



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	§	ELIGIBILITY AGREED ORDER
LAURIE ANN PICKARD,	§	FOR
Registered Nurse License Number 980287,	§	KSTAR PROGRAM &
APPLICANT for Reactivation of License	§	REACTIVATION OF LICENSE

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the RN Reactivation application, hereinafter referred to as the Application, and supporting documents filed by LAURIE ANN PICKARD, hereinafter referred to as Applicant, requesting a determination of eligibility for licensure reactivation in compliance with Sections 301.252, 301.257 and 301.260, Texas Occupations Code, together with any documents and information gathered by staff and Applicant's Certification contained herein.

Information received by the Board produced evidence that Applicant may be ineligible for licensure reactivation pursuant to Sections 301.452(b)(1),(8)&(10) and 301.453, Texas Occupations Code.

Applicant waived notice and hearing and agreed to the entry of this Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on January 13, 2022.

FINDINGS OF FACT

1. On or about January 28, 2022, Applicant submitted the Application requesting a determination of eligibility for licensure reactivation.
2. Applicant waived notice and hearing, and agreed to the entry of this Agreed Order.
3. Applicant received an Associate Degree in Nursing from Southwestern Michigan College, Dowagiac, Michigan, on August 1, 1979. Applicant was licensed to practice professional nursing in the State of Michigan on April 9, 1980, and was licensed to practice professional nursing in the State of Texas on November 15, 2019.
4. Applicant's license to practice as a professional nurse in the State of Texas is in inactive status.

5. On or about November 10, 2020, Applicant was issued the sanction of Warning with Stipulations and was required to successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program through an Order of the Board. A copy of the November 10, 2020, Order is attached and incorporated herein by reference as part of this Eligibility Agreed Order for Reactivation of License.
6. On or about March 23, 2021, Applicant was issued the sanction of Warning with Stipulations and the license(s) placed in inactive status through an Order of the Board. A copy of the March 23, 2021, Order is attached and incorporated herein by reference as part of this Eligibility Agreed Order for Reactivation of License.
7. On or about August 12, 2021, Applicant's license to practice nursing in the State of Wisconsin was suspended through a Final Decision and Order by the Wisconsin Board of Nursing, based on the Texas Orders. A copy of the August 20, 2021, Final Decision and Order by the Wisconsin Board of Nursing is attached and incorporated herein by reference as part of this Order.
8. On or about August 20, 2021, the voluntary surrender of Applicant's license to practice nursing in the State of Florida was accepted through a Final Order by the State of Florida Board of Nursing, based on the Texas Orders. A copy of the August 20, 2021, Final Order is attached and incorporated herein by reference as part of this Order.
9. The Executive Director considered evidence of Applicant's past behavior in light of the factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Applicant currently demonstrates the criteria required for licensure.
10. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Applicant's disclosures.
11. Applicant has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.
12. Applicant shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452(b), Texas Occupations Code.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. On or about January 28, 2022, Applicant submitted the Application requesting a determination of eligibility for licensure reactivation.

3. Applicant's history reflects conduct which may constitute grounds for denial of license reactivation under Section 301.452(b)(1),(8)&(10), Texas Occupations Code.
4. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
5. The Board may license an individual upon evaluation of the factors in 22 TEX. ADMIN. CODE §213.27, and pursuant to 22 TEX. ADMIN. CODE §213.33, if the Board is satisfied that the individual is able to consistently conform her conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
6. This Order is conditioned upon the accuracy and completeness of Applicant's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Applicant's license(s).
7. 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. REACTIVATION OF LICENSURE AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the Application of LAURIE ANN PICKARD for Reactivation of License to practice nursing in the State of Texas be **GRANTED** in accordance with the terms of this Order.

- A. Until successfully completed, this Order SHALL apply to any and all future licenses issued to APPLICANT to practice nursing in the State of Texas.
- B. Until successfully completed, this Order SHALL be applicable to APPLICANT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Until successfully completed, APPLICANT 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, APPLICANT'S license(s) will be designated "single state" as applicable and APPLICANT 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, APPLICANT 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 Eligibility Agreed Order for Reactivation of License.

III. SUPERSEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Agreed Order SHALL supersede all previous stipulations required by any Order entered by the Texas Board of Nursing.

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

IT IS AGREED and ORDERED that APPLICANT 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 APPLICANT'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 APPLICANT'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 APPLICANT'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 Eligibility Agreed Order for Reactivation of License, all encumbrances will be removed from APPLICANT'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, APPLICANT may be eligible for nurse licensure compact privileges, if any.

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APPLICANT'S CERTIFICATION

I understand this Order is conditioned upon the accuracy and completeness of my application and disclosures. I further understand that subsequently discovered discrepancies in my application and/or disclosures will result in investigation and possible disciplinary action, up to revocation of my license(s).

I have reviewed this Order. I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license(s) to practice nursing in the state of Texas. 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 REVOCATION of my license(s) and/or nurse licensure compact privileges, if any, to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 9th day of February, 2022.

Laurie Ann Pickard
LAURIE ANN PICKARD, APPLICANT

Sworn to and subscribed before me this 9th day of February, 2022

SEAL

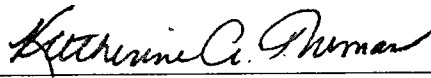
[Signature]

Notary Public in and for the State of MI

KYLE KURZYNIEC, Notary Public
State of Michigan, County of Kent
My Commission Expires 07/07/2025
Acting in the County of Kent

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Eligibility Agreed Order for Reactivation of License that was signed on the 9th day of February, 2022, by LAURIE ANN PICKARD, Registered Nurse License Number 980287, APPLICANT for Reactivation of License, and said Eligibility Agreed Order for Reactivation of License is final.

Effective this 8th day of March, 2022.



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 ORDER
Registered Nurse License Number 980287 §
issued to LAURIE ANN PICKARD §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURIE ANN PICKARD, Registered Nurse License Number 980287, 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)(1)&(10), 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 December 14, 2020.

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 delinquent status.
4. Respondent received an Associate Degree in Nursing from Southwestern Michigan College, Dowagiac, Michigan, on August 1, 1979. Respondent was licensed to practice professional nursing in the State of Michigan on April 9, 1980, and was licensed to practice professional nursing in the State of Texas on November 15, 2019.
5. Respondent's nursing employment history includes:

4/1980 – 7/1980	Registered Nurse	Grand Rapids Osteopathic Hospital Grand Rapids, Michigan
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Respondent's nursing employment history continued:

7/1980 – 7/1981	Emergency Room Nurse	Metro Health Hospital Wyoming, Michigan
8/1981 – 12/1982	Not employed in nursing	
1/1983 – 1999	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
11/1995 – 3/2004	Labor and Delivery Nurse	Spectrum Health Hospital Grand Rapids, Michigan
1/2001 – 9/2018	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
9/2019 – Unknown	Travel Nurse	AMN Healthcare San Diego, California

6. On or about November 10, 2020, Respondent was issued the sanction of Warning with Stipulations and Respondent was required to complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program through an Order of the Board. A copy of the November 10, 2020, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about January 5, 2021, Respondent withdrew from the KSTAR Program and the KSTAR Program referred Respondent back to the Board.
8. Respondent states she would like to have her license to practice nursing in the State of Texas placed in inactive status in lieu of completing the November 10, 2020, Order.

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(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 980287, heretofore issued to LAURIE ANN PICKARD.

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** and RESPONDENT'S license(s), and any privilege(s) to practice, as applicable, shall be placed in **INACTIVE** status.

Should RESPONDENT decide in the future to reactivate his/her license(s) to practice nursing in the State of Texas, RESPONDENT SHALL be required to petition the Board for reactivation of the license and satisfy all then existing requirements for reactivation. Further, RESPONDENT'S reactivated license(s) SHALL BE subject to, at a minimum, the remedial education courses, work restrictions, supervised practice, and employer reporting which would have been requirements of this Order had RESPONDENT not chosen to inactivate his/her nursing license(s).

Until such time that RESPONDENT'S license(s) to practice nursing in the State of Texas is/are reactivated, RESPONDENT SHALL NOT use a Privilege to Practice Nursing in the State of Texas from any Nurse License Compact member state.

II. SUPERSEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Agreed Order SHALL supersede all previous stipulations required by any Order entered by the Texas Board of Nursing.

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. I further understand that, should I decide in the future to reactivate my license(s), I will be required to satisfy, at a minimum, the additional requirements that would have been part of this Order had the license(s) not been placed in inactive status, as stated herein, as well as all then existing requirements for reactivation.

Signed this 25th day of January, 2021.

Laurie Ann Pickard
LAURIE ANN PICKARD, RESPONDENT

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

SEAL

Notary Public in and for the State of _____



Jurat Certificate California only

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

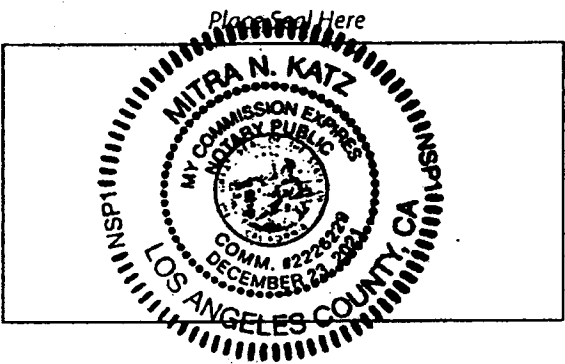
State of California

County of Los Angeles

Subscribed and sworn to (or affirmed) before me on this 25

day of January, 2021, by Laurie Ann Pickard

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.



Signature [Signature]

Description of Attached Document

Type or Title of Document Respondent's Certification

Document Date January 25, 2021 Number of Pages 1

Signer(s) Other Than Named Above None

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 25th day of January, 20 21, by LAURIE ANN PICKARD, Registered Nurse License Number 980287, and said Agreed Order is final.

Effective this 23rd day of March, 20 21.



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.
Stephanie C. Johnson
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
Registered Nurse License Number 980287
issued to LAURIE ANN PICKARD

§
§
§
§

AGREED ORDER
FOR
KSTAR PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURIE ANN PICKARD, Registered Nurse License Number 980287, 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.

An informal conference was conducted on August 4, 2020, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared by telephone. Respondent was represented by Courtney Newton, Attorney at Law.

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 Southwestern Michigan College, Dowagiac, Michigan, on August 1, 1979. Respondent was licensed to practice professional nursing in the State of Michigan on April 9, 1980, and was licensed to practice professional nursing in the State of Texas on November 15, 2019.

5. Respondent's nursing employment history includes:

4/1980-7/1980	Registered Nurse	Grand Rapids Osteopathic Hospital Grand Rapids, Michigan
7/1980- 7/1981	Emergency Room Nurse	Metro Health Hospital Wyoming, Michigan
8/1981-12/1982	Not employed in nursing	
1/1983-1999	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
11/1995-3/2004	Labor and Delivery Nurse	Spectrum Health Hospital Grand Rapids, Michigan
1/2001-9/2018	Labor and Delivery Nurse	Metro Health Hospital Grand Rapids, Michigan
9/2019-Present	Travel Nurse	AMN Healthcare San Diego, California

6. At the time of the initial incident, Respondent was employed as a Travel Nurse with AMN Healthcare, San Diego, California, and had been in that position for four (4) months.
7. On or about January 27, 2020, while employed as a Travel Nurse with AMN Healthcare, San Diego, California, on assignment at Houston Methodist Willowbrook, Houston, Texas, and caring for laboring Patient SC, Respondent failed to appropriately monitor and intervene in response to fetal heart rate decelerations, and instead continued to increase the infusion rate of Pitocin, in increments quicker than 30 minutes apart, as ordered. Additionally, Respondent initiated an amnioinfusion for the patient without first confirming the ordered rate. Respondent's conduct exposed the patient to a risk of harm in that failure to administer medication as ordered by the physician could have resulted in non-efficacious treatment of the patient's condition.
8. On or about January 27, 2020, while employed as a Travel Nurse with AMN Healthcare, San Diego, California, on assignment at Houston Methodist Willowbrook, Houston, Texas, and caring for the aforementioned laboring Patient SC, Respondent failed to completely document in the patient's medical record, including failure to document fetal heart tone assessments, verbal orders to re-start the Pitocin after fetal heart decelerations occurred, stopping the Pitocin infusion a second time, verbal orders received for the amnioinfusion rate, administration of the amnioinfusion, administration of oxygen to the patient in response to fetal heart decelerations, and contact with the physician and other interventions in response to continued fetal heart decelerations. Respondent's conduct resulted in an

incomplete medical record and exposed the patient to a risk of harm in that subsequent care givers would not have accurate and complete information on which to base their care decisions.

9. In response to the incidents in Findings of Fact Numbers Seven (7) and Eight (8), Respondent states that she notified the physician when the patient began having variable decelerations with contractions. Respondent states she stopped the Pitocin, gave an IV fluid bolus, and the decelerations resolved. Respondent states that the patient was turned approximately every 30-50 minutes. In response to the incident in Finding of Fact Number Eight (8), Respondent states that she received a verbal order from the physician to place an intrauterine pressure catheter (IUPC) and fetal scalp electrode (FSE), as well as an order for an amnioinfusion. Respondent states that she had not confirmed the rate with the doctor, but she started the fluid around 50 ml/hr and then immediately called him to confirm the rate. Respondent states that after the patient's cesarean section, she went to the nurse manager's office, where she was told that her contract was being terminated. Respondent states that she informed them at that time that she had not completed her charting, but she was not allowed to finish it, and was told not to worry about it. Respondent adds that she had made some notations on a paper monitoring strip when she did not have time to chart.

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.
 1. 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)(M) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C)&(4).
3. 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 980287, heretofore issued to LAURIE ANN PICKARD.
4. 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. 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.

IV. 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.

V. 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 28th day of September 2020.
Laurie Ann Pickard
LAURIE ANN PICKARD, RESPONDENT

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

SEAL

** see attached Jurat certificate **

Notary Public in and for the State of _____

Approved as to form and substance.

Courtney Newton, Attorney for Respondent

Signed this 30th day of September 2020.



Jurat Certificate California only

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of Los Angeles

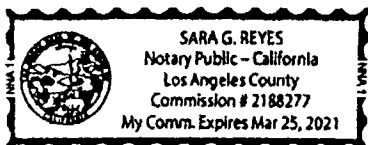
Subscribed and sworn to (or affirmed) before me on this 28th

day of September, 2020, by Laurie Ann Pickard

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Place Seal Here

Signature



Description of Attached Document

Type or Title of Document

Respondent's Certification

Document Date

09-28-2020

Number of Pages

1

Signer(s) Other Than Named Above

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for KSTAR Program that was signed on the 28th day of September, 2020, by LAURIE ANN PICKARD, Registered Nurse License Number 980287, and said Agreed Order for KSTAR Program is final.

Effective this 10th day of November, 2020.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas", written over a horizontal line.

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

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

LAURIE A. PICKARD, R.N.
RESPONDENT.

FINAL DECISION AND ORDER

ORDER 0007527

Division of Legal Services and Compliance Case No. 21 NUR 172

The parties to this action for the purpose of Wis. Stat. § 227.53 are:

Laurie A. Pickard, R.N.
Grand Rapids, MI 49546

Wisconsin Board of Nursing
P.O. Box 8366
Madison, WI 53708-8366

Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 7190
Madison, WI 53707-7190

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final disposition of this matter, subject to the approval of the Board of Nursing (Board). The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

FINDINGS OF FACT

1. Laurie A. Pickard, R.N. (Respondent), (Year of Birth 1954) is licensed in the state of Wisconsin as a registered nurse, having license number 249008-30, first issued on June 25, 2019 and current through February 28, 2022. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in Grand Rapids, Michigan 49546.

2. Respondent is also licensed as a registered nurse in the state of Texas (license number 980287).

3. On November 10, 2020, the Texas Board of Nursing issued an Agreed Order (Texas Order) after finding Respondent failed to appropriately monitor and intervene in response to fetal

heart rate decelerations, and instead continued to increase the infusion rate of Pitocin, in increments quicker than 30 minutes apart, as ordered. Additionally, Respondent initiated an amnioinfusion for the patient without first confirming the ordered rate.

4. The Texas Order required that Respondent successfully complete the Knowledge, Skills, Training, Assessment, and Research Program (KSTAR). KSTAR is a remedial education plan aimed at correcting any knowledge deficits that the Respondent may have. Monitoring and follow-up are built into the KSTAR program.

5. Respondent failed to comply with the Texas Order by withdrawing from KSTAR. Respondent's Texas license was changed to "inactive" status on March 23, 2021.

6. In resolution of this matter, Respondent consents to the entry of the following Conclusions of Law and Order.

CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction to act in this matter pursuant to Wis. Stats. §§ 441.07 and 441.51(3)(e) and is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Respondent violated Wis. Admin. Code § N 7.03(1)(b) by having a license to practice nursing or a nurse licensure compact privilege to practice denied, revoked, suspended, limited, or having the credential holder otherwise disciplined in another state, territory, or country.

3. As a result of the above violations, Respondent is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b) and (d), and Wis. Admin. Code § N 7.03.

ORDER

1. The attached Stipulation is accepted.

2. Respondent's license to practice as a registered nurse in the state of Wisconsin (license number 249008-30), is **SUSPENDED** for an indefinite period.

3. The privilege of Respondent to practice as a registered nurse in the state of Wisconsin under the authority of another state's license pursuant to the Enhanced Nurse Licensure Compact is also **SUSPENDED** for an indefinite period.

4. Respondent may not petition the Board for reinstatement until she has submitted proof that she has complied with all terms and conditions of the Texas Order and that the Texas Board of Nursing has lifted all limitations imposed against her Texas nursing license.

5. In addition to any other action authorized by this Order or law, the Board, in its discretion, may impose additional limitations or pursue separate disciplinary action for violation of any term of this Order.

6. Within 120 days from the date of this Order, Respondent shall pay COSTS of this matter in the amount of \$325.00.

7. Request for reinstatement, any documentation required by this Order, and payment of costs (made payable to the Wisconsin Department of Safety and Professional Services) shall be sent by Respondent to the Department Monitor at the address below:

Department Monitor
Division of Legal Services and Compliance
Department of Safety and Professional Services
P.O. Box 7190, Madison, WI 53707-7190
Telephone (608) 266-2112; Fax (608) 266-2264
DSPSMonitoring@wisconsin.gov

Respondent may also submit this information online at: <https://dpsmonitoring.wi.gov>

8. In the event Respondent violates any term of this Order, Respondent's license (no. 249008-30), or Respondent's right to renew her license, may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with the terms of the Order. The Board may, in addition and/or in the alternative refer any violation of this Order to the Division of Legal Services and Compliance for further investigation and action.

9. This Order is effective on the date of its signing.

WISCONSIN BOARD OF NURSING

By: 
A Member of the Board

8/12/2021
Date

STATE OF WISCONSIN
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

LAURIE A. PICKARD, R.N.,
RESPONDENT.

STIPULATION

ORDER 0007527

Division of Legal Services and Compliance Case No. 21 NUR 172

Laurie A. Pickard, R.N. (Respondent) and the Division of Legal Services and Compliance, Department of Safety and Professional Services stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Division of Legal Services and Compliance. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- the right to a hearing on the allegations against Respondent, at which time the State has the burden of proving those allegations by a preponderance of the evidence;
- the right to confront and cross-examine the witnesses against Respondent;
- the right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- the right to testify on Respondent's own behalf;
- the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- the right to petition for rehearing; and
- all other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Respondent is aware of Respondent's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.

4. Respondent agrees to the adoption of the attached Final Decision and Order by the Wisconsin Board of Nursing (Board). The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order, if adopted in the form as attached.

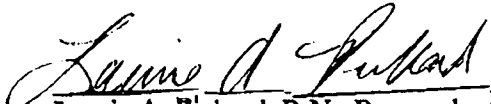
5. If the terms of this Stipulation are not acceptable to the Board the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Division

of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.


6. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Board ever assigned as an advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, any such advisor may vote on whether the Board should accept this Stipulation and issue the attached Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.


8. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.


Laurie A. Pickard, R.N., Respondent
Grand Rapids, MI 49546
License No. 249008-30

6-14-21
Date


Lesley McKinney, Prosecuting Attorney
Department of Safety and Professional Services
Division of Legal Services and Compliance
P.O. Box 7190
Madison, WI 53707-7190

6/21/2021
Date

My new address is
Laurie Rickard

Hopkins, MI 49328-8523

STATE OF FLORIDA
BOARD OF NURSING

Final Order No. DOH-21-1118- S-MQA
FILED DATE - AUG 20 2021
Department of Health
By *Amy R. Conway*
Deputy Agency Clerk

DEPARTMENT OF HEALTH,

Petitioner,

vs.

Case No.: 2020-35631
License No.: RN 9516506

LAURIE ANN PICKARD,

Respondent.

FINAL ORDER

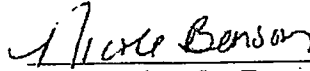
THIS CAUSE came before the BOARD OF NURSING (Board) pursuant to Sections 120.569 and 120.57(4), Florida Statutes, at a duly-noticed public meeting on August 5, 2021, in Fort Lauderdale, Florida, for consideration of Respondent's voluntary relinquishment (attached hereto as Exhibit A). Upon consideration of the voluntary relinquishment, the documents submitted in support thereof, the arguments of the parties, and being otherwise fully advised in the premises, it is hereby

ORDERED AND ADJUDGED that the voluntary relinquishment is accepted as a resolution of this case.

This Final Order shall take effect upon being filed with the Clerk of the Department of Health.

DONE AND ORDERED this 19th day of August, 2021.

BOARD OF NURSING



Joe R. Baker, Jr., Executive Director
for Deborah McKeen, CD-LPN, BS, Chair

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a true and correct copy of the foregoing Final Order has been provided by U.S. Mail to: **Laurie Pickard**, 7551 Candlewood Drive SE, Grand Rapids, MI 49546, 205 Madison, Cascade, WI 53011 and 3118 Mooncrest Court, San Marcos, CA 92078; and by email to: **Matthew Witters**, Chief Legal Counsel, Dept. of Health - PSU, Matthew.Witters@flhealth.gov; and **Deborah Loucks**, Senior Assistant Attorney General, at Deborah.Loucks@myfloridalegal.com, on August 20, 2021.



Deputy Agency Clerk



TO: Jennifer Wenhold, Acting Director
Division of MQA

FROM: Joe Baker, Jr., Executive Director
FBON

DATE: August 3, 2021

RE: Delegation of Authority

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The following managers are delegated authority for the Board office:

8/4-8/6	Sandi Williams	Regulatory Supervisor
8/9-25	Nicole Benson	Program Ops Administrator

Thank you.

JBjr/ms

FILED
DEPARTMENT OF HEALTH
DEPUTY CLERK

CLERK: *Amanda Morales*
DATE: MAY 19 2021

PRACTITIONER REGULATION
LEGAL

STATE OF FLORIDA
BOARD OF NURSING

2021 MAR 29 PM 1:53

DEPARTMENT OF HEALTH,
PETITIONER,

v.

CASE NO. 2020-35631

LAURIE ANN PICKARD, R.N.,
RESPONDENT.

VOLUNTARY RELINQUISHMENT OF LICENSE

Respondent, **LAURIE ANN PICKARD, R.N.**, license number **RN 9516506**, hereby voluntarily relinquishes Respondent's license to practice Nursing in the State of Florida and states as follows:

1. Respondent's purpose in executing this Voluntary Relinquishment is to avoid further administrative action with respect to this cause. Respondent understands that acceptance by the Board of Nursing (hereinafter the Board) of this Voluntary Relinquishment shall be construed as disciplinary action against Respondent's license pursuant to section 456.072(1)(f), Florida Statutes. As with any disciplinary action, this relinquishment will be reported to the National Practitioner Data Bank as disciplinary action. Licensing authorities in other states may impose discipline in their jurisdiction based on discipline taken in Florida.

2. Respondent agrees to never reapply for licensure as a Registered Nurse in the State of Florida.

3. Respondent agrees to voluntarily cease practicing as a Registered Nurse immediately upon executing this Voluntary Relinquishment. Respondent further agrees to refrain from practicing as a Registered Nurse until such time as this Voluntary

Relinquishment is presented to the Board and the Board issues a written final order in this matter.

4. In order to expedite consideration and resolution of this action by the Board in a public meeting, Respondent, being fully advised of the consequences of so doing, hereby waives the statutory privilege of confidentiality of section 456.073(10), Florida Statutes, regarding the complaint, the investigative report of the Department of Health, and all other information obtained pursuant to the Department's investigation in the above-styled action. By signing this waiver, Respondent understands that the record and complaint become public record and remain public record and that information is immediately accessible by the public. Respondent understands that this waiver of confidentiality is a permanent, non-revocable waiver.

5. In order to expedite consideration and resolution of this action by the Board in a public meeting, Respondent, being fully advised of the consequences of so doing hereby waives a determination of probable cause, by the Probable Cause Panel, or the Department when appropriate, pursuant to section 456.073(4), Florida Statutes.


6. Upon the Board's acceptance of this Voluntary Relinquishment, Respondent agrees to waive all rights to seek judicial review of, or to otherwise challenge or contest the validity of, this Voluntary Relinquishment and of the Final Order of the Board incorporating this Voluntary Relinquishment.

7. Petitioner and Respondent hereby agree that upon the Board's acceptance of this Voluntary Relinquishment, each party shall bear its own attorney's fees and costs related to the prosecution or defense of this matter.

8. Respondent authorizes the Board to review and examine all investigative

file materials concerning Respondent in connection with the Board's consideration of this Voluntary Relinquishment. Respondent agrees that consideration of this Voluntary Relinquishment and other related materials by the Board shall not prejudice or preclude the Board, or any of its members, from further participation, consideration, or resolution of these proceedings if the terms of this Voluntary Relinquishment are not accepted by the Board.

DATED this 22nd day of March, 2021.


LAURIE ANN PICKARD, R.N.
Case No. 2020-35631

STATE OF _____
 COUNTY OF _____

Sworn to (or affirmed) and subscribed before me by means of ☐ physical presence or ☐ online notarization, this _____ day of _____, 2021, by _____.

 Signature of Notary Public
 Print, Type or Stamp Commissioned name of Notary Public
 My Commission Expires:

Personally Known _____ OR Produced Identification _____

Type of Identification Produced _____

SEE
 Attachment.



Jurat Certificate California only

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of San Diego

Subscribed and sworn to (or affirmed) before me on this 22nd

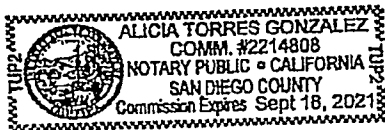
day of March, 2021 by Laurie Ann Pickard

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Place Seal Here

Signature

Alicia Torres Gonzalez



Description of Attached Document

Type or Title of Document

State of Florida Board of Nursing Case NO. 2020-35631

Document Date

03/22/2021

Number of Pages

3

Signer(s) Other Than Named Above

**STATE OF FLORIDA
DEPARTMENT OF HEALTH**

**DEPARTMENT OF HEALTH,
PETITIONER,**

v.

CASE NO. 2020-35631

**LAURIE ANN PICKARD, R.N.,
RESPONDENT.**

ADMINISTRATIVE COMPLAINT

COMES NOW, Petitioner, Department of Health, by and through its undersigned counsel, and files this Administrative Complaint before the Board of Nursing against Respondent, Laurie Ann Pickard, R.N., and in support thereof alleges:

1. Petitioner is the state agency charged with regulating the practice of nursing pursuant to Section 20.43, Florida Statutes; Chapter 456, Florida Statutes; and Chapter 464, Florida Statutes.

2. At all times material to this Administrative Complaint, Respondent was a licensed registered nurse (R.N.) within the state of Florida, having been issued license number RN 9516506.

3. Respondent's address of record is 7551 Candlewood Drive S.E., Grand Rapids, Michigan 49546.

4. The Texas Board of Nursing (Texas Board) is the licensing authority for nurses in the state of Texas.

5. Respondent holds and/or held a Texas registered nurse license, number 980287.

6. On or about November 10, 2020, the Texas Board issued an Agreed Order for KSTAR Program, which issued discipline upon Respondent's Texas registered nurse license.

7. Section 464.018(1)(b), Florida Statutes (2020), provides that having a license to practice nursing revoked, suspended, or otherwise acted against, including the denial of licensure, by the licensing authority of another state, territory, or country constitutes grounds for disciplinary action.

8. Respondent had a license to practice nursing disciplined, by the licensing authority of another state, territory, or country, when on or about November 10, 2020, the Texas Board disciplined Respondent's Texas nursing license.

9. Based on the foregoing, Respondent violated section 464.018(1)(b), by having a license to practice nursing revoked, suspended, or otherwise acted against, including the denial of licensure, by the

licensing authority of another state, territory, or country.

WHEREFORE, the Petitioner respectfully requests that the Board of Nursing enter an order imposing one or more of the following penalties: permanent revocation or suspension of Respondent's license, restriction of practice, imposition of an administrative fine, issuance of a reprimand, placement of the Respondent on probation, corrective action, refund of fees billed or collected, remedial education and/or any other relief that the Board deems appropriate.

SIGNED this 9th day of March, 2021.

Scott A. Rivkees, MD
State Surgeon General

FILED

DEPARTMENT OF HEALTH
DEPUTY CLERK

CLERK: *Ann Marie Morris*
DATE: MAR 09 2021

Nicole M. DiBartolomeo

Nicole M. DiBartolomeo
Assistant General Counsel
Florida Bar No. 123162
Florida Department of Health
Office of the General Counsel
4052 Bald Cypress Way, Bin #C65
Tallahassee, FL 32399-3265
Telephone: (850) 841-8445
Facsimile: (850) 245-4662
Email: nicole.dibartolomeo@flhealth.gov

PCP Date: 3/5/2021

PCP Members: McDonough & Whitson

NOTICE OF RIGHTS

Respondent has the right to request a hearing to be conducted in accordance with Section 120.569 and 120.57, Florida Statutes, to be represented by counsel or other qualified representative, to present evidence and argument, to call and cross-examine witnesses and to have subpoena and subpoena duces tecum issued on his or her behalf if a hearing is requested.

A request or petition for an administrative hearing must be in writing and must be received by the Department within 21 days from the day Respondent received the Administrative Complaint, pursuant to Rule 28-106.111(2), Florida Administrative Code. If Respondent fails to request a hearing within 21 days of receipt of this Administrative Complaint, Respondent waives the right to request a hearing on the facts alleged in this Administrative Complaint pursuant to Rule 28-106.111(4), Florida Administrative Code. Any request for an administrative proceeding to challenge or contest the material facts or charges contained in the Administrative Complaint must conform to Rule 28-106.2015(5), Florida Administrative Code.

Mediation under Section 120.573, Florida Statutes, is not available to resolve this Administrative Complaint.

NOTICE REGARDING ASSESSMENT OF COSTS

Respondent is placed on notice that Petitioner has incurred costs related to the investigation and prosecution of this matter. Pursuant to Section 456.072(4), Florida Statutes, the Board shall assess costs related to the investigation and prosecution of a disciplinary matter, which may include attorney hours and costs, on the Respondent in addition to any other discipline imposed.