



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 661426 § FOR  
issued to KRISTIN CHAMBERLAIN HAYES § KSTAR PROGRAM  
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of KRISTIN CHAMBERLAIN HAYES, Registered Nurse License Number 661426, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(13)(effective through 8/31/21), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Agreed Order for KSTAR Program approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on January 10, 2022.

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 for KSTAR Program.
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 San Jacinto College, Pasadena, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 1, 1999.
5. Respondent's nursing employment history includes:

7/1999 – 11/1999	Registered Nurse	St. Luke's Episcopal Hospital Houston, Texas
11/1999 – 3/2003	Registered Nurse	Northeast Medical Center Humble, Texas
3/2003 – 7/2007	Unknown	
7/2007 – 10/2008	Registered Nurse	Basaldua & Heller, PA Kingwood, Texas
10/2008 – 5/2010	Registered Nurse	Health-Exec
5/2010 – 9/2011	Unknown	
9/2011 – 8/2012	Registered Nurse	Kingwood Medical Center Kingwood, Texas
8/2012 – 2014	Unknown	
2014 – 2017	Registered Nurse	Private Duty Nursing
11/2017 – Unknown	Registered Nurse	Ascend National Healthcare Houston, Texas
12/2017 – Unknown	Registered Nurse	Med Temp Now Dallas, Texas
1/2018 – 5/2019	Registered Nurse	St. Joseph Medical Center Houston, Texas
5/2019 – Current	Registered Nurse	Elite Surgery Center Houston, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with St. Joseph Medical Center, Houston, Texas, and had been in that position for one (1) year and three (3) months.
7. On or about April 10, 2019 through May 27, 2019, while employed as a Registered Nurse with St. Joseph Medical Center, Houston, Texas, Respondent withdrew medications for patients in the PACU but failed to completely/accurately document the administration of the medications and/or their associated wastage in the patients' medical records. The

facility's medication dispensing system for the PACU was located in a separate room and attributed to the Respondent's difficulty in leaving her patient(s) unattended in order to retrieve and return medications and waste properly. Respondent's conduct could have created inaccurate medical records for the patients and could have placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

8. On May 28, 2019, Respondent voluntarily took a drug test for the facility, which was negative.
9. Respondent provided several letters of support and recommendations from former co-workers and current co-workers.
10. Formal Charges were filed on August 4, 2021.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(D) & (1)(M).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(13)(effective through 8/31/21), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 661426, heretofore issued to KRISTIN CHAMBERLAIN HAYES.
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 for KSTAR Program.

## III. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, **within one (1) year of the effective date of this Order**, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program and RESPONDENT SHALL:

- A. **Within forty-five (45) days** following the effective date of this Order, apply to and enroll in the KSTAR Program, including payment of any fees and costs, unless otherwise agreed in writing;
- B. Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- C. Follow all requirements within the remediation plan, if any;
- D. Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Program; and

- E. Provide written documentation of successful completion of the KSTAR Program to the attention of Monitoring at the Board's office.

**V. FURTHER COMPETENCY ISSUES AND VIOLATIONS**

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

**VI. RESTORATION OF UNENCUMBERED LICENSE(S)**

Upon full compliance with the terms of this Agreed Order for KSTAR Program, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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**RESPONDENT'S CERTIFICATION**

I understand that I have the right to legal counsel prior to signing this Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

*Kristin Chamberlain*

01/10/2022

KRISTIN CHAMBERLAIN HAYES, RESPONDENT

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

SEAL

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

Approved as to form and substance.

*Yong An*

01/10/2022

Yong An, Attorney for Respondent

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for KSTAR Program that was signed on the 10th day of January, 2022, by KRISTIN CHAMBERLAIN HAYES, Registered Nurse License Number 661426, and said Agreed Order for KSTAR Program is final.

Effective this 8th day of February, 2022.



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