



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

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In the Matter of § AGREED ORDER  
Registered Nurse License Number 653305 §  
& Vocational Nurse License Number 158689 §  
issued to CONNIE LOOP §  
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CONNIE LOOP, Registered Nurse License Number 653305, and Vocational Nurse License Number 158689, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13). Texas Occupations Code.

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 May 27, 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 delinquent status. Respondent's license to practice as a professional nurse in the State of Texas is in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Angelina College at Lufkin, Lufkin, Texas, on July 3, 1996. Respondent received an Associate Degree in Nursing from Angelina College, Lufkin, Texas, on May 1, 1998. Respondent was licensed to practice vocational nursing in the State of Texas on September 9, 1996. Respondent was licensed to practice professional nursing in the State of Texas on July 14, 1998.

5. Respondent's nursing employment history includes:

|                    |         |   |
|--------------------|---------|---|
| 9/1998 -- 6/2002   | RN      | Memorial Health System of East Texas<br>Lufkin, Texas                 |
| 6/2002- 12/2002    | RN      | St. Joseph Health System<br>Bryan, Texas                              |
| 1/2003 -- 8/2003   | Unknown |   |
| 9/2003 -- 12/2003  | RN      | Sacred Heart Hospital<br>Eau Claire, Wisconsin                        |
| 12/2003 -- 10/2006 | RN      | Vista Hospital of Dallas<br>Garland, Texas                            |
| 10/2006 -- 1/2007  | RN      | Memorial Hospital Sweetwater<br>Rock Springs, Wyoming                 |
| 2/2007 -- 4/2008   | RN      | Monroe Clinic Hospital<br>Monroe, Wisconsin                           |
| 5/2008 -- 10/2008  | RN      | Memorial Health Systems of East Texas<br>Lufkin, Texas                |
| 10/2008 -- 1/2015  | RN      | Self-employed RNFA Owner of Connie Loop<br>RNFA, LLC<br>Dallas, Texas |
| 2/2015             | Unknown |   |
| 3/2015 -- 11/2015  | RN      | Integrity Wellness Surgical Center<br>Coppell, Texas                  |
| 12/2015 -- 3/2016  | Unknown |   |
| 4/2016 - 9/2016    | RN      | Christus St. Michael<br>Texarkana, Texas                              |
| 10/2016 -- 5/2017  | Unknown |   |
| 6/2017 -- 11/2018  | RN      | Integrity Wellness Center<br>Coppell, Texas                           |
| 11/2018 -- 6/2019  | RN      | Coremed Network<br>Frisco, Texas                                      |

Respondent's nursing employment history continued:

|                  |         |  |
|------------------|---------|--|
| 7/2019 - 5/2020  | RN      | Baylor Scott & White Medical Center-Lake<br>Pointe<br>Rowlett, Texas |
| 6/2020 - Present | Unknown |  |

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Baylor Scott & White Medical Center-Lake Pointe, Rowlett, Texas, and had been in that position for one (1) year and two (2) months.
7. On or about May 13, 2020, while employed with Baylor Scott & White Medical Center - Lake Pointe, Rowlett, Texas, Respondent failed to follow the facility's policy and procedure regarding wastage of unused portions of medications in that half-used vials of morphine and unopened vials of lidocaine were found in her personal locker. 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.
8. In response to Finding of Fact Number Seven (7), Respondent states she discovered Morphine in her pocket that she'd forgotten to waste. Respondent was scheduled to start back on her regular schedule the following week, and since everyone had left, she thought she'd just lock it in her locker until Wednesday when the nurse came in. According to Respondent, the following Tuesday, while in the locker room, the morphine fell out when she was putting her things in the locker. Respondent states she was called in and was walked to the locker and that's when she noticed the other morphine bottles and the local. Respondent states she was so embarrassed and ashamed, not to mention mortified at how it must've looked, and told them she had simply forgotten to waste the meds. Respondent adds it was a simple inexcusable "out of sight, out of mind" situation and that although it was irresponsible, it wasn't intentional at all.

#### 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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4),(10)(C)&(11)(B).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 653305, and Vocational Nurse License Number 158689, heretofore issued to CONNIE LOOP.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

### TERMS OF ORDER

#### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** 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. COMPLIANCE WITH ARKANSAS BOARD OF NURSING ORDER, IF ANY**

Should the Arkansas Board of Nursing issue an Order which is equivalent to this Agreed Order, RESPONDENT'S compliance with and successful completion of the Arkansas Board of Nursing Order will be accepted as evidence of compliance with and successful completion of the terms of this Order issued by the Texas Board of Nursing, Upon successful completion of the Arkansas Board of Nursing Order, RESPONDENT SHALL cause the Arkansas Board of Nursing to submit written verification of Respondent's successful completion of that Order.

**IV. 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.

**V. 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 medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
  
- 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](http://www.bon.texas.gov/compliance).*

## VI. 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 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. 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 of 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.
- 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual 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.

**VII. THERAPY REPORTS**

**While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor with credentials approved by the Board.** RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

**VIII. 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 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 8<sup>th</sup> day of Nov, 2021.

Connie Loop  
\_\_\_\_\_  
CONNIE LOOP, RESPONDENT

Sworn to and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

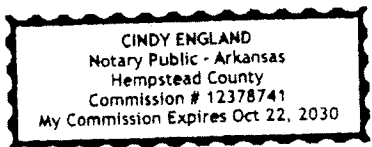
SEAL \_\_\_\_\_

Notary Public in and for the State of \_\_\_\_\_

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 8<sup>th</sup> day of Nov., 20 21, by CONNIE LOOP, Registered Nurse License Number 653305, and Vocational Nurse License Number 158689, and said Agreed Order is final.

Effective this 8<sup>th</sup> day of Nov, 20 21.

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



*Cindy England*  
Nov 8, 2021

x *Annie Loeb RN*

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 8th day of November, 2021, by CONNIE LOOP, Registered Nurse License Number 653305, and Vocational Nurse License Number 158689, and said Agreed Order is final.

Effective this 14th day of December, 2021.



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