

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED ORDER
Registered Nurse License Number 662642	§	
issued to STEPHEN DALE WALKER	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of STEPHEN DALE WALKER, Registered Nurse License Number 662642, 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)(9),(10),(12)&(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 May 9, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from the University of Texas, Austin, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. Respondent's nursing employment history includes:

7/1999 – 10/2019	Unknown	Unknown
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Respondent's nursing employment history continued:

11/2019 – Unknown	RN	Harris Health System Houston, Texas
Unknown – 8/2024	RN	Core Dialysis, LLC Beaverton, Oregon
9/2024 – Present	Unknown	Unknown

6. On or about May 30, 2014, Respondent was required to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN) through an Order of the Board. A copy of the May 30, 2014, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about December 29, 2014, Respondent's license to practice nursing in the State of Texas was Suspended through an Order of the Board. A copy of the December 29, 2014, Order is attached and incorporated herein by reference as part of this Agreed Order.
8. On or about April 19, 2018, Respondent's license to practice nursing in the State of Texas was Suspended with the Suspension stayed and Respondent was placed on probation through an Order of the Board. A copy of the April 19, 2018, Order is attached and incorporated herein by reference as part of this Agreed Order.
9. On or about October 25, 2018, Respondent's license to practice nursing in the State of Texas was Suspended with the Suspension stayed and Respondent was placed on probation through an Order of the Board. A copy of the October 25, 2018, Order is attached and incorporated herein by reference as part of this Agreed Order.
10. At the time of the incident, Respondent was employed as a Registered Nurse with Core Dialysis, LLC, Beaverton, Oregon.
11. On or about August 6, 2024, while employed as a Registered Nurse with Core Dialysis, LLC, Beaverton, Oregon, and assigned at Vibra Hospital of Clear Lake, Webster, Texas, and providing dialysis care for Patient LY, Respondent lacked fitness to practice nursing in that he exhibited signs of impaired behavior while on duty, including, but not limited to: found passed out with a needle and syringe next to him, appeared confused, crying, hands and lips trembling, and admitted he had injected himself with Fentanyl. Furthermore, staff had to initiate emergency procedures to discontinue the patient's dialysis treatment. Respondent's condition could have affected his ability to recognize subtle signs, symptoms or changes in the patient's conditions, and could have affected his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.

12. In response to Finding of Fact Number Eleven (11), Respondent states he had not been sleeping well and did not sleep at all the night before this incident occurred. Respondent relates he was exhausted, but very anxious, and was not taking his anxiety medication consistently. Respondent explains he felt extremely overwhelmed and came across an improperly discarded controlled substance, which still had some medicine in it. Respondent states he drew it up in a saline syringe and started to inject a little, hoping it would calm him down, and the next thing he remembers is waking up surrounded by people.
13. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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)(B) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(E),(4)&(5).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(9),(10),(12)&(14), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 662642, heretofore issued to STEPHEN DALE WALKER.
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.
6. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that Registered Nurse License Number 662642, previously issued to STEPHEN DALE WALKER, to practice nursing in

the State of Texas is/are hereby **SUSPENDED** and said suspension is **ENFORCED** until
RESPONDENT:

- A. Applies to, is accepted into, and completes enrollment in the Texas Peer Assistance Program for Nurses (TPAPN), including payment of a non-refundable participation fee to TPAPN in the amount of five hundred dollars (\$500.00), if licensed as a registered nurse, or in the amount of three hundred fifty dollars (\$350.00), if licensed as a vocational nurse;
- B. Is cleared to safely practice as a nurse based on a fitness evaluation, as may be required by TPAPN; and
- C. Waives confidentiality and provides a copy of the fully executed TPAPN participation agreement to the Board.

IT IS FURTHER AGREED, upon verification of successful completion of the above requirements, the Suspension will be **STAYED**, and RESPONDENT will be placed on **PROBATION** for such time as is required for RESPONDENT to successfully complete the TPAPN **AND** until RESPONDENT fulfills the additional requirements of this Order.

- D. RESPONDENT SHALL submit an application for licensure renewal/reactivation, as applicable, and pay all re-registration fees, if any, and RESPONDENT'S licensure status in the State of Texas will be activated and updated to current status and to reflect the applicable conditions outlined herein.
- E. RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable licenses to practice nursing in the State of Texas in current status.
- F. RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.
- G. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- H. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

- I. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- J. 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. 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 suspension being stayed, unless otherwise specifically indicated:**

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.

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. SUBSEQUENT CRIMINAL PROCEEDINGS

IT IS FURTHER AGREED, should the RESPONDENT'S conduct, as outlined in the findings of fact of this Agreed Order, result in subsequent judicial action, including a deferred disposition, RESPONDENT may be subject to further disciplinary action, up to, and including, revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas.

V. CONSEQUENCES OF CONTINUED NONCOMPLIANCE

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

VI. EFFECT OF NONCOMPLIANCE

SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of RESPONDENT'S license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

VII. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas

Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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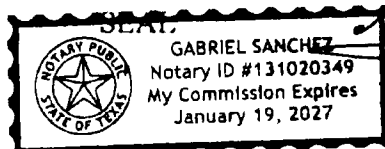
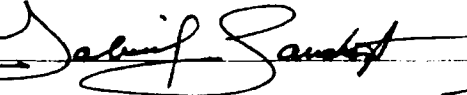
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the entry of this Order and all conditions of said Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, and/or 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 26th day of June, 20 25.

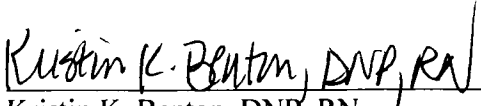

STEPHEN DALE WALKER, RESPONDENT

Sworn to and subscribed before me this 26th day of June, 20 25.

 
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 26th day of June, 2025, by STEPHEN DALE WALKER, Registered Nurse License Number 662642, and said Agreed Order is final.

Effective this 25th day of June, 2025.



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
Registered Nurse License Number 662642
issued to STEPHEN DALE WALKER

§
§
§
§

AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of STEPHEN DALE WALKER, Registered Nurse License Number 662642, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas occupations Code. Respondent waived notice and hearing and agreed to the entry of this Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on August 15, 2018.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Agreed Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from The University of Texas, Austin, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. On or about May 30, 2014, Respondent was required to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN) through an Order of the Board. A copy of the May 30, 2014, Order is attached and incorporated herein by reference as part of this Agreed Order.

6. On or about December 29, 2014, Respondent's license to practice nursing in the State Texas was Suspended through an Order of the Board. On June 7, 2016, the Suspension was stayed and Respondent was placed on probation. A copy of the December 29, 2014, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about April 19, 2018, Respondent was placed on probation through an Order of the Board. A copy of the April 19, 2018, Order is attached and incorporated herein by reference as part of this Agreed Order.
8. Respondent's professional nursing employment history includes:

07/1999 - 06/2002	Registered Nurse	St. Luke's Episcopal Hospital Houston, Texas
07/2002 - 08/2003	Registered Nurse	Bayshore Medical Center Pasadena, Texas
08/2003 - 07/2004	Registered Nurse	Methodist Hospital Houston, Texas
08/2004 - Unknown	Registered Nurse	All About Staffing Houston, Texas
02/2005 - 01/2006	Unknown	
02/2006 - 10/2011	Registered Nurse	Clear Lake Regional Medical Center Webster, Texas
11/2011 - 09/2013	Unknown	
10/2013 - 12/2013	Registered Nurse	Kindred Hospital Bay Area Pasadena, Texas
01/2014 - 07/2014	Unknown	
07/2014 - Unknown	Registered Nurse	UTMB Galveston Galveston, Texas
10/2015 – 12/2016	Registered Nurse	SNG Northwest Dialysis Houston, Texas
12/2016 – Present	Registered Nurse	Texas City Dialysis-SNG Texas City, Texas

9. At the time of the incident, Respondent was employed as a Registered Nurse with Texas City Dialysis-SNG, Texas City, Texas, and had been in that position for approximately one (1) year and five (5) months.
10. On or about May 1, 2018, while employed as a Registered Nurse with Texas City Dialysis-SNG, Texas City, Texas, Respondent failed to assess and intervene for Patient DH who arrived for her standard dialysis treatment, but experienced a change of condition upon arrival. More specifically, the patient arrived experiencing involuntary head jerks, her head was bobbing up and down, and she could not retain a straight up and down head recovery. Instead of initiating Emergency Medical Services (EMS), Respondent left the patient in the lobby. The Assistant Administrator eventually called emergency Medical Services (EMS), who approximately twenty (20) minutes later arrived to transport the patient to the hospital for treatment. Respondent's conduct and delay in emergency treatment exposed the patient unnecessarily to a risk of experiencing unrecognized clinical complications.
11. In response to the incident in Finding of Fact Number Ten (10), Respondent states that he was caring for twelve (12) patients at Texas City Dialysis SNG, when he was called into the lobby to see Patient DH. Respondent states that he conducted a brief neurological assessment on the patient. Respondent states that the patient was weak, but was able to move all extremities and follow simple commands. Respondent states that her head was tilted back but no jerking or bobbing head movements were noted. Respondent states that he was not notified that the patient was discharged and coming to dialysis, therefore, he was unable to dialyze the patient even if a chair was available. Respondent states that he explained all of this to the transport service member and requested he transport the patient to the nearest hospital, but he refused. Respondent states that he spoke to his supervisor on the phone while still in the lobby with the patient and was instructed to call an ambulance to transport the patient to the hospital. Respondent states that the Administrative Assistant was present and immediately called for an ambulance. Respondent states that he determined that the patient was safe for transport and explained to her that they were sending her to the hospital, which she verbalized understanding. Respondent states that the transport service member was still with her, and Respondent was called back to the treatment floor to assist with a patient having low blood pressure. Respondent states that he returned to the lobby in less than ten (10) minutes where he noted that the patient was alone and status was unchanged. Respondent states that around this time, the ambulance showed up and assumed care. Respondent states that he documented this on paper because he could not open the patient's chart since he never signed for or officially accepted this patient. Respondent states that he was going to follow up and do a thorough progress note when his supervisor returned, but he did not return to work until May 9, 2018, due to medical reasons. Respondent states that he has since made a late entry progress note.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.

2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 662642, heretofore issued to STEPHEN DALE WALKER.
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 662642, previously issued to STEPHEN DALE WALKER, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **STAYED** and RESPONDENT is hereby placed on **PROBATION**, in accordance with the terms of this Order, **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. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state.

II. COMPLIANCE WITH LAW

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

III. COMPLIANCE WITH PRIOR ORDER

In addition to this Order, the Order of the Board issued to RESPONDENT on December 29, 2014, is still in effect in its entirety and RESPONDENT SHALL be responsible for completing the terms of that Order, as well as the terms of this Order.

IV. UNDERSTANDING BOARD ORDERS

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

V. 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 physical assessment** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same

Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing assessments on mock patients or mannequins WILL NOT be accepted. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.

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.*

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) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges if any.

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RESPONDENT'S CERTIFICATION

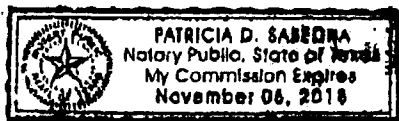
I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order,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

Signed this 21 day of September, 2018.

Stephen D. Walker
STEPHEN DALE WALKER, Respondent

Sworn to and subscribed before me this 21 day of September, 2018.

SEAL

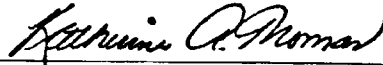


Patricia D. Sabecha

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 21st day of September, 2018, by STEPHEN DALE WALKER, Registered Nurse License Number 662642, and said Agreed Order is final.

Effective this 25th day of October, 2018.

A handwritten signature in dark ink, appearing to read "Katherine A. Thomas", is written over a horizontal line.

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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 662642	§	
issued to STEPHEN DALE WALKER	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of STEPHEN DALE WALKER, Registered Nurse License Number 662642, 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), 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 December 19, 2017.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from The University of Texas, Austin, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. Respondent's professional nursing employment history includes:

07/1999 - 06/2002

RN

St. Luke's Episcopal Hospital
Houston, Texas

Respondent's professional nursing employment history continued:

07/2002 - 08/2003	RN	Bayshore Medical Center Pasadena, Texas
08/2003 - 07/2004	RN	Methodist Hospital Houston, Texas
08/2004 - Unknown	RN	All About Staffing Houston, Texas
02/2005 - 01/2006	Unknown	
02/2006 - 10/2011	RN	Clear Lake Regional Medical Center Webster, Texas
11/2011 - 09/2013	Unknown	
10/2013 - 12/2013	RN	Kindred Hospital Bay Area Pasadena, Texas
01/2014 - 07/2014	Unknown	
07/2014 - Unknown	RN	UTMB Galveston Galveston, Texas
10/2015 - Present	RN	SNG Northwest Dialysis Houston, Texas

6. On or about May 30, 2014, Respondent's license to practice professional nursing in the State of Texas was issued a Confidential Agreed Order by the Texas Board of Nursing which required him to participate in and successfully complete the Texas Peer Assistance Program for Nurses (TPAPN). Respondent did not successfully complete the terms of the order; the order was superseded by a subsequent order. A copy of the Findings of Fact, Conclusions of Law, and Confidential Agreed Order dated May 30, 2014, is attached and incorporated by reference, as part of this Order.
7. On or about December 29, 2014, Respondent's license to practice professional nursing in the State of Texas was issued an Agreed Order suspending his license until completing treatment and obtaining sobriety. The suspension of Respondent's license was stayed and probated after completing treatment and obtaining sobriety. Respondent has not successfully completed the terms of the order. A copy of the Findings of Fact, Conclusions of Law, and

Order, dated December 29, 2014, is attached and incorporated, herein, by reference, as part of this Order.

8. On or about September 2, 2015, while misrepresenting himself as an employee with Clear Lake Medical Center, Webster, Texas, Respondent was found behind locked doors in the PACU, dressed in scrubs, emptying sharps containers onto the floor and removing syringes and empty medication vials. Respondent's conduct exposed patients and the public to risk of harm due to the potential spreading of infectious pathogens and bodily fluids from used needles. Further, Respondent's conduct constitutes the diversion, or attempted diversion, of drugs and/or controlled substances. Respondent's conduct also placed the facility in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
9. On or about October 17, 2015, while misrepresenting himself as an employee with Clear Lake Medical Center, Webster, Texas, Respondent was found inside Clear Lake Medical Center with a wig, scrubs, and a backpack filled with sharps containers. Respondent's conduct exposed patients and the public to risk of harm due to the potential spreading of infectious pathogens and bodily fluids from used needles. Further, Respondent's conduct constitutes the diversion, or attempted diversion, of drugs and/or controlled substances. Respondent's conduct also placed the facility in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
10. Formal Charges were filed on June 2, 2016.
11. Formal Charges were mailed to Respondent on June 6, 2016.
12. First Amended Formal Charges were filed on June 23, 2017.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.12(1)(B),(6)(G),(8),(10)(E)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 662642, heretofore issued to STEPHEN DALE WALKER, 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, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 662642, previously issued to STEPHEN DALE WALKER, to practice nursing in Texas is hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, **AND** until Respondent fulfills the 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. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

II. COMPLIANCE WITH LAW

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

III. COMPLIANCE WITH PRIOR ORDER

The Order of the Board issued to **RESPONDENT** on December 29, 2014, is still in effect in its entirety and **RESPONDENT** SHALL be responsible for completing the terms of that

Order.

IV. MONETARY FINE

RESPONDENT SHALL pay a monetary fine in the amount of one thousand dollars (\$1,000.00) within ninety (90) 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. FURTHER COMPLAINTS

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the 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.

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, 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

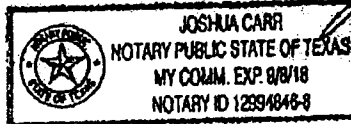
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 12TH day of February, 20 18.

Stephen Dale Walker
STEPHEN DALE WALKER, Respondent

Sworn to and subscribed before me this 12TH day of February, 20 18.

SEAL



Notary Public in and for the State of Texas

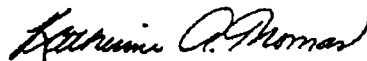
Approved as to form and substance.

Darrin Dest
Darrin Dest, Attorney for Respondent

Signed this 26 day of February, 20 18.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 12th day of February, 2018, by STEPHEN DALE WALKER, Registered Nurse License Number 662642, and said Order is final.

Effective this 19th day of April, 2018.

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

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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 662642	§	
issued to STEPHEN DALE WALKER	§	ORDER

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

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of STEPHEN DALE WALKER, Registered Nurse License Number 662642, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 19, 2014.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is currently suspended.
4. Respondent received a Baccalaureate Degree in Nursing from The University of Texas, Austin, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. Respondent's professional nursing employment history includes:

07/1999 - 09/2013	Unknown
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10/2013 - 12/2013

RN

Kindred Hospital Bay Area
Pasadena, Texas

Respondent's professional nursing employment history continued:

01/2014 - 07/2014

Unknown

07/2014 - Present

RN

UTMB Galveston
Galveston, Texas

6. On or about May 30, 2014, Respondent's license to practice professional nursing in the State of Texas was issued a Confidential Agreed Order by the Texas Board of Nursing which required her to participate in and successfully complete the Texas Peer Assistance Program for Nurses (TPAPN). Respondent has not successfully completed the terms of this order. A copy of the Findings of Fact, Conclusions of Law, and Agreed Eligibility Order dated May 30, 2014, is attached and incorporated by reference, as part of this Order.
7. On or about September 22, 2014, Respondent became noncompliant with the Confidential Agreed Order for Peer Assistance Program issued to him by the Texas Board of Nursing on May 30, 2014. Noncompliance is the result of his failure to comply with the requirements of the Texas Peer Assistance Program (TPAPN) participation agreement. Respondent was subsequently dismissed from TPAPN for admitting to his Case Manager and his employer, UTMB Galveston, Galveston, Texas, on September 9, 2014, that he diverted Fentanyl on three (3) different occasions. Specifically, Respondent admitted to taking discarded Fentanyl and Versed syringes from the sharps disposal containers. Stipulation Number Three (3) of the Agreed Order, dated May 30, 2014, states:

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

On or about September 22, 2014, Respondent was dismissed from TPAPN and referred back to the Board.
8. Respondent's last known date of sobriety is September 22, 2014, as indicated in Finding of Fact Number Seven (7).
9. 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.
10. Formal Charges were filed on November 10, 2014.

11. Formal Charges were mailed to Respondent on November 10, 2014.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.12(4),(9)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 662642, heretofore issued to STEPHEN DALE WALKER, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

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 662642, previously issued to STEPHEN DALE WALKER, to practice nursing in Texas is hereby **SUSPENDED** and said suspension is **ENFORCED** until Respondent:

- A. Completes an appropriate treatment program approved by the Board;
- B. Provides documentation of successful completion; and
- C. Obtains twelve (12) consecutive months of sobriety, which may be demonstrated by monthly urine drug screens consistent with the "DRUG AND ALCOHOL RELATED REQUIREMENTS" of this Order.

Any relapse prior to the completion of the required twelve (12) consecutive months of sobriety will result in revocation or, at a minimum, an extension of the enforced suspension until

such twelve (12) consecutive months of sobriety and additional treatment have been attained.

IT IS FURTHER AGREED, upon verification of successful completion of the above requirements, the Suspension will be STAYED, and RESPONDENT will be placed on PROBATION for a minimum of three (3) years AND until Respondent fulfills the requirements of this Order.

- D. RESPONDENT SHALL pay all re-registration fees, if applicable, and RESPONDENT'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.
- E. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- F. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- G. 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. SUPERCEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Order SHALL supercede all previous stipulations required by any Order entered by the Texas Board of Nursing.

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 courses within one (1) year of entry of the suspension being stayed, unless otherwise specifically

indicated:

- A. A 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. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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

V. MONETARY FINE

RESPONDENT SHALL pay a monetary fine in the amount of five hundred dollars (\$500.00) within forty-five (45) days of suspension being stayed. 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, RESPONDENT must work as a nurse, providing direct patient care in a licensed 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. 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. **Direct Supervision:** 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.
- D. **No Night or Rotating Shifts, Overtime, or On-Call:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT 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 Respondent is regularly assigned.

- E. **No Critical Care:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT 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.
- F. **No Administration of Controlled Medications:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, Propofol, or other synthetic opiates.
- G. **Indirect Supervision:** For the remainder of the 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 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.
- H. **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 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, RESPONDENT SHALL abstain from the use of alcohol, tramadol, fentanyl, and all 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. In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may

require and RESPONDENT 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, RESPONDENT SHALL submit to random periodic screens for alcohol, tramadol, fentanyl, and 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 Respondent obtains employment and submits the Notification of Employment form to the Board.

- For the first three (3) month [1st quarter] period RESPONDENT works as a nurse under the terms of this Order, random screens shall be performed at least once per week, including fentanyl screens.
- For the next three (3) month [2nd quarter] period, random screens shall be performed at least twice per month, including fentanyl screens.
- For the next six (6) month period [3rd & 4th quarters], random screens shall be performed at least once per month, including fentanyl screens.
- For the remainder of the probation period, random screens shall be performed at least once every three (3) month quarterly period, including fentanyl screens.

All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board. Any test result for a period of time in which the RESPONDENT 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. RESPONDENT SHALL be responsible for the costs of all random drug screening AND the additional cost of fentanyl testing during the stipulation/probation period.

Specimens shall be screened for at least the following substances and their metabolites:

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

tramadol hydrochloride (Ultram) Fentanyl

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

Consequences of Positive or Missed Screens. Any positive result for which RESPONDENT does not have a valid prescription or refusal to submit to a drug or alcohol screen may subject RESPONDENT to further disciplinary action, including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent'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, RESPONDENT 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. 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) month quarterly period. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

VIII. THERAPY

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor 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 nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT 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 RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

IX. FURTHER COMPLAINTS

This Agreed Order resolves all complaints and investigations pending at the time of the entry of this Order. If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the 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.

X. 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.

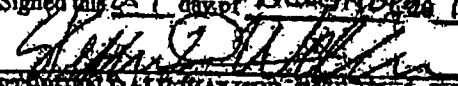
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RESPONDENT'S CERTIFICATION

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 29th day of December, 2014

 STEVEN DALE WALKER, Respondent

Sworn to and subscribed before me this 29th day of December, 2014.

SEAL



Patricia D. Saxeck
 Notary Public in and for the State of Texas


Approved as to form and substance.


 Darin Best, Attorney for Respondent

Signed this 29 day of December, 2014.

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of
the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the
29th day of December, 2014, by STEPHEN DALE WALKER, Registered Nurse License Number
662642, and said Order is final.

Effective this 29th day of December, 2014.


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

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	CONFIDENTIAL
Registered Nurse License Number 662642	§	AGREED ORDER FOR
issued to STEPHEN DALE WALKER	§	PEER ASSISTANCE PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of STEPHEN DALE WALKER, Registered Nurse License Number 662642, 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),(12)&(13) and 301.453, Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order offered under the authority of Section 301.466(d), Texas Occupations Code, and approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on April 25, 2014.

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 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.
4. Respondent received a Baccalaureate Degree in Nursing from The University of Texas, Austin, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on July 20, 1999.
5. Respondent's nursing employment history includes:
07/1999 - 09/2013 Unknown

Respondent's nursing employment history continued:

10/2013 - 12/2013

RN

Kindred Hospital Bay Area
Pasadena, Texas

01/2014 - Present

Unknown

6. At the time of the incident, Respondent was employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, and had been in this position for approximately two (2) months.
7. On or about November 28, 2013, through December 15, 2013, while employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, Respondent withdrew Fentanyl from the Medication Dispensing System for patients, but failed to document, or accurately and completely document the administration of the medications in the patients' Medication Administration Record (MAR) and/or Nurse's Notes. Respondent's conduct created an inaccurate medical record and was likely to injure the residents, in that subsequent care givers would rely on her documentation to further medicate the residents which could result in an overdose. Furthermore, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act).
8. On or about November 28, 2013, through December 15, 2013, while employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, Respondent withdrew Fentanyl from the Medication Dispensing System for patients, but failed to follow the facility's policy and procedure for wastage of the unused portions of the medications. Respondent's conduct left medications unaccounted for and was likely to deceive the hospital pharmacy. Furthermore, Respondent's conduct placed the pharmacy in violation of Chapter 481 (Controlled Substances Act).
9. On or about November 28, 2013, through December 15, 2013, while employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, Respondent misappropriated Fentanyl belonging to the facility and patients thereof in that he admitted to taking the Fentanyl for his own personal use. Respondent's conduct was likely to defraud the facility and patients thereof of the cost of the medications.
10. On or about December 14, 2013, while employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, Respondent left his nursing assignment without notifying the appropriate personnel. Additionally, Respondent left his patients unattended and went into unoccupied patient rooms for significant amounts of time. Respondent's conduct was likely to injure patients in that leaving the nursing assignment could have resulted in the patients not getting the care that they needed.
11. On or about December 15, 2013, while employed as a Registered Nurse with Kindred Hospital Bay Area, Pasadena, Texas, Respondent lacked fitness to practice nursing in that he admitted to taking Fentanyl from the facility for his own personal use and that he had a drug problem. Respondent's condition could have affected his ability to recognize subtle

signs, symptoms or changes in patients' conditions, and could have affected his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.

12. In response to Findings of Fact Numbers Seven (7) through Eleven (11), Respondent states he is actively in recovery for an addiction to opiates and is currently sober and working his program. Respondent states while working at Kindred he had an isolated slip in his sobriety.
13. The Respondent's conduct as described in the preceding Finding(s) of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
14. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to imtemperate use of controlled substances or chemical dependency.
15. Respondent's conduct as described in the preceding Finding(s) of Fact resulted from or was significantly influenced by Respondent's substance use disorder.
16. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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 violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A), (1)(B) & (1)(D) and 22 TEX. ADMIN. CODE §217.12(1)(A) (1)(B), (1)(C), (4), (5), (6)(G), (8), (10)(B), (10)(C), (10)(E), (11)(B) & (12).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10), (12) & (13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 662642, heretofore issued to STEPHEN DALE WALKER, up to, and including, revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL comply

with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to TPAPN and SHALL, within ninety (90) days following the date of entry of this final Order, sign and execute the TPAPN participation agreement and complete the enrollment process, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500.00) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, Section §§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 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 multistate licensure 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, while RESPONDENT remains in compliance with the terms of this Order, this Order shall remain confidential in accordance with the authority outlined in Section 301.466(d), Texas Occupations Code. However, should Respondent fail to successfully complete the terms of this Order or should Respondent commit a subsequent violation of the Nursing Practice Act or Board Rules, this Order shall be treated as prior disciplinary action and will become public information.

IT IS FURTHER AGREED, SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and 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 have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, and Conditions One (1) through Four (4) of this Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 27th day of May, 2014.

Stephen Dale Walker
STEPHEN DALE WALKER, RESPONDENT

Sworn to and subscribed before me this 27th day of May, 2014



P.D. Subadra
Notary Public in and for the State of Texas


Approved as to form and substance,

Doreen M. Tuma on behalf of
LOUIS LEICHTER, Attorney for Respondent

Signed this 30 day of May, 2014.

WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept and enter the Confidential Agreed Order for Peer Assistance Program that was signed on the 27th day of May, 2014, by STEPHEN DALE WALKER, Registered Nurse License Number 662642, and said Order is final.

Entered and effective this 30th day of May, 2014.


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