



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.
Michelle P. Thomas
Executive Director of the Board

**In the Matter of
Permanent Registered Nurse
License Number 760474
Issued to JANET TETLOW ANDRUS,
Respondent**

**§ BEFORE THE TEXAS
§ BOARD OF NURSING
§ ELIGIBILITY AND
§ DISCIPLINARY COMMITTEE**

ORDER OF THE BOARD

TO: Janet Andrus
5751 Greenhouse Rd Apt 2327
Katy, TX 77449

During open meeting held in Austin, Texas, on May 10, 2022, the Texas Board of Nursing Eligibility and Disciplinary Committee (hereinafter "Committee") heard the above-styled case, based on the failure of the Respondent to appear as required by 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that notice of the facts or conduct alleged to warrant disciplinary action has been provided to Respondent in accordance with Texas Government Code § 2001.054(c) and Respondent has been given an opportunity to show compliance with all the requirements of the Nursing Practice Act, Chapter 301 of the Texas Occupations Code, for retention of Respondent's license(s) to practice nursing in the State of Texas.

The Committee finds that the Formal Charges were properly initiated and filed in accordance with section 301.458, Texas Occupations Code.

The Committee finds that after proper and timely Notice regarding the violations alleged in the Formal Charges was given to Respondent in this matter, Respondent has failed to appear in accordance with 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that the Board is authorized to enter a default order pursuant to Texas Government Code § 2001.056.

The Committee, after review and due consideration, adopts the proposed findings of fact and conclusions of law as stated in the Formal Charges which are attached hereto and incorporated by

reference for all purposes and the Staff's recommended sanction of revocation by default. This Order will be properly served on all parties and all parties will be given an opportunity to file a motion for rehearing [22 TEX. ADMIN. CODE § 213.16(j)]. All parties have a right to judicial review of this Order.

All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.

NOW, THEREFORE, IT IS ORDERED that Permanent Registered Nurse License Number 760474, previously issued to JANET TETLOW ANDRUS to practice nursing in the State of Texas be, and the same is/are hereby, REVOKED.

IT IS FURTHER ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

Entered this 10th day of May, 2022

TEXAS BOARD OF NURSING

BY: 

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

Attachment: Formal Charges filed February 1, 2022

d17r(2022.03.04)

Re: Permanent Registered Nurse License Number 760474
Issued to JANET TETLOW ANDRUS
DEFAULT ORDER - REVOKE

CERTIFICATE OF SERVICE

I hereby certify that on the 11th day of May, 2017, a true and correct copy of the foregoing DEFAULT ORDER was served and addressed to the following person(s), as follows:

Via USPS Certified Mail, Return Receipt Requested,

Copy Via USPS First Class Mail

Janet Andrus
5751 Greenhouse Rd Apt 2327
Katy, TX 77449

BY: _____

Katherine A. Thomas

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

**In the Matter of
Permanent Registered Nurse
License Number 760474
Issued to JANET TETLOW ANDRUS,
Respondent**

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**BEFORE THE TEXAS
BOARD OF NURSING**

FORMAL CHARGES

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, JANET TETLOW ANDRUS, is a Registered Nurse holding license number 760474, which is in delinquent status at the time of this pleading.

Written notice of the facts and conduct alleged to warrant adverse licensure action was sent to Respondent at Respondent's address of record, and Respondent was given opportunity to show compliance with all requirements of the law for retention of the license, prior to commencement of this proceeding.

CHARGE I.

On or about June 9, 2021, Respondent failed to successfully complete a Board-approved course in Texas nursing jurisprudence and ethics, as required by Section IV, Subsection A, Remedial Education Course(s), of the Agreed Order issued to Respondent on June 9, 2020.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B).

CHARGE II.

On or about June 9, 2021, Respondent failed to successfully complete a Board-approved course in medication administration, as required by Section IV, Subsection B, Remedial Education Course(s), of the Agreed Order issued to Respondent on June 9, 2020.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B).

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CHARGE III.

On or about June 9, 2021, Respondent failed to successfully complete a Board-approved course in nursing documentation, as required by Section IV, Subsection C, Remedial Education Course(s), of the Agreed Order issued to Respondent on June 9, 2020.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B).

CHARGE IV.

On or about June 9, 2021, Respondent failed to successfully complete the course "Sharpening Critical Thinking Skills," as required by Section IV, Subsection D, Remedial Education Course(s), of the Agreed Order issued to Respondent on June 9, 2020.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B).

NOTICE IS GIVEN that staff will present evidence in support of the recommended disposition of up to, and including, revocation of Respondent's license(s) and/or privilege(s) to practice nursing in the State of Texas pursuant to the Nursing Practice Act, Chapter 301, Texas Occupations Code and the Board's rules, 22 TEX. ADMIN. CODE §§ 213.27 - 213.33.

NOTICE IS GIVEN that all statutes and rules cited in these Charges are incorporated as part of this pleading and can be found at the Board's website, www.bon.texas.gov.

NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on the Disciplinary Matrix, located at 22 TEX. ADMIN. CODE §213.33(b), which can be found under the "Discipline & Complaints; Board Policies & Guidelines" section of the Board's website, www.bon.texas.gov.

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NOTICE IS ALSO GIVEN that Respondent's past disciplinary history, as set out below and described in the Order(s) which is/are attached and incorporated by reference as part of these charges, will be offered in support of the disposition recommended by staff: Order(s) of the Board dated August 18, 2008, and June 9, 2020.

Filed this 1st day of February, 2022.

TEXAS BOARD OF NURSING



James W. Johnston, General Counsel
Board Certified - Administrative Law
Texas Board of Legal Specialization
State Bar No. 10838300

Jena Abel, Deputy General Counsel
Board Certified - Administrative Law
Texas Board of Legal Specialization
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333 Guadalupe, Tower III, Suite 460
Austin, Texas 78701
P: (512) 305-8657
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Attachment(s): Order(s) of the Board dated August 18, 2008, and June 9, 2020.

D(2022.01.18)



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
Registered Nurse License Number 760474
issued to JANET TETLOW ANDRUS

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AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JANET TETLOW ANDRUS, Registered Nurse License Number 760474, 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 April 1, 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 current status.
4. Respondent received an Associate Degree in Nursing from Louisiana State University-Eunice, Eunice, Louisiana, on May 22, 1992. Respondent was licensed to practice professional nursing in the State of Texas on September 2, 2008.
5. Respondent's nursing employment history includes:

9/2008 – 12/2010	Registered Nurse L&D	Advantage RN Lafayette, Louisiana
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Respondent's nursing employment history continued:

12/2010 – 10/2012	Registered Nurse PACU	Atlus Medical Center Houston, Texas
10/2012 – 7/2016	Registered Nurse PACU	St. Joseph's Hospital Houston, Texas
7/2016 – 12/2016	Unknown	
12/2016 – 5/2017	Registered Nurse PACU/Pre-Op	USPI Memorial Hermann Surgical Center Houston, Texas
3/2017 – 8/2017	Registered Nurse	Advanced Diagnostic Hospital Houston, Texas
9/2016 – 8/2017	Registered Nurse PACU	Kirby Glenn Surgery Center Houston, Texas
9/2017 – Present	Registered Nurse	Medical Solutions Omaha, Nebraska
9/2018 – Present	Registered Nurse	Rad Link Supplemental Staffing Houston, Texas

6. On or about August 18, 2008, Respondent was issued an Eligibility Agreed Order through an Order of the Board. On or about October 9, 2013, Respondent successfully completed the terms of the Order. A copy of the August 18, 2008, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. At the time of the initial incident, Respondent was employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and had been in that position for ten (10) months.
8. On or about July 24, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent withdrew one (1) syringe of Hydromorphone .5mg from the medication dispensing system for Patient MRN 800409647, but failed to follow the facility's policy and procedures for wastage of 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.

9. On or about July 24, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent failed to take precautions to prevent misappropriation of point one (.1) milligrams of Hydromorphone belonging to the facility or patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
10. On or about September 8, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent withdrew four (4) syringes of Hydromorphone 2mg from the medication dispensing system for Patient MRN 800319482, but failed to completely and accurately document the administration of the medications in the patients' Medication Administration Record and/or nurses' notes in that Respondent documented she administered .5mg of Hydromorphone and reported that she administered 4mg of Hydromorphone. Respondent's conduct was likely to injure the patient in that subsequent care givers would rely on her documentation to further medicate the patient 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.
11. On or about September 8, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent withdrew four (4) syringes of Hydromorphone 2mg from the medication dispensing system for Patient MRN 800319482, but failed to follow the facility's policy and procedures for wastage of 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.
12. On or about September 8, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent failed to take precautions to prevent misappropriation of two (2) milligrams of Hydromorphone belonging to the facility or patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
13. On or about September 8, 2018, while employed as a Registered Nurse with Medical Solutions, Omaha, Nebraska, and assigned to CHI St. Alexius Medical Center, Bismarck, North Dakota, Respondent withdrew Hydromorphone from the medication dispensing system for Patient MRN 800319482 in excess dosage of the physician's order and administered four (4) milligrams of Hydromorphone. As a result, the patient experienced low oxygen saturation and required an administration of Narcan. Respondent's conduct injured the patient in that the administration of medications in excess dosage of the physician's order resulted in the patient suffering from adverse reactions. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

14. In response to Findings of Fact Eight (8) through Thirteen (13), Respondent admits to administering Hydromorphone in excess dosage of the physician's order. Respondent denies failure to accurately document, stating she thought she documented the 4mg administration. In addition, Respondent denies failure to waste and misappropriation.

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)&(3) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(G),(8),(10)(C),(10)(E)&(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 760474, heretofore issued to JANET TETLOW ANDRUS.
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. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state.

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 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. **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.
- D. **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. **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.

VI. 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.

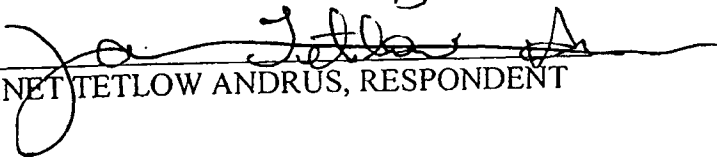
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RESPONDENT'S CERTIFICATION

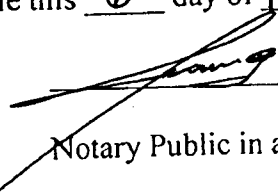
I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, 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.

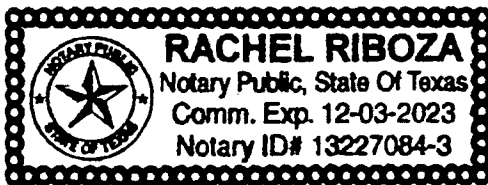
Signed this 4 day of May, 2020


JANET TETLOW ANDRUS, RESPONDENT

Sworn to and subscribed before me this 6 day of May, 2020

SEAL


Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 6th day of May, 2020, by JANET TETLOW ANDRUS, Registered Nurse License Number 760474, and said Agreed Order is final.

Effective this 9th day of June, 2020.



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

THE TEXAS
BOARD OF NURSING

In the Matter of
JANET TETLOW ANDRUS
APPLICANT for Eligibility for Licensure

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ELIGIBILITY
AGREED ORDER

On the date entered below, the Texas Board of Nursing, hereinafter referred to as Board, considered the Temporary License/Endorsement Application and supporting documents filed by JANET TETLOW ANDRUS, hereinafter referred to as APPLICANT, together with any documents and information gathered by staff and APPLICANT's Certificate contained herein. Information received by the Board produced evidence that APPLICANT may have violated Section 301.452(8) *et seq.*, Texas Occupations Code.

APPLICANT waived representation by counsel, notice and hearing, and agreed to the entry of this Order offered on June 9, 2008, by Katherine A. Thomas, MN, RN, Executive Director.

FINDINGS OF FACT

1. On or about April 1, 2008, Applicant submitted a Temporary License/Endorsement Application in compliance with Section 301.260 *et seq.*, Texas Occupations Code.
2. Applicant waived representation, notice, administrative hearing, and judicial review.
3. Applicant graduated with an Associate Degree in Nursing from Louisiana State University at Eunice, Eunice, Louisiana, in May 1992.
4. Applicant completed the Application for Licensure by Endorsement and answered "no" to the question which reads as follows: *"Has any licensing authority refused to issue you a license or ever revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew a professional license or certificate held by you now or previously, or ever fined, censured, reprimanded or otherwise disciplined you?"*

5. On March 21, 2000, Applicant was issued a Consent Order by the Louisiana State Board of Nursing. A copy of the March 21, 2000, Louisiana Consent Order is attached and incorporated by reference as part of this Order.
6. Applicant has sworn that with the exception of matters disclosed in connection with the Temporary License/Endorsement Application, her past behavior conforms to the Board's professional character requirements.
7. After considering the action taken by the Louisiana State Board of Nursing along with Applicant's conduct since March 21, 2000, the Executive Director is satisfied that Applicant is able to meet the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
8. On June 9, 2008, the Executive Director considered evidence of Applicant's behavior in light of the character factors set out in 22 Texas Administrative Code, §213.27 and determined that Applicant currently demonstrates the criteria required for good professional character.
9. Applicant presented sufficient evidence that she would not pose a direct threat to the health and safety of patients and the public.
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.

CONCLUSIONS OF LAW

1. The Texas Board of Nursing has jurisdiction over this matter pursuant to Section 301.453 *et seq.*, Texas Occupations Code.
2. Applicant has submitted a Temporary License/Endorsement Application in compliance with 301.260 *et seq.*, Texas Occupations Code.
3. The evidence in Findings of Fact Numbers Five (5), is sufficient cause to take disciplinary action under Section 301.452 *et seq.*, Texas Occupations Code, and, therefore, sufficient cause to deny licensure.
4. The action taken by another jurisdiction is grounds for denial of a license under Section 301.452 *et seq.*, Texas Occupations Code.

5. Applicant shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452 *et seq.*, Texas Occupations Code.
6. The Board may license an individual with prior behaviors inconsistent with the Board's character requirements if, upon evaluation of the factors in 22 Texas Administrative Code §213.27, 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.

ORDER

IT IS THEREFORE AGREED that the application of JANET TETLOW ANDRUS, APPLICANT, is hereby CONDITIONALLY GRANTED and shall be subject to the following conditions:

- (1) APPLICANT SHALL obtain and read the Texas Nursing Practice Act, and the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice.
- (2) Upon payment of the necessary fees, APPLICANT SHALL be issued a license to practice professional nursing in the State of Texas, which shall bear the appropriate notation.
- (3) Upon receiving authorization to practice professional nursing in Texas, APPLICANT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to APPLICANT's multistate licensure privilege, if any, to practice professional nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while APPLICANT's license is encumbered by this Order the APPLICANT may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where APPLICANT wishes to work.

(4) APPLICANT SHALL, within one (1) year of initial licensure in the State of Texas, successfully complete a course in Texas nursing jurisprudence and ethics. APPLICANT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) contact 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 Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. APPLICANT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify APPLICANT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*
<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>

(5) APPLICANT SHALL pay a monetary fine in the amount of two hundred fifty dollars (\$250.00). APPLICANT SHALL pay this fine within forty-five days of initial licensure in

the State of Texas. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, APPLICANT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

APPLICANT'S CERTIFICATION

I am the Applicant in this matter. I have fully and truthfully disclosed all of my past disciplinary action and I have caused a complete and accurate history to be submitted to the Texas Board of Nursing from each jurisdiction in which I have been disciplined. I certify that my past behavior, except as disclosed in my Temporary License/Endorsement Application has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior. I have no disciplinary action pending in any jurisdiction.

In connection with my application, I acknowledge that I have read and I understand Sections 301.157, 301.252, 301.253, 301.260, and 301.452(b) of the Texas Occupations Code, and Board Rules at 213.27, 213.28, and 213.29 at 22 Texas Administrative Code, which are incorporated by reference as a part of this Order. I agree with all terms of this Order and any stipulations. I agree to inform the Board of any other grounds for denial of licensure prior to accepting any permit or license from the Texas Board of Nursing.

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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

I understand that I can be represented by an attorney in this matter. I waive representation, notice, administrative hearing, and judicial review of this Order and request that the Executive Director of the Texas Board of Nursing enter this Order.

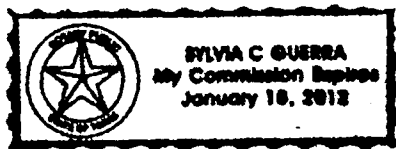
Signed this 06 day of August, 2008.

Janet Tetlow Andrus
JANET TETLOW ANDRUS, APPLICANT

Sworn to and subscribed before me this 6th day of August, 2008.

SEAL

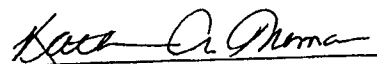
Sylvia C Guerra
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Texas Board of Nursing does hereby ratify and adopt the Order of Conditional Eligibility that was signed on the 6th day of August, 2008, by JANET TELOW ANDRUS, APPLICANT, for Temporary License/Endorsement Application, and said Order is final.

Entered this 18th day of August, 2008.

BOARD OF NURSING
FOR THE STATE OF TEXAS

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

RECEIVED
JUL 7 1997

LOUISIANA STATE BOARD OF NURSING
NEW ORLEANS, LOUISIANA

LOUISIANA STATE
BOARD OF NURSING

IN THE MATTER OF:

Janet Leigh Tetlow Andrus
230 Veteran's Drive
Eunice LA 70535

REVISED CONSENT ORDER

Respondent

TERMS AGREED TO BY LICENSEE

I, Janet Leigh Tetlow Andrus, voluntarily agree to sign and have witnessed the terms of agreements for the purpose of avoiding a formal administrative hearing with the Louisiana State Board of Nursing.

I, Janet Leigh Tetlow Andrus, who after first being duly sworn, do depose and say that I freely, knowingly and voluntarily entered into this agreement; that I understand that I have a right to a hearing in this matter and I freely waive such right; and that I understand that I have a right to legal counsel prior to entering into this agreement.

I acknowledge that the Louisiana State Board of Nursing makes the following FINDINGS OF FACT:

1. That on September 3, 1992 Respondent was licensed in Louisiana by examination.
2. That Respondent failed to timely renew her Registered Nurse licenses for 1997.
3. That from January 1, 1997 to March 17, 1997, Respondent worked as a Registered Nurse at St. Francis Nursing Home, Oberlin, LA without a valid Louisiana license.
4. That on March 19, 1997 Respondent applied for licensure reinstatement.

I further acknowledge and attest that I have had no previous disciplinary action in any jurisdiction and that I have cooperated with all aspects of this investigation and consent conference.

To facilitate submission of this Consent Order, I do not offer any defense to the FINDINGS OF FACT. I agree that the Board has jurisdiction of this matter pursuant to L.R.S. 37:911 et seq. I further agree that there is sufficient evidence upon which to predicate a finding of violation of the provisions of L.R.S. 37:921. I specifically waive my right to contest these findings in any subsequent proceedings before the Board. I understand that this Consent Order shall constitute a public record and is disciplinary action by the Board.

In order to avoid further administrative proceedings, I hereby consent to accept and abide by the ORDER of the Board that a letter of reprimand be issued and become a part of this registrant's permanent file, regarding the incident which brought her before the Board, i.e. working as a registered nurse without valid RN license. Additional she shall:

1. Pay a \$100.00 fine within thirty (30) days from the date of this Order.
2. Submit written evidence of completion of five (5) hours of LSBN approved continuing education hours to include the areas of Legal Accountability and Ethics within ninety (90) days from the date of this agreement.
3. Further, failure to comply with the above stipulations on or before the date due, shall result in the automatic suspension of registrant's license.

I, Janet Leigh Tetlow Andrus, understand that this agreement is effective immediately upon signature of the Executive Director. It is also understood that this agreement does not preclude the Board of Nursing from requiring a formal hearing of my case. I further understand that should the Consent Order not be accepted by the Board, I agree that presentation to and consideration of the Consent Order, the documentary evidence and information by the Board shall not unfairly or illegally prejudice the Board or any of its members from participation in hearings or other proceedings pertaining to these or other matters regarding this registrant.

Janet Leigh Tetlow Andrus
Janet Leigh Tetlow Andrus
Revised Date: 07-01-97

Original Date: March 19, 1997

Rebecca S. Dangle
Witness
Approved by and effective date:

March 21, 1997

Original Date Signed March 21, 1997

Witness
LOUISIANA STATE BOARD OF NURSING
Barbara L. Morvant, MN, RN
Barbara L. Morvant, MN, RN
Executive Director
Revised Date Signed 07-01-97

Louisiana State Board of Nursing

Suite 501
3510 N. Causeway Blvd.
Metairie, LA 70002
Telephone (504) 838-5332
Facsimile (504) 838-5349

Personal and Confidential

August 25, 1997

Janet Leigh Tetlow Andrus
230 Veteran's Drive
Eunice, LA 70535

Dear Ms. Andrus:

Pursuant to the Consent Order approved and accepted by the Board of Nursing on May 14, 1997, this is to officially reprimand you for the actions which brought you before the Board.

The Board ordered that you be reprimanded for working as a registered nurse without a valid RN license.

The Board has serious concerns over this type of conduct in nursing practice. The Board reminds you that the scope of your practice is defined in the Louisiana Nurse Practice Act and the Rules of the Board of Nursing and that you are responsible and accountable for your actions as a registered nurse.

Yours truly,

Barbara L. Morvant, RN, MN

Barbara Morvant, RN, MN
Executive Director

BLM/1lh