



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.  
Kristin K. Benton, DNP, RN  
Executive Director  
Texas Board of Nursing

BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of § AGREED ORDER  
Registered Nurse License Number 1055631 § FOR  
issued to REBECCA JO BELCH § DEFERRED DISCIPLINE  
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, consider the matter of REBECCA JO BELCH, Registered Nurse License Number 1055631, 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)&(14)(effective 9/1/2021), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Agreed Order for Deferred Discipline approved by Kristin K. Benton, DNP, RN, Executive Director, on November 3, 2023.

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 Deferred Discipline.
- 3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
- 4. Respondent received a Baccalaureate Degree in Nursing from Center for Nursing Education, Spokane, Washington, on December 1, 2004. Respondent was licensed to practice professional nursing in the State of Texas on November 5, 2021.
- 5. Respondent's nursing employment history includes:

|                  |       |  |
|------------------|-------|--|
| 11/2021 – 1/2022 | ER RN | St. David's Round Rock Medical Center<br>Round Rock, Texas |
|------------------|-------|--|

Respondent's nursing employment history continued:

2/2022 – Present

ER RN

Baylor Scott & White  
Round Rock, Texas

6. On or about January 12, 2022, while employed as Registered Nurse in a critical care float nurse position caring for a Patient BM as ‘a hold’ patient in the Emergency Department of St. David’s Medical Center, Round Rock, Texas, Respondent failed to notify and collaborate with the physician when she made a decision not to administer medications to Patient BM as ordered. Respondent’s conduct could injure the patient in that failing to administer these medications as ordered by the physician could result in non-efficacious treatment.
7. In response to Findings of Fact Numbers Six (6), Respondent asserts as a new employee with limited orientation, due to the COVID-19 pandemic, she had never been oriented or cared for ‘hold’ patients in the ER until that day. The medication in question was an Emergency Use Authorization (EAU) drug which required a paper consent form be in the chart prior to administration, per EAU FDA regulations. This documentation was not present in the chart, per EAU FDA regulations. Since, it is not legally allowed for a nurse to obtain this consent or give the medication without the proper consent. The medication was not given. Regarding the decision to not give the oral medication, Respondent admits she did not give the oral medication as prescribed because the patient failed two swallow tests, had a diagnosis of aspiration pneumonia and dementia, was NPO, and was waiting for the required speech therapy swallow assessment, per hospital policy. No harm was caused to the patient by either of these decisions but grave harm could have been caused if the medication would have been given. Respondent wishes to emphasize the extraordinary challenges faced on the front lines during the COVID-19 pandemic, a factor not adequately reflected in the allegations. The gravity of those times should not be understated, and she contends that neither the charges nor her defense can ever properly capture the chaotic and extraordinary circumstances in which healthcare professionals, including herself, found themselves. The punishment and accusations seem incongruent with what she has been taught and the American Nurses Association states as the principles of a JUST CULTURE in healthcare. The focus during that time was patient safety and care, which was her highest priority.
8. Formal Charges were filed on September 27, 2023.

#### 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)(A)&(6)(H).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(14) (*effective 9/1/2021*), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 1055631, heretofore issued to REBECCA JO BELCH.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

### **TERMS OF ORDER**

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

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REMEDIAL EDUCATION, DEFERRED**, in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- D. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

#### **II. COMPLIANCE WITH LAW**

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

Further, RESPONDENT SHALL not commit any violation of the Nursing Practice Act, Texas Occupations Code, §§301.001 et seq., the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* **for a period of three (3) years from the date of this 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 "Righting a Wrong,"** a 3.0 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) International Center for Regulatory Scholarship (ICRS).

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at [www.bon.texas.gov/compliance](http://www.bon.texas.gov/compliance).*

## V. **EFFECT OF DEFERRED DISCIPLINE**

**Upon successful completion of the stipulated requirements of this Agreed Order for Deferred Discipline,** all encumbrances will be removed from RESPONDENT'S license(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.

**Upon the successful completion of the required three (3) year period of deferral,** the complaint or complaints which formed the basis for this action will be

dismissed and this Order will be made confidential to the same extent as a complaint filed under Section 301.466, Texas Occupations Code.

Until such time that this Order is made confidential, this Order is subject to disclosure in accordance with applicable law.

Should an additional allegation, complaint, accusation, or petition be reported or filed against RESPONDENT prior to the time this Order is made confidential, the deferral period shall be extended until the allegation, accusation, or petition has been finally acted upon by the Board.

Should RESPONDENT commit a subsequent violation of the Nursing Practice Act or Board Rules, this Order shall be treated as prior disciplinary action.

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**RESPONDENT'S CERTIFICATION**

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

Signed this 5 day of December, 2023.

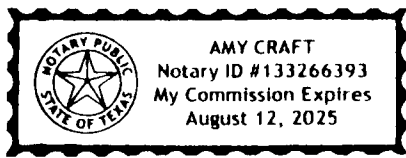
*Rebecca Jo Belch*  
REBECCA JO BELCH. RESPONDENT

Sworn to and subscribed before me this 5 day of Dec, 2023.

SEAL

*Amy Craft*

Notary Public in and for the State of TX



WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for Deferred Discipline that was signed on the 5th day of December, 2023, by REBECCA JO BELCH, Registered Nurse License Number 1055631, and said Agreed Order for Deferred Discipline is final.

Effective this 12th day of December, 2023.

Kristin K. Benton, DNP, RN  
Kristin K. Benton, DNP, RN  
Executive Director on behalf  
of said Board