of the aforementioned authority, you have the right to be present at the hearing and to be represented by counsel. You may also present and introduce evidence by testimony, documentation, or any other offer of proof as prescribed by the Rules of Evidence of the courts of this State in refuting the aforesaid charges.

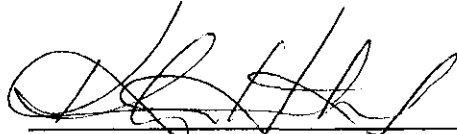
Pursuant to the Texas Occupations Code, Chapter 302, Section 302.403 and Section 302.451, relief such as revocation, suspension, suspension with probation, reprimand, warning, denial of licensure and/or imposition of administrative penalties (fines), may be recommended by the Board. Pursuant to Board Rule 239.19 the Board may assess penalties (fines), in the minimum amount of two hundred fifty dollars (\$250.00), not to exceed two thousand dollars (\$2,000.00).

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NOTICE
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 3

TELEPHONE THE SUPERVISOR OF THE ENFORCEMENT DIVISION (512) 305-7664; WITHIN TWENTY (20) DAYS (FROM THE DATE INDICATED ON THE ENCLOSED COVER LETTER).

A handwritten signature in black ink, appearing to read 'Kirby W. Hattox', is written over a horizontal line.

Kirby W. Hattox, Supervisor
Enforcement Division
Board of Vocational Nurse Examiners

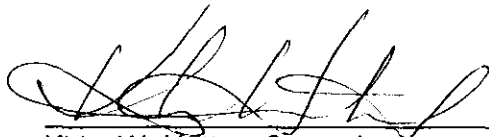
ENCLOSURE: BVNE ANSWER TO APPEAR

COMPLAINT/NOTICE INFORMAL CONFERENCE
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 4

CERTIFICATE OF SERVICE

I hereby certify that on the 12th day of September, 2002, a true and correct copy of the foregoing complaint/notice was served by placement in the U.S. Mail, first class and certified return receipt, and addressed to the following person(s):

ROBERT EARL COSSEY
6500 WEST 43rd STREET, APT 1124
HOUSTON, TEXAS 77092

A handwritten signature in black ink, appearing to read 'Kirby W. Hattox', is written over a horizontal line.

Kirby W. Hattox, Supervisor
Enforcement Division
Board of Vocational Nurse Examiners

BOARD OF VOCATIONAL NURSE
EXAMINERS

VS.

ROBERT EARL COSSEY

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STATE OF TEXAS

COUNTY OF TRAVIS

COMPLAINT

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Clifford F. Lemke, who after being by me duly sworn, did depose and say:

As an Investigator for the Board of Vocational Nurse Examiners, I, Clifford F. Lemke, do hereby present to the Executive Director of the Board of Vocational Nurse Examiners, the following complaint against ROBERT EARL COSSEY, a practitioner of vocational nursing in Texas licensed by the Board of Vocational Nurse Examiners with license number 161706, hereinafter called Respondent.

I.

a. Respondent was employed as a Licensed Vocational Nurse with Ben Taub General Hospital from about March 27, 1997 through about August 17, 2000.

b. While so employed with said facility, from about April 2, 2000 through about July 8, 2000, Respondent was responsible for discrepancies in the administration and documentation of medications, to wit:

- 04-02-00: Physician ordered Rifampin 600 mg P.O. q.d, Lovenox 30 mg SQ, B.I.D., Colace 100 mg P.O. B.I.D., Zantac 150 mg, P.O., B.I.D. and Prednizone 20 mg P.O., QD. for patient M.J. Respondent failed to administer said medications.
- 05-26-00: Physician ordered 30 min checks for three hours on patient J.M.'s Left pedal and Left groin for bleeding or enlarging hematoma. Respondent failed to initiate said checks as directed by physician.

COMPLAINT

RE: ROBERT EARL COSSEY, LVN #161706

PAGE 2

07-08-00: Physician ordered INH 300 mg tab PO, QD, Rifampin 600 mg tab PO QD, Pyrazinamide 2000 mg tab PO, QD, Ethambutol 1400 mg tab PO, QD, and Pyridoxine 25 mg tab, PO, QD, for patient D.L. 1st dose was to be administered immediately and thereafter at 2:00 am, 6:00 am once on floor. Respondent gave two doses of said medications instead of one dose.

II.

The foregoing acts constitute unprofessional or dishonorable conduct that, in the opinion of the Board, is likely to deceive, defraud, or injure the public, in violation of the Texas Occupations Code, Chapter 302, Section 302.402 (a) (10) and Rule 239.11 of the Rules and Regulations of the Board of Vocational Nurse Examiners, Title 22, Texas Administrative Code. Rule 239.11, provides in pertinent part: that "Unprofessional Conduct" shall include, but not be limited to:

- (2) administering medications and treatments in a negligent manner;
- (27) failing to conform to the minimal standards of acceptable prevailing practice, regardless of whether or not actual injury to any person was sustained, including but not limited to:
 - (K) negligently or intentionally violating a physician's order addressing patient care;

III.

The foregoing acts constitute grounds for the Board of Vocational Nurse Examiners to take disciplinary action as provided under the Texas Occupations Code, Chapter 302, Licensed Vocational Nurse, Section 302.403 and Section 302.451, relief such as revocation, suspension, suspension with probation, reprimand, warning, denial of licensure and/or imposition of administrative penalties (fines), may be recommended by the Board. Pursuant to Board Rule 239.19 the Board may assess penalties (fines), in the minimum amount of two hundred fifty dollars (\$250.00), not to exceed two thousand dollars (\$2,000.00).

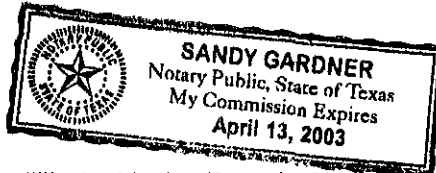
COMPLAINT
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 3

WHEREFORE, PREMISES CONSIDERED, I, Clifford F. Lemke, do hereby suggest and request the Board of Vocational Nurse Examiners take disciplinary action against ROBERT EARL COSSEY, LVN # 161706, in accordance with the provisions of the laws of the State of Texas.



AFFIANT

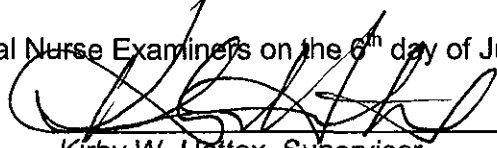
SUBSCRIBED AND SWORN TO BEFORE ME by the said CLIFFORD F. LEMKE, on this the 6th day of June 2002.



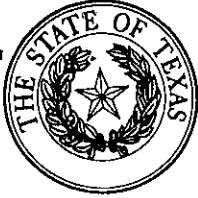


NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

Filed with the Board of Vocational Nurse Examiners on the 6th day of June 2002.



Kirby W. Hattox, Supervisor
Enforcement Division
Board of Vocational Nurse Examiners



BOARD OF VOCATIONAL NURSE EXAMINERS

333 GUADALUPE STREET, SUITE 3-400

AUSTIN, TEXAS 78701

512/305-8100

December 6, 2002

ROBERT COSSEY
6500 WEST 43RD NO. 1124
HOUSTON TX 77092

Dear Mr. Cossey:

The enclosed Agreed Board Order has been ratified by the Board of Vocational Nurse Examiners, and it is now in effect. Your probation is subject to certain conditions as outlined in the Agreed Board Order.

The reports that are due from your nursing supervisor(s) on a quarterly basis are due on the following dates, to-wit:

March 3, 2003
June 3, 2003
September 3, 2003
December 3, 2003

It is also stipulated that you pay a probation monitoring fee in the amount of thirty (\$30.00) dollars on a quarterly basis on the 15th of each quarter on the following dates to-wit:

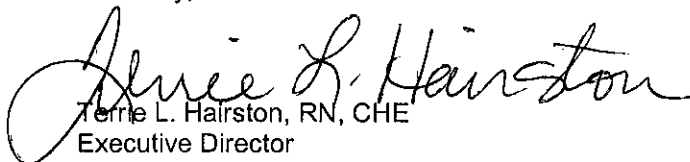
March 15, 2003
June 15, 2003
September 15, 2003
December 15, 2003

It is **your responsibility** to insure that the required reports are submitted to the Board office, on time, and without reminders.

Any period(s) of unemployment must be documented in writing and submitted directly to the Board office as stipulated in the Board Order. Non-compliance with this Order, or violation of the Texas Occupations Code, may result in a more severe sanction.

If you have any questions concerning this matter, please contact the Enforcement Division.

Sincerely,


Terrie L. Hairston, RN, CHE
Executive Director

TLH/ch
Enclosure: Agreed order and Probation Documentation

BOARD OF VOCATIONAL NURSE
EXAMINERS

VS.

ROBERT EARL COSSEY

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STATE OF TEXAS

COUNTY OF TRAVIS

COMPLAINT

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared Clifford F. Lemke, who after being by me duly sworn, did depose and say:

As an Investigator for the Board of Vocational Nurse Examiners, I, Clifford F. Lemke, do hereby present to the Executive Director of the Board of Vocational Nurse Examiners, the following complaint against ROBERT EARL COSSEY, a practitioner of vocational nursing in Texas licensed by the Board of Vocational Nurse Examiners with license number 161706, hereinafter called Respondent.

I.

a. Respondent was employed as a Licensed Vocational Nurse with Ben Taub General Hospital from about March 27, 1997 through about August 17, 2000.

b. While so employed with said facility, from about April 2, 2000 through about July 8, 2000, Respondent was responsible for discrepancies in the administration and documentation of medications, to wit:

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COMPLAINT
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 2

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 - (K) negligently or intentionally violating a physician's order addressing patient care;

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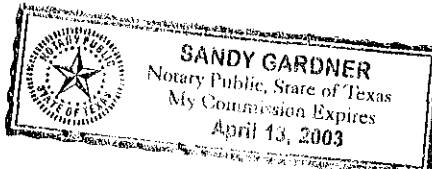
COMPLAINT
RE: ROBERT EARL COSSEY, LVN #161706
PAGE 3

WHEREFORE, PREMISES CONSIDERED, I, Clifford F. Lemke, do hereby suggest and request the Board of Vocational Nurse Examiners take disciplinary action against ROBERT EARL COSSEY, LVN # 161706, in accordance with the provisions of the laws of the State of Texas.



AFFIANT

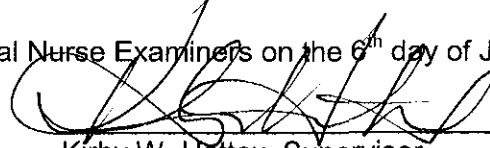
SUBSCRIBED AND SWORN TO BEFORE ME by the said CLIFFORD F. LEMKE, on this the 6th day of June 2002.





NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

Filed with the Board of Vocational Nurse Examiners on the 6th day of June 2002.



Kirby W. Hattox, Supervisor
Enforcement Division
Board of Vocational Nurse Examiners

BOARD OF VOCATIONAL
NURSE EXAMINERS

VS

ROBERT EARL COSSEY

§
§
§
§
§
§

STATE OF TEXAS

COUNTY OF TRAVIS

AGREED BOARD ORDER

On this day came to be considered by the Board of Vocational Nurse Examiners for the State of Texas, hereinafter referred to as the Board, the matter of vocational nurse license number 161706, held by ROBERT EARL COSSEY hereinafter called Respondent.

A sworn Complaint has been filed and served on the Respondent, which alleges violations of the Texas Occupations Code, Chapter 302, and grounds to take disciplinary action against Respondent.

An informal conference was held on October 7, 2002, at the office of the Board of Vocational Nurse Examiners. The conference was conducted by Terrie L. Hairston, R.N., C.H.E., Hearing Officer, assisted by Ms. Janette Bowers, member of the Board of Vocational Nurse Examiners. Respondent was present and was not represented by counsel.

The conference was attended by Clifford F. Lemke, Investigator for the Board, and Mr. Joseph Pitner, Assistant Attorney General. By their notarized signature on this Order, Respondent does hereby waive the right to Notice of Formal Hearing and a Formal Hearing of the Complaint before the Board, and to judicial review of this disciplinary action after this Order is ratified by the Board.

After reviewing the Complaint and information provided at the informal conference, Respondent agrees to the entry of an Order dispensing with the need for further proceedings on the Complaint. By Respondent's signature on this Order, Respondent neither admits nor denies the truth of the allegations stated in the Complaint. By Respondent's signature on this Order, Respondent acknowledges that they have read and understood this Order and have approved it for consideration by the Board. Notice of this disciplinary action will appear in the Board's newsletter sent to Texas employers.

ORDER OF THE BOARD

NOW THEREFORE, IT IS ORDERED, that license number 161706, heretofore issued to ROBERT EARL COSSEY to practice vocational nursing in the State of Texas be, and the same is hereby Suspended, with said suspension stayed and placed on probation for a period of one (1) year.

The probation of said license is subject to the following stipulations, to wit:

1. That if Respondent's place of employment, name, address or telephone number changes, Respondent is to notify the Board office immediately, or no later than ten (10) days after said change has occurred. Said notification shall be in the form of a written letter or report.
2. That Respondent shall comply with Federal, State, and local laws, and all the provisions of the Texas Occupations Code and Rules and Regulations of the Board.
3. That Respondent shall not practice nursing in a Nurse Licensure Compact remote state without obtaining prior written authority of both the BVNE and the Board of Nursing of the remote state.

AGREED BOARD ORDER
RE: ROBERT EARL COSSEY, LVN #161706
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4. That by copy of this Board Order, Respondent shall provide notice of Board disciplinary action to his/her immediate nursing supervisor(s) and Director(s) of Nursing, throughout the term of probation.

5. That Respondent shall be responsible for causing his/her immediate nursing supervisor(s) to submit satisfactory reports directly to the Board office on a quarterly basis, throughout the term of probation. The receipt of an unfavorable and/or untimely report shall be considered a violation of probation.

6. That any period(s) of nursing unemployment must be documented in writing by Respondent and submitted to the Board office, as provided in Stipulation No. five.

7. That Respondent shall successfully complete nursing program course(s) encompassing the following areas of study: **Pharmacology** (to include Clinical and Medication Administration), and submit documentation of successful course completion to the Board office within the first six (6) months of probation. Respondent shall be responsible for locating said course(s) and obtaining prior written approval of Board staff prior to committing to said course(s). Said course(s) shall be through correspondence (through a recognized provider), in-house at a community college, university or nursing program, and/or tutored by a state approved, licensed nursing program faculty member. The expense of said course(s) shall be borne by Respondent. Failure to successfully complete said course(s) within the time frame stipulated, shall be considered a violation of probation.

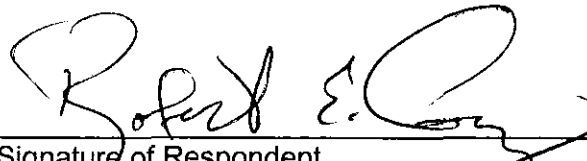
8. That Respondent pay a Probation Monitoring fee in the amount of thirty (\$30.00) dollars in the form of a cashier's check or money order, payable to the Board of Vocational Nurse Examiners. Said fee shall be paid quarterly, due on the 15th of each quarter commencing the quarter following the date of the Board's ratification of the Order, and continuing thereafter until the successful completion of Respondent's probation. Said fee shall be sent to the Board office, addressed to the "Board of Vocational Nurse Examiners ", 333 Guadalupe, Suite 3-400, Austin, TX 78701. Failure by Respondent to make any quarterly payment on time shall constitute a violation of probation.

9. That Respondent shall return their license to the Board office for a replacement license marked "**PROBATION**" and pay a license re-issue fee in the amount of twenty (\$20.00) dollars in the form of a cashier's check or money order, payable to the Board of Vocational Nurse Examiners. Said return of license and fee shall be made not later than thirty (30) days following the date of the Board's ratification of the Agreed Board Order. Said license and fee shall be sent to the Board office, addressed to the "Board of Vocational Nurse Examiners", 333 Guadalupe, Suite 3-400, Austin, TX 78701. Failure by Respondent to return said license or pay said fee shall constitute a violation of probation.

AGREED BOARD ORDER
RE: ROBERT EARL COSSEY, LVN #161706
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This Agreed Order shall not be effective or take effect and become enforceable in accordance with its terms until ratified by a majority of the Board present and voting, at its next regularly called session.

Dated this the 7th day of October, 2002.



Signature of Respondent

6500 W 43rd ST #1124

Current Address

Waco TX

City, State and Zip

832 1 255 38 30


Area Code and Telephone Number

The State of Texas
County of TRAVIS

Before me, the undersigned authority, on this day personally appeared ROBERT EARL COSSEY who being duly sworn by me stated that he or she executed the above for the purpose therein contained, and that he or she understood same.

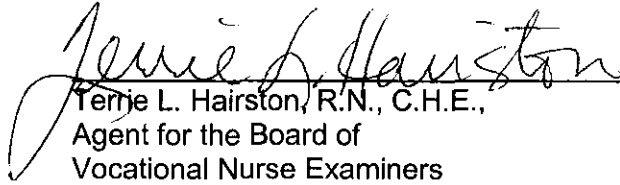
SWORN TO AND SUBSCRIBED before me this the 7th day of October, 2002.





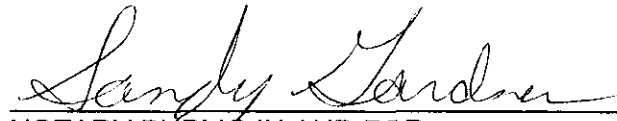
NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

AGREED BOARD ORDER
RE: ROBERT EARL COSSEY, LVN #161706
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Terrie L. Hairston, R.N., C.H.E.,
Agent for the Board of
Vocational Nurse Examiners

SWORN TO AND SUBSCRIBED before me, the undersigned authority, on this the
3rd day of October, 2002.

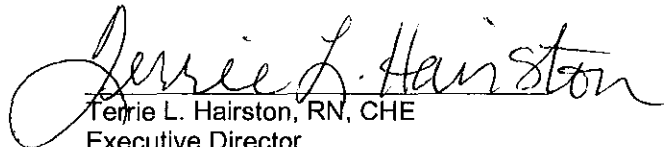



NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

BOARD ORDER
RE: ROBERT EARL COSSEY, LVN #161706
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WHEREFORE, PREMISES CONSIDERED, the Board of Vocational Nurse
Examiners for the State of Texas does hereby ratify and adopt the Agreed Board Order,
notarized on the 7th day of October, 2002 by Respondent, license number 161706 and that
Said Order is Final.

Effective this 3rd day of December, 2002


Terrie L. Hairston, RN, CHE
Executive Director
On Behalf of Said Board

BOARD ORDER

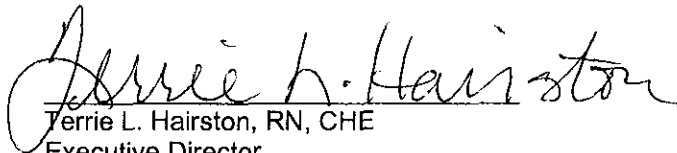
RE: ROBERT EARL COSSEY, LVN #161706

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CERTIFICATE OF SERVICE

I hereby certify that on the 6th day of December, 2002, a true and correct copy of the foregoing **BOARD ORDER** was served by placement in the U.S. Mail, first class, and addressed to the following person(s):

ROBERT EARL COSSEY
6500 WEST 43RD NO. 1124
HOUSTON, TX 77092

A handwritten signature in cursive script, reading "Terrie L. Hairston". The signature is written in dark ink and is positioned above the printed name and title.

Terrie L. Hairston, RN, CHE
Executive Director
Agent for the Board of Vocational Nurse Examiners



BOARD OF VOCATIONAL NURSE EXAMINERS
333 GUADALUPE STREET, SUITE 3-400
AUSTIN, TEXAS 78701
(512) 305-8100

December 8, 2003

ROBERT COSSEY
9415 BALSAM LANE
HOUSTON TX 77078

Dear Mr. Cossey:

You have successfully completed your term of probation as stipulated by the Board of Vocational Nurse Examiners:

All pertinent information will remain in your permanent records. We urge you in the future to promote and uphold the ethical standards a Licensed Vocational Nurse should practice.

If you have any questions concerning this matter, please do not hesitate to contact our office.

Sincerely,

A handwritten signature in cursive script, reading "Carolyn Hudson".

Carolyn Hudson
Probation Monitor, Enforcement Division

/ch