

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	REINSTATEMENT
Registered Nurse License Number 558840	§	AGREED ORDER
& Vocational Nurse License Number 88886	§	
issued to SALLY ANN KING	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the Petition for Reinstatement, hereinafter referred to as the Petition, of Registered Nurse License Number 558840, and Vocational Nurse License Number 88886, held by SALLY ANN KING, hereinafter referred to as Petitioner.

Petitioner waived notice and hearing and agreed to the entry of this Reinstatement Agreed Order approved by Kristin K. Benton, DNP, RN, Executive Director, on October 24, 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 Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived notice and hearing, and agreed to the entry of this Reinstatement Agreed Order.
3. Petitioner received a Certificate in Vocational Nursing from St Joseph's Hospital, Fort Worth, Texas, on August 29, 1980. Petitioner received a Baccalaureate Degree in Nursing from Texas Christian University, Fort Worth, Texas, on August 1, 1989. Petitioner was licensed to practice vocational nursing in the State of Texas on December 2, 1980. Petitioner was licensed to practice professional nursing in the State of Texas on March 23, 1990.
4. Petitioner's nursing employment history includes:

6/1990 – 6/1992	Staff Nurse	All Saints Hospital Fort Worth, Texas
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Petitioner's nursing employment history continued:

6/1992 – 6/1994 Medical/Surgical Nursing Supervisor Medical Plaza Hospital
Fort Worth, Texas

6/1994 – Present Not employed in nursing

5. On or about June 13, 2000, Petitioner was issued the sanction of Reprimand with Stipulations through an Order of the Board. A copy of the June 13, 2000, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
6. On or about December 3, 2002, Petitioner's licenses to practice nursing in the State of Texas were Suspended through an Order of the Board. A copy of the December 3, 2002, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
7. On or about July 17, 2003, the Board accepted the Voluntary Surrender of Petitioner's licenses to practice nursing in the State of Texas through an Order of the Board. A copy of the July 17, 2003, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
8. On or about January 20, 2005, Petitioner's licenses to practice nursing in the State of Texas were Reinstated through an Order of the Board. On or about August 6, 2008, Petitioner successfully completed the terms of the Order. A copy of the January 20, 2005, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
9. On or about December 18, 2012, Petitioner was issued the sanction of Warning with Stipulations through an Order of the Board. On or about September 5, 2014, Petitioner successfully completed the terms of the Order. A copy of the December 18, 2012, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
10. On or about July 17, 2018, the Board accepted the Voluntary Surrender of Petitioner's licenses to practice nursing in the State of Texas through an Order of the Board. A copy of the July 17, 2018, Order is attached and incorporated herein by reference as part of this Reinstatement Agreed Order.
11. On or about September 18, 2023, Petitioner submitted a Petition for Reinstatement of License to practice nursing in the State of Texas.

12. Petitioner presented the following in support of said petition:
 - A. Letter dated April 1, 2020, from Connie Motley, M.Ed., LPC-S with Center for Therapeutic Change, which states, Petitioner received one hour weekly individual sessions throughout the months of February and March 2021.
 - B. Documentation of the required continuing education contact hours.
13. On or about August 12, 2024, Petitioner underwent a Psychological Assessment with Dr. Paul Andrews, Ph.D., wherein Dr. Andrews advised the following: Petitioner leads him to conclude that at this time she meets the criteria that is outlined for consideration in evaluating “good and professional character” although she has shown such character before relapsing in the past. Dr. Andrews thinks it is important that Petitioner remains engaged in a group and/or individual therapy where there is ongoing support, accountability, and monitoring of her thinking patterns and use of coping skills. Intensive psychotherapy for such exploration and critique of thought patterns is again seen as important for Petitioner’s sustained compliance with ethical standards of the profession. Only with such engagement would Dr. Andrews recommend reinstatement of Petitioner’s license in a supervised condition.
14. The Executive Director considered evidence of Petitioner's past behavior in light of the factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Petitioner currently demonstrates the criteria required for relicensure.
15. The Executive Director considered evidence of Petitioner's substance use disorder, and subsequent rehabilitation as provided in 22 TEX. ADMIN. CODE §213.29 and in accordance with 22 TEX. ADMIN. CODE §213.33.
16. Relicensure of Petitioner poses no direct threat to the health and safety of patients or the public provided Petitioner complies with the stipulations outlined in this Order.
17. The Executive Director's review of Petitioner's eligibility for relicensure has been made on the basis of Petitioner's disclosures.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. This reinstatement is made pursuant to Sections 301.453(c) and 301.467, Texas Occupations Code and 22 TEX. ADMIN. CODE §213.26.
3. The Board may relicense 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.

4. The Board may license an individual who has a history of substance use disorder after consideration of the criteria set out in 22 TEX. ADMIN. CODE §213.29 if the Board determines the individual does not pose a direct threat to the health and safety of patients or the public.
5. This Order is conditioned upon the accuracy and completeness of Petitioner's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Petitioner's license(s).
6. 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. REINSTATEMENT OF LICENSURE AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the petition of SALLY ANN KING for reinstatement of license to practice nursing in the State of Texas be **GRANTED** and Registered Nurse License Number 558840, and Vocational Nurse License Number 88886 is/are hereby **REINSTATED** in accordance with the terms of this Order.

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

III. REQUIREMENTS FOR REFRESHER COURSE, EXTENSIVE ORIENTATION, OR NURSING PROGRAM OF STUDY IN PROFESSIONAL REGISTERED NURSING

Prior to practicing as a registered nurse in the State of Texas, PETITIONER SHALL:

- A. Apply for a Six Month Temporary Permit to Complete Refresher Course, Extensive Orientation, or Nursing Program of Study in Professional Registered Nursing for the limited purpose of completing a refresher course, extensive orientation, or nursing program of study in professional registered nursing. The application for the Six Month Temporary Permit is available via the Nurse Portal on the Board's website (www.bon.texas.gov). PETITIONER SHALL NOT, in any way, attempt to use the temporary permit for any purpose other than completing the refresher course, extensive orientation, or nursing program of study in professional registered nursing.
- B. Successfully complete a Board approved refresher course, extensive orientation, or nursing program of study for professional registered nursing. Petitioner MUST obtain Board approval of the nursing refresher course, extensive orientation, or nursing program, as applicable, prior to enrollment. In order for the course to be approved, the target audience shall include registered nurses and the course's content shall, at a minimum, include: 1) Review of NPA, Rules, Position Statements; 2) Determination of Individual Scope of Practice and role in patient safety; 3) Review of the nursing process to include assessment, planning, implementation, and evaluation; 4) Pharmacology review; 5) Medication administration; 6) Documentation, quality assurance, and legal implication for nursing practice; and, 7) Documentation of current CPR certification prior to beginning precepted clinical learning experience. The course must contain no less than a total of 80 hours of clinical practice providing direct patient care supervised by a qualified registered nurse instructor who meets or exceeds the Board's minimum criteria for eligibility as an instructor. Home study courses and video programs will not be approved.

- C. Upon completion of the refresher course, extensive orientation, or nursing program of study for professional registered nursing, PETITIONER SHALL return the temporary permit to the Board's office and PETITIONER SHALL CAUSE the sponsoring institution to notify the Board, on a form provided by the Board, of Petitioner's successful completion of the refresher course, including the required 80 hours of supervised practice.
- D. Upon verification of successful completion of the conditions as set out in Paragraphs A through C of this Section, PETITIONER SHALL submit a completed License Reactivation Form for Registered Nurses, which is available via the Nurse Portal on the Board's website (*www.bon.texas.gov*). PETITIONER shall pay all re-registration fees and, subject to meeting all other requirements for licensure in Texas, shall be issued the applicable license to practice registered nursing in the State of Texas, which shall be subject to the terms of this Order.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, PETITIONER SHALL successfully complete the following remedial education course(s) within one (1) year of relicensure, 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. 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), PETITIONER 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. PETITIONER 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. MONITORING FEE

PETITIONER SHALL pay a monitoring fee in the amount of three hundred fifty dollars (\$350.00) within forty-five (45) days of relicensure. 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. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, PETITIONER 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 twelve (12) quarterly periods [three (3) years] of employment. This requirement will not be satisfied until twelve (12) 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:** PETITIONER 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, PETITIONER 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:** PETITIONER 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. PETITIONER 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. **No Night or Rotating Shifts, Overtime, or On-Call:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT practice as a nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which PETITIONER is regularly assigned.
- D. **No Critical Care:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT practice as a nurse in any critical care area. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.
- E. **No Administration of Controlled Medications:** For the first year [four (4) quarters] of employment as a Nurse under this Order, PETITIONER SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, Propofol, or other synthetic opiates.
- F. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this order, PETITIONER SHALL be directly 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. Direct supervision requires another nurse, as applicable, to be working on the same unit as PETITIONER and immediately available to provide assistance and intervention. PETITIONER SHALL work only on regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- G. **Indirect Supervision:** For the remainder of the stipulation/probation period, PETITIONER 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 PETITIONER, 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 PETITIONER is currently working. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

- H. **Nursing Performance Evaluations:** PETITIONER SHALL CAUSE each employer to submit, on forms provided to the PETITIONER by the Board, periodic reports as to PETITIONER'S capability to practice nursing. These reports shall be completed by the individual who supervises the PETITIONER 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 twelve (12) quarters [three (3) years] of employment as a nurse.

VII. DRUG AND ALCOHOL RELATED REQUIREMENTS

- A. While under the terms of this Order, PETITIONER SHALL abstain from the use of alcohol, nalbuphine, propofol and all controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, PETITIONER SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. In the event that the prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and PETITIONER SHALL submit to a pain management and/or chemical dependency evaluation by a Board approved evaluator. The performing evaluator must submit a written report meeting the Board's requirements to the Board's office within thirty (30) days from the Board's request.
- B. While working as a nurse under the terms of this Order, PETITIONER SHALL submit to random periodic screens for alcohol, nalbuphine, propofol and all controlled substances. The Board will provide instructions on how to enroll in the Board's drug and alcohol testing program following the entry of this Order and screening will begin when PETITIONER obtains employment and submits the Notification of Employment form to the Board.
- For the first three (3) month [1st quarter] period PETITIONER works as a nurse under the terms of this Order, random screens shall be performed at least once per week.
 - For the next three (3) month [2nd quarter] period, random screens shall be performed at least twice per month.
 - For the next six (6) month period [3rd & 4th quarters], random screens shall be performed at least once per month.
 - For the remainder of the probation period, if any, random screens shall be performed at least once every three (3) month quarterly period.

All random screens SHALL BE initially conducted through urinalysis, and subsequent testing or required re-tests, when applicable, may be obtained through blood, hair/nail, and/or breathalyzer, as directed by the Board's drug and alcohol

testing program. Any test result for a period of time in which the PETITIONER is not working as a nurse under the terms of this Order will not count towards satisfaction of this requirement. All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. PETITIONER SHALL be responsible for the costs of all random drug screening during the stipulation/probation period.

Specimens shall be screened for any or all of the following substances and/or their metabolites:

Amphetamine	Methamphetamine	MDMA
MDA	Alprazolam	Diazepam
Alpha-o-alprazolam	Alpha-Hydroxytriazolam	Clonazepam
Desmethyldiazepam	Lorazepam	Midazolam
Oxazepam	Temazepam	Amobarbital
Butabarbital	Butalbital	Pentobarbital
Phenobarbital	Secobarbital	Codeine
Hydrocodone	Hydromorphone	Methadone
Morphine	Opiates	Oxycodone
Oxymorphone	Propoxyphene	Cannabinoids
Cocaine	Phencyclidine	Ethanol
Heroin	Fentanyl	Tramadol
Meperidine	Carisoprodol	Butorphanol
Nalbuphine	Ketamine	Propofol

Upon enrollment in the Board's drug and alcohol testing program, **PETITIONER SHALL, on a daily basis, call or login online to the Board's designated drug and alcohol testing vendor to determine whether or not PETITIONER has been selected to produce a specimen for screening that day** and SHALL, if selected, produce a specimen for screening that same day at an approved testing location and/or comply with any additional instructions from the vendor or Board staff. Further, **a Board representative may appear** at the PETITIONER'S place of employment at any time during the probation period and require PETITIONER to produce a specimen for screening.

Consequences of Positive or Missed Screens. Any positive result for which PETITIONER does not have a valid prescription or refusal to submit to a drug or alcohol screen may subject PETITIONER to further disciplinary action, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Petitioner's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas. Further, failure to report for a drug screen, excessive dilute specimens, or failure to call in for a drug screen may be considered the same as a positive result or refusal to submit to a drug or alcohol screen.

- C. While under the terms of this Order, PETITIONER SHALL attend at least two (2) support group meetings each week, one of which must be for substance abuse and provided by Alcoholics Anonymous, Narcotics Anonymous, or another comparable recovery program that has been pre-approved by the Board. PETITIONER SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least: the date of each meeting; the name of each group attended; and the signature and printed name of the chairperson of each group attended by PETITIONER. PETITIONER SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) month quarterly period. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

VIII. THERAPY REPORTS

While working as a nurse under the terms of this Order, PETITIONER SHALL participate in therapy with a professional counselor with credentials approved by the Board. PETITIONER SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the PETITIONER'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the PETITIONER'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period PETITIONER works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the PETITIONER is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until PETITIONER is dismissed from therapy, whichever is earlier.

IX. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Reinstatement Agreed Order, all encumbrances will be removed from PETITIONER'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, PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

I understand this Order is conditioned upon the accuracy and completeness of my petition and disclosures. I further understand that subsequently discovered discrepancies in my petition 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 TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, and/or 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 6th day of March, 2025

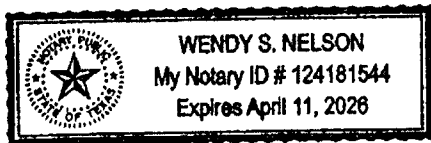
Sally Ann King
SALLY ANN KING, PETITIONER

Sworn to and subscribed before me this 6th day of March, 2025

SEAL

Wendy S. Nelson

Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 6th day of March, 20 25, by SALLY ANN KING, Registered Nurse License Number 558840, and Vocational Nurse License Number 88886, and said Reinstatement Agreed Order is final.

Effective this 24th day of April, 20 25

Kristin K. Benton, DNP, RN

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



Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701
Phone: (512) 305-7400 Fax: (512) 305-7401 www.bon.texas.gov

Katherine A. Thomas, MN, RN, FAAN
Executive Director

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

February 4, 2020

Certified Mail No. 9214890194038300005592363
Return Receipt Requested
Copy Via USPS First Class Mail

Sally King
7500 Kingsmill Ter
Ft Worth, TX 76112

Dear Ms. King:

Upon review of the information introduced at the Reinstatement Conference held on February 4, 2020, the decision was to deny your petition for reinstatement of your license(s) to practice nursing in the State of Texas due to:

Respondent not provide enough evidence to show your rehabilitation from her past disciplinary history and criminal history. Additionally, your forensic evaluator stated that he was uncertain of your return to nursing because you are viewed as high risk to engage in similar behaviors in the future. Consequently, Respondent should engage in individual therapy with a professional adept at addressing problematic personality features, if not traits, prior to a nursing environment feeling comfortable with her presence.

You will not be allowed to petition for reinstatement until at least one (1) year from the date of your hearing and you have satisfied any conditions outlined in your order and any requirements required by law at the time of your application.

The Texas Nursing Practice Act provides, in pertinent part, that the Board may refuse to issue a license pursuant to Texas Occupations Code, Sections 301.452(b) and 301.467, and 22 TEX. ADMIN. CODE §§213.26 - 213.29.

If you do not agree with this decision, you have a right to request that this matter be set for a public hearing at the State Office of Administrative Hearings. If you want to have this matter heard at a public hearing, please send a written request for a hearing to our office. We will inform you of the date and time set for your hearing.

Kathleen Shipp, MSN, RN, FNP
Lubbock, *President*

David Saucedo, II
El Paso, *Vice-President*

Sally Ann King
February 4, 2020
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If you have any questions, please contact the Department of Enforcement at (512) 305-6838.

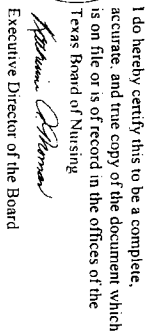
Sincerely,

A handwritten signature in black ink, appearing to read "Katherine A. Thomas". The signature is fluid and cursive, with the first name "Katherine" being more prominent than the last name "Thomas".

Katherine A. Thomas, MN, RN, FAAN
Executive Director

KAT/230

J5(2020.02.04)



In the Matter of § AGREED
Registered Nurse License Number 558840 §
& Vocational Nurse License Number 88886 §
issued to SALLY ANN KING § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SALLY ANN KING, Registered Nurse License Number 558840 and Vocational Nurse License Number 88886, hereinafter referred to as Respondent.

This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Order.

The Board makes the following Findings of Fact and Conclusions of 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 Order.
3. Respondent's license to practice as a vocational nurse in the State of Texas is in current status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from St. Joseph's Hospital, Fort Worth, Texas, on August 29, 1980; and received a Baccalaureate Degree in Nursing from Texas Christian University, Fort Worth, Texas, on August 1, 1989. Respondent was licensed to practice vocational nursing in the State of Texas on December 2, 1980; and licensed to practice professional nursing in the State of Texas on March 23, 1990
5. Respondent's nursing employment history is unknown.

6. On or about June 13, 2000, Respondent was issued the sanction of a Reprimand with Stipulations through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated June 13, 2000, is attached and incorporated, by reference, as part of this Order.
7. On or about December 3, 2002, Respondent was issued the sanction of a Enforced Suspension through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated December 3, 2002, is attached and incorporated, by reference, as part of this Order.
8. On or about July 17, 2003, Respondent Voluntarily Surrendered her license to practice nursing in the State of Texas through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated July 17, 2003, is attached and incorporated, by reference, as part of this Order.
9. On or about January 20, 2005, Respondent's license was issued a Reinstatement in the State of Texas through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated January 20, 2005, is attached and incorporated, by reference, as part of this Order.
10. On or about December 18, 2012, Respondent was issued the sanction of a Warning with stipulations through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated December 18, 2012, is attached and incorporated, by reference, as part of this Order.
11. On or about April 22, 2016, Respondent entered a plea of Guilty to THEFT OF PROPERTY <\$2,500-2 MORE PREVIOUS CONVICTIONS, a State Jail Felony offense committed on December 5, 2015, in the 396th District Court of Tarrant County, Texas, under Case No. 1437457D. As a result of the plea, the proceedings against Respondent were deferred without entering an adjudication of guilt, and Respondent was placed on probation for a period of four (4) years.
12. In response to Findings of Fact numbers Ten (10), Respondent states she has been on deferred adjudication for the last 2 years. The events that led of to her deferred adjudication were on December 7, 2015, her mother and sister and she went to J. C. Penny to purchase a gift for her mother and other items. She began putting other items in the bags that she had not paid for. As they were leaving the store headed to the car, two undercover police officers stepped out and asked her to step back into the store. They advised she had items she had not paid for. She went to jail. Her youngest daughter bailed her out. She felt shame and remorse. She had to pay fines for probation and drug screens. She was given 120 hours of community service and completed a course in Center for Therapeutic Change for eight (8) weeks.
13. Respondent, by her signature to this Order, expresses her desire to voluntarily surrender her license(s) to practice nursing in the State of Texas.

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 cause pursuant to Section 301.452(b)(3), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 558840 and Vocational Nurse License Number 88886, heretofore issued to SALLY ANN KING, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.
7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

TERMS OF ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the **VOLUNTARY SURRENDER** of Registered Nurse License Number 558840 and Vocational Nurse License Number 88886, heretofore issued to SALLY ANN KING, to practice nursing in the State of Texas, is accepted by the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional/registered nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself/himself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered nurse during the period in which the license is surrendered.

2. RESPONDENT SHALL NOT practice vocational nursing, use the title "vocational nurse" or the abbreviation "LVN" or wear any insignia identifying herself/himself as a vocational nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a vocational nurse during the period in which the license is surrendered.
3. RESPONDENT SHALL NOT petition for reinstatement of licensure until at least one (1) year has elapsed from the date of this Order.
4. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

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

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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 this Order becomes final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

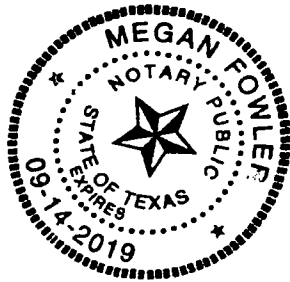
Signed this 10th day of July, 2018.

Sally King

SALLY ANN KING, Respondent

Sworn to and subscribed before me this 10th day of July, 2018.

SEAL

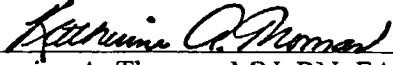


[Signature]

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 accept the voluntary surrender of Registered Nurse License Number 558840 and Vocational Nurse License Number 88886, previously issued to SALLY ANN KING.

Effective this 17th day of July, 2018.


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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of License Number 558840 § AGREED
issued to SALLY ANN CROSS HOWARD § ORDER

An investigation by the Board produced evidence indicating that SALLY ANN CROSS HOWARD, hereinafter referred to as Respondent, License Number 558840, may have violated Article 4525(b)(3), Revised Civil Statutes of Texas, as amended.

An informal conference was held on September 28, 1999, at the office of the Board of Nurse Examiners, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent appeared in person. Respondent was notified of her right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Katherine A. Thomas, MN, RN, Executive Director; James W. Johnston, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Diane E. Burell, Investigator.

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.
2. Respondent waived representation by counsel, notice and hearing, and consented to the entry of this Order.
3. Respondent's license to practice professional nursing in Texas is in delinquent status.
4. Respondent received a Baccalaureate Degree in Nursing from Texas Christian University, Fort Worth, Texas, in August 1989. Respondent was licensed to practice professional nursing in the State of Texas on March 23, 1990.

5. Respondent's professional employment history includes:

6/90 - 6/92

Staff Nurse

All Saints Hospital

Fort Worth, Texas

6/92 - 6/94

Medical/Surgical Nursing Supervisor

Medical Plaza Hospital

Fort Worth, Texas

6/94 - 12/98

Not employed

12/98 - present

Grill Cook

McDonald's Restaurant

Fort Worth, Texas

6. Charges were filed on April 15, 1999. A copy of the Charges are attached and incorporated by reference as part of this order.
7. Charges were mailed to Respondent on April 21, 1999.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove a violation of Article 4525(b)(3), TEX. REV. CIV. STAT. ANN.
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against License Number 558840, heretofore issued to SALLY ANN CROSS HOWARD, including revocation of Respondent's professional license to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Board of Nurse Examiners, that RESPONDENT SHALL receive the sanction of a Reprimand with Stipulations, and RESPONDENT 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 §211.01 *et seq.* and this Order.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL successfully complete a nursing refresher course prior to returning to the practice of professional nursing in the State of Texas. The refresher course shall include: 1) the role of the professional nurse; 2) a review of the nursing process to include assessment, planning, implementation and evaluation; 3) pharmacology review; 4) medication administration review for all standard route of administration; 5) documentation, quality assurance and legal implications for nursing practice; and 6) current CPR certification. This course must contain a minimum twenty-four (24) hour clinical component, providing direct patient care, which is to be supervised by another registered nurse. Upon receipt of verification that RESPONDENT has enrolled in a nursing refresher course, the RESPONDENT SHALL apply for a "Six-Month Clinical Permit" for the limited purpose of completing the course. RESPONDENT SHALL NOT, in any way, attempt to use this limited permit for any purpose other than attending this course. RESPONDENT SHALL CAUSE the sponsoring institution to notify the Board of RESPONDENT'S successful completion on the Verification of Course Completion form provided by the Board. Upon receipt of the Verification of Course Completion form and the limited permit, the Board will then issue RESPONDENT a license to practice professional nursing with the appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing jurisprudence. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience must include registered nurses. It must be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, and documentation of care. Courses focusing on malpractice issues will not be accepted. RESPONDENT 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 RESPONDENT's successful completion of the course. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure.

IT IS FURTHER AGREED, SHOULD RESPONDENT CHOOSE TO PRACTICE AS A REGISTERED NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING, UNDER THE FOLLOWING STIPULATIONS FOR TWO (2) YEARS OF EMPLOYMENT:

(3) RESPONDENT SHALL notify each present employer in professional nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a copy of this Order to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in professional nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a copy of this Order to each future employer prior to accepting an offer of employment.

(4) RESPONDENT SHALL CAUSE each present employer in professional nursing to submit the Notification of Employment form, which is provided by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form to the Board's office within five (5) days of employment as a professional nurse.

(5) For the first year of employment as a registered nurse under this Order, RESPONDENT SHALL be directly supervised by a registered nurse. Direct supervision requires another professional nurse to be working on the same unit as RESPONDENT and readily available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). The RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(6) For the remainder of the stipulation period under this Order, RESPONDENT SHALL be supervised by a registered nurse who is on the premises. The supervising RN 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. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(7) RESPONDENT SHALL NOT practice as a professional nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the assigned unit(s) for one (1) year of employment as a professional nurse.

(8) RESPONDENT SHALL NOT practice as a professional nurse in any critical care area for one (1) year of employment as a professional nurse. Critical care areas include, but are not limited to, intensive care unit, emergency room, operating room, telemetry, recovery room, and labor and delivery units.

(9) RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan or other synthetic opiates for one (1) year of employment as a professional nurse.

(10) RESPONDENT SHALL CAUSE each employer to submit, on forms provided by the Board, periodic reports as to RESPONDENT's capability to practice professional nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted to the office of the Board at the end of each three (3) months for two (2) years of employment as a professional nurse.

(11) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription.

(12) RESPONDENT SHALL submit to random periodic screens for controlled substances and alcohol. For the first three (3) month period, random screens shall be performed at least once per week. For the second three (3) month period, random screens shall be performed at least once per month. For the remainder of the stipulation/probation period, random screens shall be performed at least once every three (3) months.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene

A Board representative may appear at the Respondent's place of employment at any time during the stipulation/probation period and require Respondent to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the stipulation/probation period.

Any positive result for which the nurse does not have a valid prescription will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board.

(13) RESPONDENT SHALL participate in therapy with a "professional counselor" possessing credentials approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT's progress in therapy, rehabilitation and capability to safely practice professional nursing. The report must indicate whether or not the RESPONDENT's stability is sufficient to provide direct patient care safely. Such reports are to be furnished each and every month for three (3) months. If therapy is recommended for beyond three (3) months, the reports shall then be required at the end of each three (3) month period for the duration of the stipulation or until RESPONDENT is dismissed from therapy.

(14) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which shall be for substance abuse; and RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least; the date of each meeting, the name of each group attended, and the signature and printed name of the chairperson of each group attended by RESPONDENT. RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license to practice professional nursing in the State of Texas.

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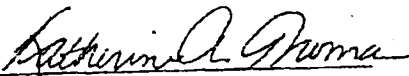
WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the

State of Texas does hereby ratify and adopt the Agreed Order that was signed on the 8th day of

May, 2000, by SALLY ANN CROSS HOWARD, License Number 558840, and said

Order is final.

Effective this 13th day of June, 2000.



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

BOARD OF VOCATIONAL
NURSE EXAMINERS

VS.

SALLY ANN CROSS

STATE OF TEXAS

COUNTY OF TRAVIS

AGREED BOARD ORDER

On this day came to be considered by the Board of Vocational Nurse Examiners the matter of vocational nurse license number 088886 held by SALLY ANN CROSS, hereinafter called Respondent.

By letter, the Board of Vocational Nurse Examiners sent preliminary notice to Respondent of its intent to take disciplinary action with respect to said license held by Respondent, as a result of a complaint and subsequent investigation. Said investigation produced evidence indicating that Respondent has engaged in unprofessional or dishonorable conduct that, in the Board's opinion, is likely to deceive, defraud, or injure the public, in violation of Texas Occupations Code, Chapter 302, Section 302.402 (a) (10), in the following manner:

I.

a. On or about June 10, 2002, the Board of Vocational Nurse Examiners received an Order from the Texas Board of Nurse Examiners indicating that Respondent's license number 558840 to practice registered nursing in the State of Texas was reprimanded and stipulations were placed against Respondent's license.

b. Said action was based on findings that, on or about November 6, 1997, Respondent was convicted in the 213th District Court of Tarrant County, Texas, of theft for an amount under \$1,500 with such conviction being felony grade due to two or more previous convictions for theft.

II.

- a. On or about June 11, 2002, the Board of Vocational Nurse Examiners obtained a criminal history report from the Texas Department of Public Safety indicating that Respondent had been convicted of several misdemeanors and felony offenses.
- b. On or about November 10, 1994, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 6 of Tarrant County, Texas, under Cause Number 0565381. As a result of said conviction, Respondent was sentenced to 180 days incarceration.
- c. On or about July 20, 1995, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 7 of Tarrant County, Texas, under Cause Number 0579135. As a result of said conviction, Respondent was sentenced to 30 days incarceration.
- d. On or about July 20, 1995, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 7 of Tarrant County, Texas, under Cause Number 0588106. As a result of said conviction, Respondent was sentenced to 30 days incarceration.
- e. On or about July 20, 1995, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 7 of Tarrant County, Texas, under Cause Number 0586823. As a result of said conviction, Respondent was sentenced to 30 days incarceration.
- f. On or about July 20, 1995, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 7 of Tarrant County, Texas, under Cause Number 0583854. As a result of said conviction, Respondent was sentenced to 30 days incarceration.
- g. On or about August 29, 1995, Respondent was convicted of the Felony Offense of: THEFT UNDER \$1,500 AND TWO PRIOR CONVICTIONS, in the Criminal District Court Number One in Tarrant County, Texas, under Cause Number 0592909W. As a result of said conviction, Respondent was sentenced to 120 days incarceration.
- h. On or about March 12, 1997, Respondent was convicted of the Felony Offense of: THEFT UNDER \$1,500 AND TWO PRIOR CONVICTIONS, in the Criminal District Court Number One in Tarrant County, Texas, under Cause Number 063939D. As a result of said conviction, Respondent was sentenced to 120 days incarceration.
- i. On or about March 12, 1997, Respondent was convicted of the Felony Offense of: THEFT UNDER \$1,500 AND TWO PRIOR CONVICTIONS, in the Criminal District Court Number One in Tarrant County, Texas, under Cause Number 0649560W. As a result of said conviction, Respondent was sentenced to 120 days incarceration.

AGREED BOARD ORDER
RE: SALLY ANN CROSS, LVN #088886
PAGE 3

j. On or about August 22, 1997, Respondent was convicted of the Misdemeanor Offense of: THEFT, in the County Criminal Court No. 6 in Tarrant County, Texas, under Cause Number 0665454. As a result of said conviction, Respondent was sentenced to 30 days of incarceration.

k. Respondent has been convicted of crimes, which the Board considers to be directly related to the duties and responsibilities of a Licensed Vocational Nurse. Said convictions are inconsistent with the basic duties and responsibilities inherent in the occupation of vocational nursing in that said occupation requires the maintenance of accurate and complete records, and safeguarding personal property of the patient, client, and employer.

By Respondent's signature on this Order, Respondent neither admits nor denies the truth of the matters previously set out in this Order with respect to the above-mentioned investigation. By Respondent's signature on this Order, Respondent acknowledges that they have read and understood this Order and have approved it for consideration by the Board.

By their notarized signature on this Order, Respondent does hereby waive the right to a formal Complaint, Notice of Hearing and a Public Hearing held before an Administrative Law Judge with the State Office of Administrative Hearings, and to judicial review of this disciplinary action. Notice of this disciplinary action will appear in the Board's newsletter sent to Texas employers.

ORDER OF THE BOARD

NOW THEREFORE, IT IS ORDERED subject to ratification by the Board of Vocational Nurse Examiners that license number 088886, heretofore issued to SALLY ANN CROSS

AGREED BOARD ORDER
RE: SALLY ANN CROSS, LVN #088886
PAGE 4

to practice vocational nursing in the State of Texas be, and the same is hereby
Suspended until such time as Respondent appears before the Board and shows just
cause for reinstatement.

This Agreed Order shall not be effective or take effect and become enforceable in
accordance with its terms until ratified by a majority of the Board present and voting, at
its next regularly called session.

Dated this the 8th day of November, 2002.

Sally a. Cross
Signature of Respondent

4236 Emerson
Current Address

Fort Worth Texas 76119
City, State and Zip

817 1 531-2224
Area Code and Telephone Number

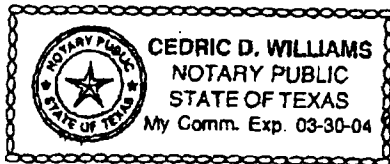
AGREED BOARD ORDER
RE: SALLY ANN CROSS, LVN #088886
PAGE 5


The State of Texas

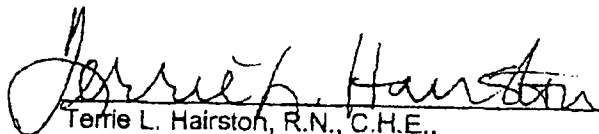
County of Tarrant

Before me, the undersigned authority, on this day personally appeared SALLY ANN CROSS, who being duly sworn by me stated that he or she executed the above for the purpose therein contained, and that he or she understood same.

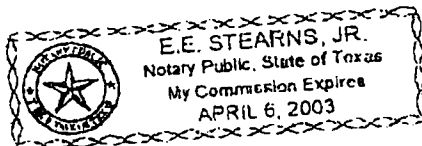
SWORN TO AND SUBSCRIBED before me on this the 8th day of NOV, 2002.





NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS


Terrie L. Hairston, R.N., C.H.E.,
Agent for the Board of
Vocational Nurse Examiners

SWORN TO AND SUBSCRIBED before me, the undersigned authority, on this the 3rd day of December, 2002.

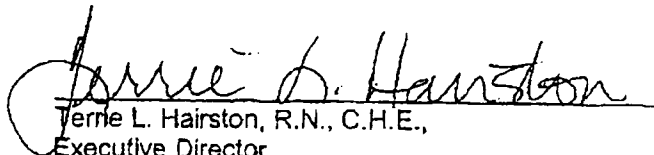



NOTARY PUBLIC IN AND FOR
THE STATE OF TEXAS

BOARD ORDER
RE: SALLY ANN CROSS, LVN #088886
PAGE 6

WHEREFORE, PREMISES CONSIDERED, the Board of Vocational Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Board Order, notarized on the 8th day of November, 2002 by SALLY ANN CROSS, license number 088886 and that Said Order is Final.

Effective this 3rd day of December, 2002.

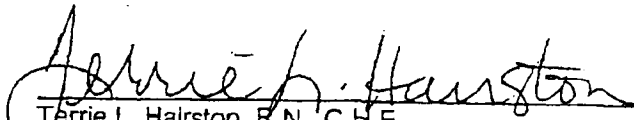

Terrie L. Hairston, R.N., C.H.E.,
Executive Director
On Behalf of Said Board

BOARD ORDER
RE: SALLY ANN CROSS, LVN #088886
PAGE 7

CERTIFICATE OF SERVICE

I hereby certify that on the 6th day of December, 2002, a true and correct copy of the foregoing **BOARD ORDER** was served by placement in the U.S. Mail first class mail, and addressed to the following person(s):

SALLY ANN CROSS
4236 EMERSON
FORT WORTH, TEXAS 76119


Terrie L. Hairston, R.N., C.H.E.,
Executive Director

Agent for the Board of Vocational Nurse Examiners



I, the undersigned, certify that this is a complete, accurate, and true copy of the document which is on file in the office of record in the office of the Texas Board of Nursing.
Patricia Thomas
Executive Director of the Board

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of License Number 558840 § AGREED
issued to SALLY ANN CROSS § ORDER

On this day, the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, accepted the voluntary surrender of License Number 558840, issued to SALLY ANN CROSS, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c) of the Texas Occupations Code.

Respondent waived representation by counsel, informal conference and hearing, and agreed to the entry of this Order.

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was provided to Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived representation by counsel, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received a Baccalaureate Degree in Nursing from Texas Christian University, Fort Worth, Texas, in August 1989. Respondent was licensed to practice professional nursing in the State of Texas on March 23, 1990.
5. Respondent's professional employment history includes:

6/90 - 6/92	Staff Nurse	All Saints Hospital Fort Worth, Texas
6/92 - 6/94	Medical/Surgical Nursing Supervisor	Medical Plaza Hospital Fort Worth, Texas

Respondent's professional employment history continued:

6/94 - 9/01	Not employed in nursing	
9/01 - 1/02	Floor Nurse	West Havens Nursing Center Fort Worth, Texas
1/02 - 2/03	Charge Nurse Nurse Manager	Baylor All Saints Medical Center Fort Worth, Texas
2/03 - 6/03	Staff Nurse	Plaza Medical Center of Fort Worth Fort Worth, Texas

6. On June 13, 2000, Respondent received the sanction of a Reprimand with Stipulations by the Board of Nurse Examiners for the State of Texas. A copy of the June 13, 2000, Agreed Order, Findings of Fact, and Conclusions of Law, is attached and incorporated, by reference as part of this Order.
7. At the time of the incident, Respondent was employed as a Staff Nurse in the Telemetry Unit with Plaza Medical Center of Fort Worth, Fort Worth, Texas, and had been in this position for four (4) months.
8. On or about June 20, 2003, while employed with the aforementioned facility, Respondent engaged in the intemperate use of Cocaine. Possession of Cocaine is prohibited by Chapter 481 of the Texas Health and Safety Code (Controlled Substance Act). The use of Cocaine by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
9. On or about June 20, 2003, while employed with the aforementioned facility, Respondent failed to comply with the Agreed Order issued to her on June 13, 2000, by the Board of Nurse Examiners for the State of Texas. Non-compliance is the result of her failure to comply with Stipulation Number Eleven (11) of the Agreed Order which states, in pertinent part:

(11) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan or other synthetic opiates, and or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose....
10. Respondent, by her signature to this Order, expresses her desire to voluntarily surrender her license to practice professional nursing in the State of Texas.

- 11 The Board policy implementing Rule 213.29 in effect on the date of this Agreed Order provides discretion by the Executive Director for consideration of conditional reinstatement after proof of twelve (12) consecutive months of abstinence from alcohol and drugs followed by licensure limitations/stipulations and/or peer assistance program participation.
- 12 The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

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 violations of Section 301.452(b)(1), (9), and (10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(1).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against License Number 558840, heretofore issued to SALLY ANN CROSS, including revocation of Respondent's professional license to practice nursing in the State of Texas.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.
7. Any subsequent reinstatement of this license will be controlled by Section 301.452(b), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the VOLUNTARY SURRENDER of License Number 558840, heretofore issued to SALLY ANN CROSS, to practice professional nursing in the State of Texas, is accepted by the Board of Nurse Examiners. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order; and, RESPONDENT has obtained objective, verifiable proof of twelve (12) consecutive months of sobriety immediately preceding the petition.
3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

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

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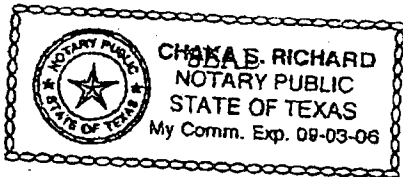
RESPONDENT'S CERTIFICATION

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 violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, 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 final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

Signed this 14th day of July, 2003.

Sally a. Cross
SALLY ANN CROSS, Respondent


Sworn to and subscribed before me this 14th day of July, 2003.



Chas. E. Richard
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Board of Nurse Examiners for the State of Texas does hereby accept the voluntary surrender of License Number 558840, previously issued to SALLY ANN CROSS.

Effective this 17th day of July, 2003.


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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of Registered Nurse	§	
License Number 558840 and	§	REINSTATEMENT
Vocational Nurse License Number 88886	§	AGREED ORDER
issued to SALLY ANN CROSS	§	

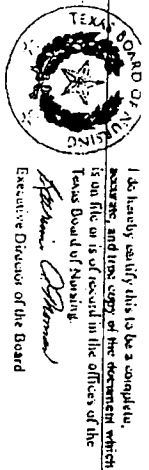
On this day came to be considered by the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, the Petition for Reinstatement of registered nurse license number 558840, held by SALLY ANN CROSS, hereinafter referred to as Petitioner.

An informal conference was held on December 7, 2004, at the office of the Board of Nurse Examiners, in accordance with Section 301.464, Texas Occupations Code.

Petitioner appeared in person. Petitioner was notified of her right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Mary Beth Thomas, MSN, RN, Director of Nursing, Executive Director's Designee; Elizabeth Higginbotham, RN, Assistant General Counsel; Anthony L. Driggs, MSCJ, Director of Enforcement; and Diane E. Burell, Investigator.

FINDINGS OF FACT

1. Prior to institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Petitioner waived representation by counsel, notice and hearing, and consented to the entry of this Order.
3. Petitioner received a Certificate in Vocational Nursing from St. Joseph Hospital, School of Nursing, on August 29, 1980. Petitioner was originally licensed to practice vocational nursing on October 21, 1980. Petitioner's vocational nursing license is in delinquent status.



4. Petitioner received a Baccalaureate Degree in Nursing from Texas Christian-Harris College, Fort Worth, Texas, on August 1, 1989. Petitioner was originally licensed to practice professional nursing in the State of Texas on March 23, 1990.

5. Petitioner's professional employment history included:

6/90 - 6/92	Staff Nurse	All Saints Hospital Fort Worth, Texas
6/92 - 6/94	Nursing Supervisor	Medical Plaza Hospital Fort Worth, Texas
6/94 - 9/01	Not employed in nursing	
9/01 - 1/02	Floor Nurse	West Havens Nursing Center Fort Worth, Texas
1/02 - 2/03	Charge Nurse/ Nurse Manager	Baylor All Saints Medical Center Fort Worth, Texas
2/03 - 6/03	Staff Nurse	Plaza Medical Center of Fort Worth Fort Worth, Texas
6/03 - present	Not employed in nursing	

6. On June 13, 2000, Petitioner's license to practice professional nursing was issued the sanction of a Reprimand with Stipulations by the Board of Nurse Examiners for the State of Texas. A copy of the June 13, 2000, Agreed Order, Findings of Fact, and Conclusions of Law, is attached and incorporated, by reference, as a part of this Order.
7. On July 17, 2003, the Board accepted the voluntary surrender of Petitioner's license to practice professional nursing. A copy of the July 17, 2003, Agreed Order, Findings of Fact, and Conclusions of Law, accepting the surrender of Petitioner's license is attached and incorporated, by reference, as a part of this Order.
8. On or about August 27, 2004, Petitioner submitted a Petition for Reinstatement of License to practice professional nursing in the State of Texas.

9. Petitioner presented the following in support of petition:
- 9.1. Letter, dated August 20, 2002, from Laura Smitts, LCDC, Mental Health, Mental Retardation of Tarrant County, Fort Worth, Texas. Ms. Smitts states Petitioner was a client and successfully completed both residential and outpatient services. Ms. Smitts feels that Petitioner has continued to work a recovery program and that it has changed her life. With highest regards, Ms. Smitts recommends that Petitioner be allowed to return to the field of nursing and that she will be an asset to the field.
 - 9.2. Letter of Participation verifying that Petitioner completed Pine Street Level II inpatient treatment through Mental Health, Mental Retardation of Tarrant County, from August 18, 2003, to September 10, 2003.
 - 9.3. Certificate of completion issued through Community Addiction Treatment Services (CATS) from September 18, 2003, to November 21, 2003.
 - 9.4. Letter, dated August 9, 2004, from Monica A. Carbajal, LMSW. Ms. Carbajal states Petitioner participated in counseling while in substance abuse treatment in 2003. She was given the opportunity to participate in free individual counseling with Project Health First, a collaborative program providing treatment and support services. Petitioner attended sessions on a regular basis from July 2003 through November 2003, and was discharged from counseling, having successfully addressed all of her initial goals. In July 2004, Petitioner requested to resume counseling as a form of support during the current and upcoming life changes she is completing. Ms. Carbajal found this to be proactive on the part of Petitioner, an example of utilizing support systems available to her. Ms. Carbajal has found Petitioner to be sincere, diligent and eager to try and learn new coping skills to use in her every day life.
 - 9.5. Letter, dated August 16, 2004, from Larry J. Hebert, LMSW, Department of Veterans Affairs. Mr. Hebert states Petitioner has been enrolled in the Health Care for Homeless Veterans (HCHV) Women Veterans Program (WVP) since January 2004. Mr. Hebert states he has provided a number of environmental and therapeutic services to Petitioner over the past seven (7) months and is pleased to state she has been an exemplary client. During this time, Petitioner has made tremendous strides in her rehabilitation and her reintegration into mainstream society. She has shown a high level of commitment to the recovery and rehabilitation processes espoused by the programs offered to veterans at this site. HCHV is designed to help veterans address their medical and mental health needs, including substance abuse/dependence issues. In these areas, Petitioner has been diligent in seeking out services and taking full advantage of those services. She has faithfully followed the advice and directions of her medical and mental health providers, and she has constantly impressed Mr. Hebert with her desire to do whatever is necessary to address both her

physical and mental health care concerns. Petitioner has made tremendous progress during her time in treatment. She has experienced remarkable personal growth and continues to work hard on her recovery and rehabilitation. In Mr. Hebert's opinion, Petitioner is well on her way to recovering her life. Mr. Hebert believes that Petitioner is an excellent candidate for reinstatement of her license to practice nursing in Texas.

- 9.6. Letter, dated August 16, 2004, from Kim Rich Rice, LMSW, Social Worker/Outreach Clinician, Department of Veterans Affairs. Ms. Rice states Petitioner is currently participating in the Health Care for Homeless Veterans (HCHV) Women's Outreach Program. The HCHV Program provides extensive outreach, medical and psychological exams, treatment, referrals, and ongoing case management services to veterans with substance abuse and psychiatric problems. Petitioner has been an active participant in the Health Care for Homeless Veteran's Program for the past eight (8) months. Throughout veteran's program participation, Petitioner has maintained sobriety, treatment compliance and worked effectively in addressing all aspects of her treatment plan. Overall, Petitioner has done exceptionally well in the program and has consistently exhibited the desire to make positive changes in her life. It is Ms. Rice's opinion that Petitioner is ready to resume her career in nursing, as long as she continues to maintain the treatment and support that she currently has in place.
- 9.7. Letter, dated August 16, 2004, from Carolyn Morrison, Assistant Program Manager, Presbyterian Night Shelter, Fort Worth, Texas. Ms. Morrison states Petitioner was in their program at the Presbyterian Night Shelter from February 3, 2004, until May 29, 2004. While she was in the program, Petitioner met with Ms. Morrison on a weekly basis to discuss goals and concerns. Petitioner showed no signs of relapse and worked well with the program to accomplish her goals and to be a responsible parent and individual. Ms. Morrison believes that Petitioner has shown signs of being capable to hold a professional license. Petitioner has shown willingness to continue to participate in programs that will help her to maintain her self-sufficiency and her independence.
- 9.8. Letter of support, dated August 17, 2004, from Dwayne Reed, Fort Worth, Texas. Mr. Reed states he referred Petitioner to a twenty-eight (28) day program for inpatient drug treatment. She successfully completed that program and was then referred to CATS, an after care outpatient treatment center for four (4) months. Petitioner demonstrated a willingness to complete these programs to move toward full recovery. Petitioner continued with her recovery by attending NA meetings, where she does service work as an assistant supply person for her group. Petitioner also attended individual counseling for six (6) months. Mr. Reed supports

Petitioner's reinstatement of her license to practice professional nursing. Petitioner is an active participant in her recovery and her caring attitude for others attest to her career as a nurse.

- 9.9. Letter of support, dated August 18, 2004, from Pastor Chris M. Hudson, Promise Land CME Church, Canton, Texas. Pastor Hudson states Petitioner has been instrumental in her efforts in retaining her recovery in the NA program in that she has participated in all aspects of this process by attending multiple meetings both at 12 pm and 8 pm. On several occasions, she has performed service work for the above-mentioned meetings. Petitioner has communicated to Pastor Hudson that she attends church on a regular basis in order to keep her spirit fed with the love of God. She constantly expresses her desire to stay clean from all drugs and alcohol and has proven that she has honestly given herself to this cause.
- 9.10. Letter of support, dated August 19, 2004, from Deborah Caro, General Manager, Taco Bell, Fort Worth, Texas. Ms. Caro believes that Petitioner will be successful in the endeavor of reinstating her license because she has worked with her on three (3) separate occasions as her supervisor. She is one of the best employees ever. Her commitment to a task is great. Her diligence to learn and succeed, along with a great attitude, is appreciated. Petitioner is dependable and always arrives on time.
- 9.11. Letter of support, dated August 15, 2004, from Delora Evans, Fort Worth, Texas. Ms. Evans has been Petitioner's sponsor in a 12-step support group for over one (1) year. Petitioner is making great strides in the recovery process. She seems to recognize and is confronting daily her issues and working through problems that arise in day to day life. Petitioner has a kind and generous demeanor and is a friend to many. Ms. Evans feels that Petitioner would be an asset to the nursing profession as long as she remains in a 12-step program.
- 9.12. Letter of support, dated August 19, 2004, from Alecia Frierson, Fort Worth, Texas. Ms. Frierson states she met Petitioner in the Homeless Women's Veterans Program in January 2004. She befriended Ms. Frierson and started taking her to NA meetings on a daily basis. Although the program required only two (2) meetings per week, Petitioner attends every day. Petitioner is a beautiful, caring and loving person.
- 9.13. Documentation of seven (7) negative screens dating from February 9, 2004, through June 2, 2004.
- 9.14. Verification of support group attendance dating from July 30, 2003, through November 3, 2004.

9.15. Verification of successful completion of twenty (20) Type I Continuing Education Contact Hours.

10 Petitioner gives June 19, 2003, as her date of sobriety.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.
3. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.

ORDER

IT IS THEREFORE AGREED, subject to ratification by the Board of Nurse Examiners, that the petition of SALLY ANN CROSS, license number 558840, to practice professional nursing in the state of Texas, be and the same is hereby GRANTED SUBJECT TO THE FOLLOWING CONDITIONS SO LONG AS THE PETITIONER complies in all respects with the Nursing Practice Act, Texas Occupations Code, §301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *et. seq.* and the stipulations contained in this Order:

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

IT IS FURTHER AGREED and ORDERED that while Petitioner's license is encumbered by this Order, Petitioner 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 Petitioner wishes to work.

(1) PETITIONER SHALL NOT seek employment or practice nursing for compensation until she has completed the following pre-licensure conditions and obtained a license to practice professional nursing in the State of Texas, which shall bear the appropriate notation. Said license issued to SALLY ANN CROSS, shall be subject to the following agreed post-licensure stipulations:.

(2) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing jurisprudence. PETITIONER SHALL obtain Board approval of the course prior to enrollment. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience must include registered nurses. It must be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, and documentation of care. Courses focusing on malpractice issues will not be accepted. PETITIONER 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 PETITIONER's successful completion of the course. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses can be found on the Board's website www.bne.state.tx.us (under BNE events).*

(3) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing ethics. PETITIONER SHALL obtain Board approval of the course prior to enrollment. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience must include registered nurses. It must be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, and documentation of care. Courses focusing on malpractice issues will not be accepted. PETITIONER 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 PETITIONER's successful completion of the course. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses can be found on the Board's website www.bne.state.tx.us (under BNE events).*

IT IS FURTHER AGREED, SHOULD PETITIONER PRACTICE AS A NURSE IN THE STATE OF TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR THREE (3) YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH THIRTY-SIX (36) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A NURSING LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) PETITIONER SHALL notify all future employers in nursing of this Order of the Board and the stipulations on PETITIONER's license. PETITIONER SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(5) PETITIONER SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the PETITIONER by the Board, to the Board's office within five (5) days of employment as a nurse.

(6) For the first year of employment as a Nurse under this Order, PETITIONER SHALL be directly supervised by a Registered Nurse. Direct supervision requires a professional nurse to be working on the same unit as PETITIONER and immediately available to provide assistance and intervention. PETITIONER SHALL work only on regularly assigned, identified and predetermined unit(s). The PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(7) For the remainder of the stipulation period, PETITIONER SHALL be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as PETITIONER, 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 experience in the same or similar practice setting to which the PETITIONER is currently working. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) PETITIONER SHALL NOT practice as a nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which PETITIONER is regularly assigned for one (1) year of employment as a nurse.

(9) PETITIONER SHALL NOT practice as a nurse in any critical care area for one (1) year of employment as a nurse. Critical care areas includes, but is not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.

(10) PETITIONER SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates for one (1) year of employment as a nurse.

(11) PETITIONER SHALL CAUSE each employer to submit, on forms provided to the PETITIONER by the Board, periodic reports as to PETITIONER's capability to practice nursing. These reports shall be completed by the Registered Nurse who supervises the PETITIONER. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) months for three (3) years of employment as a nurse.

(12) PETITIONER SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, PETITIONER SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. In the event that prescriptions for controlled substances are required for periods of two (2) weeks or

longer, the Board may require and PETITIONER SHALL submit to an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.

(13) PETITIONER SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol. For the first three (3) month period, random screens shall be performed at least once per week. For the second three (3) month period, random screens shall be performed at least once per month. For the remainder of the stipulation period, random screens shall be performed at least once every three (3) months.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the PETITIONER's place of employment at any time during the stipulation period and require PETITIONER to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. PETITIONER SHALL be responsible for the costs of all random drug screening during the stipulation period.

Any positive result for which the nurse does not have a valid prescription will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board.

(14) PETITIONER SHALL participate in therapy with a "professional counselor" possessing credentials approved by the Board. PETITIONER SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the PETITIONER's progress in therapy, rehabilitation and capability to safely practice professional nursing. The report must indicate whether or not the PETITIONER's stability is sufficient to provide direct patient care safely. Such reports are to be furnished each and every month for three (3) months. If therapy is recommended for beyond three (3) months, the reports shall then be required at the end of each three (3) month period for the duration of the stipulation period, or until PETITIONER is dismissed from therapy.

(15) PETITIONER SHALL attend at least two (2) support group meetings each week, one of which shall be for substance abuse; and PETITIONER SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least: the date of each meeting; the name of each group attended; and the signature and printed name of the chairperson of each group attended by PETITIONER. PETITIONER SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

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

PETITIONER'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I waive representation by counsel. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, 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 in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

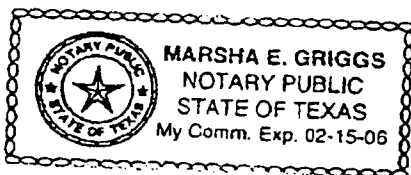
I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms 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 to practice professional 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 licenses to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 21 day of DEC, 2004.

Sally A. Cross
SALLY ANN CROSS, Petitioner

Sworn to and subscribed before me this 21 day of DEC, 2004.

SEAL



Marsha Griggs
Notary Public in and for the State of TX

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 21st day of December, 2004, by SALLY ANN CROSS, license number 558840, and said Order is final.

Effective this 20th day of January, 2005.



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



Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

[illegible]

In the Matter of § AGREED
Registered Nurse License Number 558840 §
& Vocational Nurse License Number 88886 §
issued to SALLY ANN KING § ORDER
(aka SALLY ANN CROSS HOWARD)

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SALLY ANN KING, (aka SALLY ANN CROSS HOWARD), Registered Nurse License Number 558840, and Vocational Nurse License Number 88886, 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) and 301.453, Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on September 28, 2012, subject to ratification by the Board.

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 representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas. Respondent holds a license to practice vocational nursing in the State of Texas which is in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from St. Joseph's Hospital, Fort Worth, Texas, on August 29, 1980; and received a Baccalaureate Degree in Nursing from Texas Christian University, Fort Worth, Texas, on August 1, 1989. Respondent was licensed to practice vocational nursing in the State of Texas on December 2, 1980; and was licensed to practice professional nursing in the State of Texas on March 23, 1990.

5. Respondent's nursing employment history includes:

3/90 - 5/90	Unknown	
6/90 - 6/92	Staff Nurse	Baylor All Saints Fort Worth, Texas
7/92 - 6/94	Supervisor Med/Surg	Medical Plaza Hospital Fort Worth, Texas
5/94 - 9/01	Not employed as a nurse	
10/01 - 1/02	Staff Nurse	Westhaven Nursing Center Fort Worth, Texas
2/02 - 7/04	Staff Nurse	Baylor All Saints Fort Worth, Texas
8/04 - 4/05	Staff Nurse	CLC of Richland Hills Fort Worth, Texas
5/05	Unknown	
6/05 - 8/08	Supervisor Weekends	Westhaven Nursing Center Fort Worth, Texas
7/08 - 6/12	Charge Nurse	Pennsylvania Rehabilitation Fort Worth, Texas
7/12 - Present	Unknown	

6. On June 13, 2000, Respondent's license to practice professional nursing in the State of Texas was issued a Reprimand by the Texas Board of Nursing. A Copy of the Findings of Fact, Conclusions of Law, and Order dated June 13, 2000, is attached and incorporated herein by reference.
7. On or about December 3, 2002, Respondent's license to practice vocational nursing in the State of Texas was Suspended through an Agreed Board order by the Board of Vocational Nurse Examiners for the State of Texas. A copy of the Agreed Board Order dated December 3, 2002, is attached and incorporated herein by reference.
8. On or about July 17, 2003, Respondent's license to practice professional nursing in the State of Texas was Voluntarily Surrendered through an Agreed order by the Board. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated July 17, 2003, is attached and incorporated herein by reference.

9. On or about January 20, 2005, Respondent's licenses to practice nursing in the State of Texas was Reinstated by an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, and Order dated January 20, 2005, is attached and incorporated herein by reference.
10. At the time of the incident in Finding of Fact Number Eleven (11), Respondent was employed as a Charge Nurse with Pennsylvania Rehabilitation, Fort Worth, Texas, and had been in this position for three (3) years and ten (10) months.
11. On or about May 28, 2012, while employed as the Charge Nurse with Pennsylvania Rehabilitation, Fort Worth, Texas, Respondent failed to notify the physician of Resident DM's abnormal x-ray which revealed a fracture of the left forearm. The report stated that the fracture was recent, however, Respondent assumed it was related to a fracture the patient had sustained two (2) months earlier. Respondent's conduct exposed the resident unnecessarily to a risk of harm from a delay in receiving emergent medical care needed to prevent further complications, including severe pain from the fracture.
12. On or about May 28, 2012, while employed as the Charge Nurse with Pennsylvania Rehabilitation, Fort Worth, Texas, Respondent failed to accurately and completely document in the medical record of Resident DM in that Respondent documented that the physician had been notified of the x-ray report and that no new orders were received. Instead of contacting the physician, Respondent documented on the faxed x-ray report that the physician had been contacted and no new orders were received. The physician was not contacted until the next morning. Respondent's conduct resulted in an inaccurate medical record, and was likely to injure the resident in that subsequent care givers would rely on her documentation to provide further patient care,
13. In response to the incident in Findings of Fact Numbers Eleven (11) and Twelve (12), Respondent explains that the patient actually fell on May 26, 2012, and Respondent did not work that weekend. Respondent goes on to explain that a mobile x-ray was done on May 28, 2012, and she admits that she misread the x-ray report and erroneously documented that the physician had been notified.

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)(D),(1)(P)&(3)(A) and 217.12(1)(A),(4)&(6)(H).

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 558840, and Vocational Nurse License Number 88886, heretofore issued to SALLY ANN KING (aka SALLY ANN CROSS HOWARD), including revocation of Respondent's license(s) to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of WARNING WITH STIPULATIONS, and RESPONDENT SHALL 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.

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

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

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

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT 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) 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. RESPONDENT 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 RESPONDENT'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.texas.gov/disciplinaryaction/stipscourses.html>.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT 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. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: 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. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form,

provided by the Board, to the Board's office to verify RESPONDENT'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.texas.gov/disciplinaryaction/stipscourses.html>.

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete 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 program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address:* <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS 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 STIPULATION PERIOD:

(4) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(5) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(6) 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 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.

(7) 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 nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for one (1) year of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

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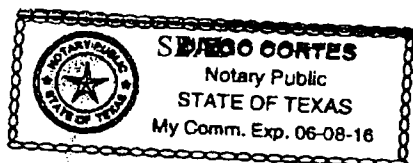
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this 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 Findings of Fact, Conclusions of Law, 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 Board. When this Order is ratified, the terms of this Order become effective, 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 revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 23 day of October, 2012.

Sally King
SALLY ANN KING, RESPONDENT
(aka SALLY ANN CROSS HOWARD)

Sworn to and subscribed before me this 23 day of October, 2012.



Diego Cortes
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 23rd day of October, 2012, by SALLY ANN KING (aka SALLY ANN CROSS HOWARD), Registered Nurse License Number 558840, and Vocational Nurse License Number 88886, and said Order is final.

Effective this 18th day of December, 2012.



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