

In the Matter of §
Vocational Nurse License Number 223309 §
issued to ERICA MICHELLE WIGINGTON §
 §

AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of ERICA MICHELLE WIGINGTON, Vocational Nurse License Number 223309, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13)(effective through 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 September 3, 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 vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Schreiner College, Kerrville, Texas, on April 23, 2009. Respondent was licensed to practice vocational nursing in the State of Texas on August 25, 2009.
5. Respondent's nursing employment history includes:

08/2009 – 06/2019

Licensed Vocational
Nurse

Riverhills Health and
Rehabilitation
Kerrville, Texas

Respondent's nursing employment history continued:

06/2019 - Present

Unknown

Unknown

6. At the time of the initial incident, Respondent was employed as a Licensed Vocational Nurse with Riverhills Health and Rehabilitation, Kerrville, Texas, and had been in that position for nine (9) years and five (5) months.
7. On or about January 7, 2019 through March 15, 2019, while employed as a Licensed Vocational Nurse with Riverhills Health and Rehabilitation, Kerrville, Texas, Respondent signed out two (2) tabs of APAP #3, four (4) tabs of Acetaminophen-Cod #3, three (3) tabs of Hydrocodone 10/325mg, one (1) tab of Hydrocodone 7.5/325mg, one (1) tab of Morphine Sulfate 30mg, and one (1) tab of Hydrocodone 5/325mg from the individual control drug sheet for Patient MRN 20170020, Patient MRN 9450, Patient MRN 20170210, Patient MRN 789452, Patient MRN 20170109, Patient MRN 20170236, and Patient MRN 20170164 when you were not clocked in. Respondent's conduct was likely to deceive the pharmacy and is a violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
8. On or about January 13, 2019 through April 22, 2019, while employed as a Licensed Vocational Nurse with Riverhills Health and Rehabilitation, Kerrville, Texas, Respondent signed out four (4) tablets of Acetaminophen-Cod #3, four (4) tabs of Hydrocodone 10/325mg, one (1) tab of Oxycodone 5mg, and one (1) tab of Hydrocodone 5/325mg from the individual control drug sheet for Patient MRN 9450, Patient MRN 20170222, Patient MRN 20170210, Patient MRN 20170236, Patient MRN 20170164, and Patient MRN 20170273, 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 was likely to injure 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.
9. On or about January 13, 2019 through April 22, 2019, while employed as a Licensed Vocational Nurse with Riverhills Health and Rehabilitation, Kerrville, Texas, Respondent signed out four (4) tablets of Acetaminophen-Cod #3, four (4) tabs of Hydrocodone 10/325mg, one (1) tab of Oxycodone 5mg, and one (1) tab of Hydrocodone 5/325mg from the individual control drug sheet for Patient MRN 9450, Patient MRN 20170222, Patient MRN 20170210, Patient MRN 20170236, Patient MRN 20170164, and Patient MRN 20170273, but failed to follow the facility's policy and procedure for wastage of the unused

portions of the medications. Respondent's conduct left medications unaccounted for, was likely to deceive the hospital pharmacy, and placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

10. In response to Finding of Fact Number Seven (7), Respondent states she was on call one weekend a month and she was told not to clock in if staff were not at the facility for a prolonged period of time or for the entire shift. Respondent states the on-call shifts were documented on paper and submitted to human resources.

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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(10)(C)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13)(effective through 8/31/21), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 223309, heretofore issued to ERICA MICHELLE WIGINGTON.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REMEDIAL EDUCATION** 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. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- D. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed Order.

III. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders", which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) within one (1) year of the effective date of this Order, unless otherwise specifically indicated:

- A. A Board-approved course in Texas nursing jurisprudence and ethics that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft, and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study and video programs will not be approved.
- B. A Board-approved course in 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.
- C. 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. 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 waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order 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 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 18 day of October, 2021.

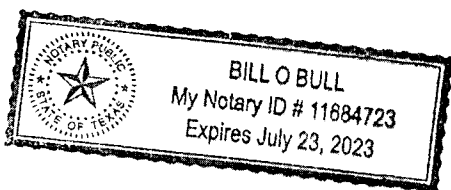
Erica Michelle Wigington
ERICA MICHELLE WIGINGTON, RESPONDENT

Sworn to and subscribed before me this 18 day of October, 2021.

SEAL

Bill O. Bull

Notary Public in and for the State of Texas



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 18th day of October, 2021, by ERICA MICHELLE WIGINGTON, Vocational Nurse License Number 223309, and said Agreed Order is final.

Effective this 20th day of October, 2021.

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