



I do hereby certify this to be a complete, accurate and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.  
Kristin K. Benton, DNP, RN  
Executive Director  
Texas Board of Nursing

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED ORDER  
Registered Nurse License Number 820318 §  
issued to SARAH ELIZABETH GALLOWAY §  
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considers the matter of SARAH ELIZABETH GALLOWAY, Registered Nurse License Number 820318, 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)(effective through 8/31/21), 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 February 3, 2026.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Agreed Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Manatee Junior College, Bradenton, Florida, on December 15, 2006. Respondent was licensed to practice professional nursing in the State of Texas on June 25, 2012.
5. Respondent's nursing employment history includes:

12/2007 – 3/2008	Staff Nurse	Sarasota Memorial Hospital Sarasota, Florida
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Respondent's nursing employment history continued:

3/2008 – 4/2012	Travel Nurse	American Mobile Healthcare San Diego, California
4/2012 – 3/2015	Registered Nurse	Hendricks Medical Center Abilene, Texas
4/2015 – 5/2017	Unknown	
6/2017 – 8/2018	Critical Care Nurse	Midland Memorial Hospital Midland, Texas
9/2018 – 6/2022	Registered Nurse	Odessa Regional Medical Center Odessa, Texas
6/2022 – 1/2023	Registered Nurse	Lamun Lusk Sanchez State Veteran Home Rusk, Texas
2/2023 – Present	Registered Nurse	DaVita Kidney Care Odessa, Texas

6. On or about December 8, 2015, Respondent was issued the sanction of Warning with Stipulations through an Order of the Board. On or about July 2, 2018, Respondent successfully completed the terms of the Order. A copy of the December 8, 2015, 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 Critical Care Nurse with Midland Memorial Hospital, Midland, Texas, and had been in that position for one (1) year and one (1) month.
8. On or about July 17, 2018, through July 31, 2018, while employed as a Critical Care Nurse with Midland Memorial Hospital, Midland, Texas, Respondent withdrew three (3) doses of Morphine 10mg IV from the medications dispensing system for patients but failed to document the administration of the medication in the patient's Medication Administration Record (MAR) and/or Nurse's Notes. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patients which could result in an overdose.
9. On or about July 20, 2018, through August 3, 2018, while employed as a Critical Care Nurse with Midland Memorial Hospital, Midland, Texas, Respondent withdrew three (3)

doses of Morphine 10mg IV from the medications dispensing system for patients, but failed to follow facility policy and procedure for wastage of unused portions of the medication. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

10. On or about February 17, 2022, while employed as a Registered Nurse with Odessa Regional Medical Center, Odessa, Texas, Respondent used a syringe to remove Fentanyl from the intravenous (IV) line of a patient and was observed placing the syringe in her pocket. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
11. On or February 17, 2022, while employed as a Registered Nurse with Odessa Regional Medical Center, Odessa, Texas, Respondent admitted to misappropriating Fentanyl belonging to the facility and/or patients thereof. Respondent further admitted to Odessa staff that she did not ingest the Fentanyl and immediately submitted to a drug screen that was negative for all controlled substances. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
12. On or about February 17, 2022, while employed as a Registered Nurse with Odessa Regional Medical Center, Odessa, Texas, Respondent lacked fitness to practice professional nursing in that she expressed suicidal ideations and an intent to commit suicide with Fentanyl she obtained from work. Respondent was evaluated in the ED and admitted to a mental health facility for treatment. Respondent's conduct could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
13. In response to Findings of Fact Numbers Eight (8) and Nine (9), Respondent states these charting discrepancies were never brought to her attention prior to August. Once brought to her attention, she submitted to a drug screen and the results were negative. After these events it was brought to Respondent's attention by other nursing coworkers, that she never received the proper training for the hospital's new charting system. Respondent admits that she therefore was not charting properly due to errors in her training. In response to Findings of Fact Numbers Ten (10) through Twelve (12), Respondent states that at the time of the misappropriation, Respondent was struggling with her mental health. Her husband had recently passed, and her depression medication had been increased causing side effects and her mental health to worsen. After disclosing this to Odessa staff and being admitted into a treatment facility, her medication was modified and she became stable. She was successfully discharged 3 days later.
14. On April 11, 2022, Respondent enrolled in the Texas Peer Assistance Program for Nurses (TPAPN). On July 18, 2024, Respondent successfully completed the terms of her TPAPN participation and was officially discharged from the program, which would have otherwise been a requirement of this Order.

15. Formal Charges were filed on May 12, 2025.

### 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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(5),(6)(G),(8),(10)(C),(10)(E)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10),(12)&(13)(*effective through 8/31/21*), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 820318, heretofore issued to SARAH ELIZABETH GALLOWAY.
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** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.

- D. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

## II. COMPLIANCE WITH LAW

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

## III. UNDERSTANDING BOARD ORDERS

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

## IV. REMEDIAL EDUCATION COURSE(S)

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

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft, and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or

other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted.

- B. **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.
- C. **The course "Righting a Wrong,"** a 3.0 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) International Center for Regulatory Scholarship (ICRS).
- D. **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](http://www.bon.texas.gov/compliance).*

V. **RESTORATION OF UNENCUMBERED LICENSE(S)**

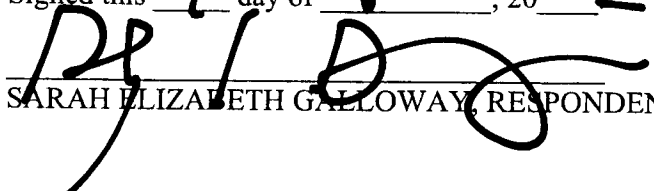
Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT 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 4 day of Feb, 2026  
  
\_\_\_\_\_  
SARAH ELIZABETH GALLOWAY, 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.

Kerry Bloodsaw  
\_\_\_\_\_  
Kerry Bloodsaw, Attorney for Respondent

Signed this 4 day of February, 2026.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 4<sup>th</sup> day of February, 2026, by SARAH ELIZABETH GALLOWAY, Registered Nurse License Number 820318, and said Agreed Order is final.

Effective this 10<sup>th</sup> day of March, 2026.

*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

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In the Matter of § AGREED  
Registered Nurse License Number 820318 §  
issued to SARAH ELIZABETH GALLOWAY § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board considered the matter of SARAH ELIZABETH GALLOWAY, Registered Nurse License Number 820318, 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), 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 September 9, 2015.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived notice and hearing and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Manatee Junior College, Bradenton, Florida, on December 15, 2006. Respondent was licensed to practice professional nursing in the State of Texas on June 25, 2012.
5. Respondent's nursing employment history includes:

02/07 - 11/07	Unknown	
12/07 - 03/08	RN	Sarasota Memorial Hospital Sarasota, Florida

Respondent's nursing employment history continued:

03/08 - 05/08	RN	Stanford University Hospital Palo Alto, California
05/08 - 08/08	RN	Santa Rose Memorial Hospital Santa Rose, California
08/08 - 05/09	RN	St. Francis Hospital Federal Way, Washington
05/09 - 02/10	RN	Johns Hopkins Hospital Baltimore, Maryland
02/10 - 05/10	RN	Yale New Haven Hospital New Haven, Connecticut
06/10 - 12/10	RN	Tallahassee Memorial Hospital Tallahassee, Florida
12/10 - 03/11	RN	Thomas Jefferson University Hospital Philadelphia, Pennsylvania
03/11 - 12/11	RN	University Medical Center Tucson, Arizona
01/12 - Present	RN	Swedish Medical Center Englewood, Colorado
04/12 - 03/15	RN	Hendrick Medical Center Abilene, Texas

6. At the time of the incident, Respondent was employed as a Registered Nurse with Hendrick Medical Center, Abilene, Texas, and had been in that position for two (2) years and eleven (11) months.
7. On or about March 6, 2015, while employed as a Registered Nurse with Hendrick Medical Center, Abilene, Texas, and assigned to the Intensive Care Unit (ICU), Respondent engaged in the imtemperate use of Fentanyl, Hydromorphone, and Norfentanyl, in that she submitted a specimen for a reasonable suspicion drug screen, which resulted positive for Fentanyl, Hydromorphone, and Norfentanyl. Possession of Hydromorphone, Norfentanyl, and Fentanyl is prohibited by Chapter 481 (Controlled Substances Act) of the Texas Health & Safety Code. The use of Hydromorphone, Norfentanyl, and Fentanyl, by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms,

or changes in a patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing a patient in potential danger.

8. In response to Finding of Fact Number Seven (7), Respondent states this test is inaccurate. Respondent states the blood sample that she gave with full consent in front of witnesses was wasted without her knowledge. Respondent states the urine sample that she gave to the employee wellness coordinator was given in complete privacy to her without any witnesses. Respondent states the test should be positive for Hydrocodone and is not, which she has a prescription for, and taken the day prior.
9. On or about August 11, 2015, Respondent presented for a Psychological Evaluation with Emily Fallis, Ph.D, wherein Dr. Fallis states Respondent demonstrated no evidence of a substance abuse disorder. Dr. Fallis states Respondent does not need substance abuse treatment at this time. Dr. Fallis further states Respondent has a low risk of engaging in behaviors which the Board of Nursing has identified as constituting unprofessional behavior.
10. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555 , the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(E),(4),(5),(10)(A),(10)(D)&(11)(B)
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(9)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 820318, heretofore issued to SARAH ELIZABETH GALLOWAY.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

#### TERMS OF ORDER

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

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** 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. The course **“Sharpening Critical Thinking Skills,”** a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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

#### IV. 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 four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. 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:** 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. **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 four (4) quarters [one (1) year] of employment as a nurse.

## V. DRUG AND ALCOHOL RELATED REQUIREMENTS

- A. **While under the terms of this Order, RESPONDENT SHALL abstain from the use of alcohol, tramadol 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, 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 [1<sup>st</sup> quarter] period RESPONDENT works as a nurse under the terms of this Order, random screens shall be performed at least once per week.
- For the next three (3) month [2<sup>nd</sup> quarter] period, random screens shall be performed at least twice per month.
- For the next six (6) month period [3<sup>rd</sup> & 4<sup>th</sup> quarters], random screens shall be performed at least once per month.
- For the remainder of the stipulation/probation period, if any, random screens shall be performed at least once every three (3) month quarterly period.

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 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)	

**A Board representative may appear** at the RESPONDENT'S place of employment at any time during the stipulation 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.

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

Signed this 22 day of October, 2015.

DE/DS  
SARAH ELIZABETH GALLOWAY, Respondent

Sworn to and subscribed before me this 22 day of OCTOBER, 2015.  
SARAH ELIZABETH GALLOWAY PRESENTED ARIZONA DR LIC  
SEAL AS IDENTIFICATION



KATHRYN IRENE GREAGER  
Notary Public in and for the State of FLORIDA  
COUNTY OF SARASOTA

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of October, 2015, by SARAH ELIZABETH GALLOWAY, Registered Nurse License Number 820318, and said Order is final.

Effective this 8th day of December, 2015.



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