

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED ORDER
Registered Nurse License Number 820563	§	
& Vocational Nurse License Number 179289	§	
issued to RAY HENRY JACKSON	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of RAY HENRY JACKSON, Registered Nurse License Number 820563, and Vocational Nurse License Number 179289, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(14), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Agreed Order approved by Kristin K. Benton, DNP, RN, Executive Director, on March 12, 2025.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing and agreed to the entry of this Agreed Order.
3. Respondent's license to practice as a vocational nurse in the State of Texas is in delinquent 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 Lamar State College-Orange, Orange, Texas, on December 15, 2000. Respondent received an Associate Degree in Nursing from Kilgore College, Kilgore, Texas, on May 11, 2012. Respondent was licensed to practice vocational nursing in the State of Texas on February 15, 2001. Respondent was licensed to practice professional nursing in the State of Texas on June 26, 2012.

5. Respondent's nursing employment history includes:

2/2001 – 10/2001	Unknown	
11/2001 - 5/2003	Staff Nurse	Glen Rose Medical Center Glen Rose, Texas
5/2003 - 9/2006	ICU Staff Nurse	John Peter Smith Hospital Fort Worth, Texas
10/2006 - 12/2006	Unknown	
1/2007 - 1/2008	ICU Staff Nurse	Huguley Memorial Hospital Burleson, Texas
2/2008 - 7/2008	Unknown	
8/2008 - 2/2009	Staff Nurse	Staff Quest Fort Worth, Texas
2/2009 - 5/2010	Staff Nurse	East Texas Medical Center Tyler, Texas
5/2010 - 6/2012	Staff Nurse	Advanced Temporaries Staffing Agency Tyler, Texas
6/2012 - 7/2013	ICU Staff Nurse	Longview Regional Medical Center Longview, Texas
8/2013 - 9/2013	ICU Travel Nurse	Nurse RX San Diego, California
10/2013 - 12/2013	ICU Travel Nurse	Accountable Healthcare Staffing Boca Raton, Florida
1/2014 - 3/2015	Staff Nurse	Baptist Hospitals of Southeast Texas Beaumont, Texas
4/2014 - 4/2016	Staff RN	The Medical Center of Southeast Texas Port Arthur, Texas
5/2015 - 2/2017	Travel RN	Accountable Healthcare Staffing Boca Raton, Florida
2/2017 - 7/2017	Not employed in nursing	

Respondent's nursing employment history continued:

7/2017 - 8/2020	Staff Nurse	Baptist Hospitals of Southeast Texas Beaumont, Texas
7/2017 - 8/2020	ER Staff Nurse	HCA Houston Health Care Pasadena, Texas
8/2020 - 5/2021	Staff RN	Christus St Elizabeth Beaumont, Texas
6/2021 - Unknown	Registered Nurse	Steward National Travel Dallas, Texas
7/2021 - 1/2022	Registered Nurse	The Medical Center of Southeast Texas Port Arthur, Texas
2/2022 - 4/2022	Unknown	
5/2022 - 11/2022	Registered Nurse	St. Joseph Medical Center Houston, Texas
12/2022 - Present	Registered Nurse	Aveanna Healthcare Beaumont, Texas

6. On or about February 14, 2017, Respondent was issued the sanction of Reprimand with Stipulations through an Order of the Board. On or about September 25, 2019, Respondent successfully completed the terms of the Order. A copy of the February 14, 2017, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. At the time of the initial incident, Respondent was employed as a Registered Nurse with The Medical Center of Southeast Texas, Port Arthur, Texas, and had been in that position for six (6) months.
8. On or about January 9, 2022, while employed as a Registered Nurse by The Medical Center of Southeast Texas, Port Arthur, Texas, Respondent failed to reassess vital signs on a psychiatric patient after the administration of multiple sedating medications. Instead, the patient's vital signs were not assessed until approximately six (6) hours later after admission to inpatient psychiatric services. Respondent's conduct was likely to injure the patient from a potential delay in necessary medical treatment and/or undetected changes in condition.

9. On or about November 16, 2022, while working as a Registered Nurse at St. Joseph Medical Center, Houston, Texas, Respondent incorrectly documented that he administered two Sodium Chloride boluses at 1418 to Patient DH, and that both infusions were completed at 1550. Respondent's conduct created confusion and an inaccurate medical record, and was likely to harm the patient from ineffective treatment of fluid imbalance.
10. On or about November 16, 2022, while working as Registered Nurse at St. Joseph Medical Center, Houston, Texas, Respondent failed to reassess the vital signs of Patient DH prior to transfer from the Emergency Department to Inpatient Telemetry Unit. Upon arrival to the Telemetry Unit at 1650, Patient DH had no detectable pulse or respirations, cardiopulmonary resuscitation (CPR) was attempted, and time of death was called at 1721. Respondent's conduct was likely to harm the patient from unrecognized changes in condition, delayed medical interventions, and may have contributed to the patient's death.
11. In response to the incident in Finding of Fact Number Eight (8), Respondent states there is no evidence that he was formally assigned as the primary nurse for this patient and several other staff members were involved in the patient's 1:1 care. Respondent states he documented an appropriate, focused, ED Psychiatric assessment. In response to the incident in Finding of Fact Number Nine (9), Respondent states the provider ordered the IV fluids at 1219 while the patient was off the unit. In response to the incident in Finding of Fact Number Ten (10), Respondent states there is no timeline specified for when documentation must be entered into the electronic health record, and he followed the policy by documenting vital signs every four (4) hours and prior to transferring the patient to the Telemetry Unit.
12. On or about January 18, 2025, Respondent successfully completed a Board approved course in Nursing Jurisprudence and Ethics, which would have been a requirement of this Order.
13. Respondent successfully completed a Board approved course in Righting a Wrong, which would have been a requirement of this Order.
14. Formal Charges were filed on September 20, 2023.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M),(1)(P)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(A)&(6)(H).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(14), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 820563, and Vocational Nurse License Number 179289, heretofore issued to RAY HENRY JACKSON.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 820563, and Vocational Nurse License Number 179289, previously issued to RAY HENRY JACKSON, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **STAYED** and RESPONDENT is hereby placed on **PROBATION** for a minimum of two (2) years **AND** until RESPONDENT fulfills the additional requirements of this Order.

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

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the

Rules and Regulations Relating to Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed Order.

III. UNDERSTANDING BOARD ORDERS

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

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- B. **The course "Upholding the Standard: Professional Accountability in Nursing,"** a 4.5 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) International Center for Regulatory Scholarship (ICRS).

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider.

Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** While employed as a Registered Nurse with Aveanna Healthcare, Beaumont, Texas, RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- D. **Direct Supervision:** Should Respondent's employment as a Registered Nurse with Aveanna Healthcare, Beaumont, Texas, cease or change, the following

terms apply: For the first year [four (4) quarters] of employment as a Nurse under this order, RESPONDENT 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 RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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.

- E. **Indirect Supervision:** **Should Respondent's employment as a Registered Nurse with Aveanna Healthcare, Beaumont, Texas, cease or change, the following terms apply:** For the remainder of the stipulation/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, **who is on the premises.** The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years of experience in the same or similar practice setting to which the RESPONDENT is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- F. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the RESPONDENT by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

VI. FURTHER COMPLAINTS

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against RESPONDENT'S license(s), the probationary period shall not

expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

VII. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

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

Signed this _____ day of _____, 20____.

Ray H Jackson

03/18/2025

RAY HENRY JACKSON, RESPONDENT

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

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.

Yong J. An

03/17/2025

Yong J. An, Attorney for Respondent

Signed this _____ day of _____, 20____.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 18th day of March, 2025, by RAY HENRY JACKSON, Registered Nurse License Number 820563, and Vocational Nurse License Number 179289, and said Agreed Order is final.

Effective this 24th day of April, 2025.

Kristin K. Benton, DNP, RN

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



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 820563	§	
& Vocational Nurse License Number 179289	§	
issued to RAY HENRY JACKSON	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of RAY HENRY JACKSON, Registered Nurse License Number 820563 and Vocational Nurse License Number 179289, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on November 2, 2016.

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 Lamar State College-Orange, Orange, Texas, on December 15, 2000, and received an Associate Degree in Nursing from Kilgore College, Kilgore, Texas, on May 11, 2012. Respondent was licensed to practice vocational nursing in the State of Texas on February 15, 2001, and was licensed to practice professional nursing in the State of Texas on June 26, 2012.

5. Respondent's nursing employment history includes:

2/2001 - 10/2001	Unknown	
11/2001 - 5/2003	Staff Nurse	Glen Rose Medical Center Glen Rose, Texas
5/2003 - 9/2006	Intensive Care Unit (ICU) Staff Nurse	John Peter Smith Hospital Fort Worth, Texas
10/2006 - 12/2006	Unknown	
1/2007 - 1/2008	ICU Staff Nurse	Huguley Memorial Hospital Burleson, Texas
2/2008 - 7/2008	Unknown	
8/2008 - 2/2009	Staff Nurse	Staff Quest Fort Worth, Texas
2/2009 - 5/2010	Telemetry Staff Nurse	East Texas Medical Center Tyler, Texas
5/2010 - 6/2012	Staff Nurse	Advanced Temporaries Staffing Agency Tyler, Texas
6/2012 - 7/2013	ICU Staff Nurse	Longview Regional Medical Center Longview, Texas
8/2013 - Unknown	ICU Travel Nurse	Nurse RX San Diego, California
10/2013 - Unknown	ICU Travel Nurse	Accountable Healthcare Staffing Boca Raton, Florida
1/2014 - 3/2015	Staff Nurse	Baptist Hospitals of Southeast Texas Beaumont, Texas
4/2015 - Present	Unknown	

6. At the time of the incident in Finding of Fact Number Seven (7), Respondent was employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, and had been in that position for eight (8) months.

7. On or about September 5, 2014, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent withdrew 100 mcg of Fentanyl from the medication dispensing unit for Patient Medical Record Number 2849627, but failed to follow the facility's policy and procedures for wastage of the unused portions of the medications, after documenting administration of 50 mcg. Respondent's conduct left medications unaccounted for, was likely to deceive the hospital pharmacy, and placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
8. On or about September 20, 2014, and September 21, 2014, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent withdrew Dilaudid from the medication dispensing unit for Patient Medical Record Number 2856297, but failed to accurately and completely document in the patient's Nurse's Notes regarding pain assessments and responses to medication. Respondent's conduct resulted in incomplete medical records and was likely to injure the patient from subsequent care decisions made without the benefit of reliable information.
9. On or about September 21, 2014, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent withdrew 2 mg of Dilaudid from the medication dispensing unit for Patient Medical Record Number 2856260, but failed to follow the facility's policy and procedures for wastage of the unused portions of the medications, after documenting administration of 1 mg. Respondent's conduct left medications unaccounted for, was likely to deceive the hospital pharmacy, and placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
10. On or about March 18, 2015, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent failed to intervene and notify the physician when the blood pressure of Patient Medical Record Number 2930590 was elevated. The patient's blood pressure readings during the shift were 180/77 and 189/112 mmHg. Additionally, Respondent failed to administer scheduled Norvasc, an anti-hypertension medication. Respondent's conduct was likely to injure the patient from complications of continued high blood pressure and deprived the patient's physician the opportunity to institute timely medical interventions.
11. On or about March 18, 2015, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent failed to document the assessments and care that he provided to Patient Medical Record Numbers 2930590, 2929623, 2926798, 2930643, 2931024, and 2931032 in the patients' medical records. Respondent's conduct resulted in incomplete medical records and was likely to injure the patients from subsequent care decisions made without the benefit of reliable information.
12. On or about March 23, 2015, while employed as a Staff Nurse with Baptist Hospitals of Southeast Texas, Beaumont, Texas, Respondent failed to document the assessments and care

that he provided to Patient Medical Record Numbers 2929219, 2932745, 2930575, 2932640, and 2932783 in the patient's medical records. Respondent's conduct resulted in incomplete medical records and was likely to injure the patients from subsequent care decisions made without the benefit of reliable information.

13. In response to the incidents in Findings of Fact Numbers Seven (7) through Thirteen (13), Respondent states that he recognizes that his medication and wastage documentation was insufficient. Respondent states that documentation shortcomings were periodic and were greatly affected by his heavy patient load and sometimes by lack of support from other nurses. Respondent asserts that he was also typically assigned the most work and time intensive patients due to his poor relationship with the charge nurse. Respondent believes that patient safety wasn't compromised by his documentation struggles, and maintains that he did consistently check his five (5) rights of medication administration before giving any drugs. Respondent states that he was also dealing with some distractions in his personal life which may have affected his focus. Respondent asserts that even when he was initially placed on a performance improvement plan in December 2014 for failing to properly document medication administration, the peer review didn't find or allege that he was diverting or misappropriating medications. Respondent states that his drug screen from October 16, 2014 was negative, as well as drug screens from January 1, 2014 and August 7, 2014, and that he never diverted or misappropriated medications.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. ~~The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)(1)(P)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4)&(10)(C)&(11)(B).~~
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 820563 and Vocational Nurse License Number 179289, heretofore issued to RAY HENRY JACKSON, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH STIPULATIONS AND FINE** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

II. COMPLIANCE WITH LAW

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

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) within one (1) year of the effective date of this Order, unless otherwise specifically indicated:

- A. A Board-approved course in Texas nursing jurisprudence and ethics that shall be a minimum of six (6) hours in length. The course's content shall

include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. Home study courses and video programs will not be approved.

- B. A Board-approved course in medication administration with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. A Board-approved course in nursing documentation that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- D. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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

IV. MONETARY FINE

RESPONDENT SHALL pay a monetary fine in the amount of two hundred and fifty dollars (\$250.00) within forty-five (45) days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.

- C. **Indirect Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, 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.
- D. **Incident Reporting:** For the remainder of the stipulation/probation period, RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- E. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

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 may be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

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

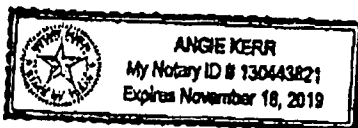
Signed this 16 day of January, 2017.

Ray Henry Jackson RN.
RAY HENRY JACKSON, Respondent

Sworn to and subscribed before me this 16th day of January, 2017.

SEAL

Angie Kerr
Notary Public in and for the State of Texas



Approved as to form and substance.

Darrin Dest
Darrin Dest, Attorney for Respondent

Signed this 17 day of Jan, 2017.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 16th day of January, 2017, by RAY HENRY JACKSON, Registered Nurse License Number 820563 and Vocational Nurse License Number 179289, and said Order is final.

Effective this 14th day of February, 2017.

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

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