

# BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of	§	AGREED ORDER
Registered Nurse License Number 595690	§	
issued to MARCIA MARIA LOGAN	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, consider the matter of MARCIA MARIA LOGAN, Registered Nurse License Number 595690, 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 Kristin K. Benton, DNP, RN, Executive Director, on December 16, 2024.

## 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 Southwestern Adventist University, Keene, Texas, on May 3, 1993. Respondent was licensed to practice professional nursing in the State of Texas on September 22, 1993.
5. Respondent's nursing employment history includes:

1993 - 1994	Registered Nurse	Harris Methodist Hospital Unknown
1994 – 1999	Unknown	

Respondent's nursing employment history continued:

2000 – 2003	Registered Nurse	Global Personnel, Inc. Unknown
2003 - 2008	Registered Nurse	Plaza Medical Center Fort Worth, Texas
2008 – 2010	Registered Nurse	Attentive-Primecare Home Health Fort Worth, Texas
2010 – 2015	Registered Nurse	Guardian Healthcare Fort Worth, Texas
02/2015 – 03/2016	Staff Nurse	Texas Health – Harris Methodist Hospital Cleburne, Texas
04/2016 – 06/2017	Unknown	
07/2017 – Unknown	Registered Nurse	Community Hospice of Texas Cleburne, Texas
03/2021 –04/2023	Registered Nurse	Max Serve Hospice Dallas, Texas
07/2023- Present	Registered Nurse	Elara Caring Hospice Cleburne, Texas

6. On or about May 14, 2019, Respondent was issued the sanction of Warning with Stipulations, Deferred, through an Order of the Board. A copy of the May 14, 2019, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about June 8, 2021, September 8, 2021, December 8, 2021, and March 8, 2022, Respondent failed to ensure Respondent's employer, One Point Hospice, Crowley, Texas, submitted quarterly nursing performance evaluations to the Board's office as required by the Order issued on May 14, 2019.
8. Formal Charges were filed on June 7, 2024.
9. On or about March 10, 2020, Respondent completed the course "Nursing Jurisprudence and Nursing Ethics," which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.

10. On or about March 15, 2020, Respondent completed the course "Physical Assessment" with a clinical component, which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.
11. On or about April 10, 2020, Respondent completed the course "Sharpening Critical Thinking Skills," which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.
12. On or about July 10, 2019, Respondent completed "Understanding Board Orders," which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.
13. On or about July 26, 2023, Respondent caused her employer, Elara Caring, to submit a Notification of Employment Form to the Board, which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.
14. On or about October 24, 2023, January 17, 2024, April 23, 2024, and July 22, 2024, Respondent caused her employer, Elara Caring, to submit Nursing Performance Evaluations, which was a requirement of the Order of the Board issued to Respondent on May 14, 2019.
15. In response to Findings of Fact Six (6) and Seven (7), Respondent states Respondent gave the proper forms to her employers and received assurances that the forms were being submitted to the Board. She followed up with her employers on a regular basis and was always assured that the forms had been or would be submitted as required. Respondent believes she did everything she could do to make sure the forms were being submitted. Since Respondent was not allowed to send the forms to the Board herself, she believes she did all she could to make sure her employers did so.

#### 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 595690, heretofore issued to MARCIA MARIA LOGAN.

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 **REPRIMAND WITH STIPULATIONS AND FINE** in accordance with the terms of this Order.

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

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

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

#### **III. COMPLIANCE WITH PRIOR ORDER**

The Order of the Board issued to RESPONDENT on May 14, 2019, is still in effect in its entirety and RESPONDENT SHALL be responsible for completing the terms of that Warning Order and any outstanding Remedial Education Courses. As of the date of this

Order, the requirements of the May 14, 2019 Order, as noted in Findings of Fact Numbers Nine (9) through Fourteen (14), have been completed.

**IV. UNDERSTANDING BOARD ORDERS**

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders", which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

**V. MONETARY FINE**

RESPONDENT SHALL **pay a monetary fine in the amount of five hundred dollars (\$500.00) within forty-five (45) days of the effective date of this Order.**

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.

**VI. CONSEQUENCES OF CONTINUED NONCOMPLIANCE**

Continued noncompliance with the unfulfilled requirements of this or any Order previously issued by the Texas Board of Nursing, as applicable, may result in further investigation and subsequent disciplinary action, including denial of licensure renewal or revocation of RESPONDENT'S license(s) and/or privileges to practice nursing in the State of Texas.

**VII. 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 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 23 day of January 2025  
Marcia Maria Logan  
MARCIA MARIA LOGAN, RESPONDENT

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

SEAL

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

Approved as to form and substance.

Deborah Goodall  
Deborah Goodall, Attorney for Respondent

Signed this 23rd day of January, 2025.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 23rd day of January 2025, by MARCIA MARIA LOGAN, Registered Nurse License Number 595690, and said Agreed Order is final.

Effective this 30th day of January 2025.

*Kristin K. Benton, DNP, RN*

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Kristin K. Benton, DNP, RN  
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.  
*A. Thomas*  
Executive Director of the Board

## BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of  
Registered Nurse License Number 595690  
issued to MARCIA MARIA LOGAN

§ AGREED  
§  
§ ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MARCIA MARIA LOGAN, Registered Nurse License Number 595690, 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 Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on April 10, 2019.

### 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 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 Southwestern Adventist University, Keene, Texas, on May 3, 1993. Respondent was licensed to practice professional nursing in the State of Texas on September 22, 1993.
5. Respondent's nursing employment history includes:

1993 - 1994	Registered Nurse	Harris Methodist Hospital Unknown
1994 - 1999	Unknown	

- |                 |                  |  |
|-----------------|------------------|--|
| 2000 - 2003     | Registered Nurse | Global Personnel, Inc.<br>Unknown                              |
| 2003 - 2008     | Registered Nurse | Plaza Medical Center<br>Fort Worth, Texas                      |
| 2008 - 2010     | Registered Nurse | Attentive-Primecare Home Health<br>Fort Worth, Texas           |
| 2010 - 2015     | Registered Nurse | Guardian Healthcare<br>Fort Worth, Texas                       |
| 02/15 - 03/16   | Staff Nurse      | Texas Health -<br>Harris Methodist Hospital<br>Cleburne, Texas |
| 05/16 - Present | Registered Nurse | All Care Home Health Care<br>Arlington, Texas                  |
| 05/16 - Present | Registered Nurse | Guardian Healthcare<br>Fort Worth, Texas                       |
6. At the time of the initial incident, Respondent was employed as a Staff Nurse with Texas Health - Harris Methodist Hospital, Cleburne, Texas, and had been in that position for ten (10) months.
  7. On or about December 31, 2015, while employed as a Staff Nurse with Texas Health Harris Methodist Hospital, Cleburne, Texas, Respondent failed to adequately assess and monitor the vital signs and oxygen saturation of Patient Number 8660339581, including after administration of narcotic (intravenous) IV medications.
  8. On or about January 28, 2016, while employed as a Staff Nurse with Texas Health Harris Methodist Hospital, Cleburne, Texas, Respondent failed to secure medications belonging to Patient Number 8660343078.
  9. On or about March 3, 2016, while employed as a Staff Nurse with Texas Health Harris Methodist Hospital, Cleburne, Texas, Respondent failed to advocate for the safety of high fall risk Patient Number 8660346240 by instructing a radiology technician to place the patient into a chair and activate the chair alarm.
  10. In response to the incidents in Findings of Fact Numbers Seven (7) through Nine (9), regarding Patient Number 8660339581, Respondent states that she frequently made every attempt to monitor the patient, but the patient continuously removed the device to go to the

restroom even though she was asked to call for assistance. Respondent states that when the physician came into the room, she was called to the room, and the patient was drowsy but arousable. Respondent states that the patient had previously received medication and at some point the pulse oximetry monitor had been turned off. Respondent states that she did not turn it off. Respondent states that she had instructed the patient on how very important it was to keep the monitor on and to call for assistance. Secondly, regarding Patient Number 8660343078, Respondent states that she was working with a nursing student on said day and was instructing the student on medication administration and documentation of home medications. Respondent states that she was instructed to attend a mandatory meeting during the shift. Respondent states that she gave the medications to the student, told the student to monitor the patient while she was in the meeting, and that they would continue the instructions when she returned. Respondent states that when she returned, the manager had found the medications unattended on the portable workstation, where the student had left them. Lastly, regarding Patient Number 8660346240, Respondent states that when she was called to assist the radiology technician to set the chair alarm, she was assisting another patient and could not go right away to assist the technician. Respondent states that she told the technician all he had to do was set the patient in the chair and that would set the alarm, and if the patient tried getting out of the chair, the alarm would be activated. Respondent states that when she finished with the other patient, she went to the said patient's room, and the patient was safe in his chair with the alarm set and his wife at bedside.

#### 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)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
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 595690, heretofore issued to MARCIA MARIA LOGAN, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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, 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. 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 Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Order.

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 courses and video programs will not be approved.
- B. A Board-approved course in physical assessment 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 physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing assessments on mock patients or mannequins WILL NOT be accepted. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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

## **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. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- 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. EFFECT OF DEFERRED DISCIPLINE**

Upon successful completion of the stipulated requirements of this Order, 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

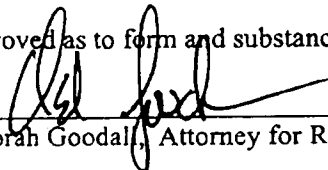
I understand that I have the right to legal counsel prior to signing this Agreed Order.

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 when this Order becomes final and the terms of this Order become effective, 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) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 10th day of April, 2019.

  
\_\_\_\_\_  
MARCIA MARIA LOGAN, Respondent

Approved as to form and substance.

  
\_\_\_\_\_  
Deborah Goodall, Attorney for Respondent

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

SEAL

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

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for Deferred Discipline that was signed on the 10th day of April, 2019, by MARCIA MARIA LOGAN, Registered Nurse License Number 595690, and said Order is final.

Effective this 14th day of May, 2019.

A handwritten signature in cursive script, reading "Katherine A. Thomas", positioned above a horizontal line.

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