



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.
Patricia P. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse § AGREED
License Number 674564 §
issued to SANDRA ELAINE BICKERSTAFF § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board produced evidence indicating that SANDRA ELAINE BICKERSTAFF, Registered Nurse License Number 674564, hereinafter referred to as Respondent, may have violated Section 301.452 (b)(10)&(13), Texas Occupations Code.

An informal conference was held on April 14, 2009, at the office of the Texas Board of Nursing, in accordance with Section 301.464, Texas Occupations Code.

Respondent appeared in person. Respondent was represented by Marion Kruse, Attorney at Law. In attendance were Denise Benbow, RN, Executive Director's Designee; Jena Abel, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Nancy Krause, RN, Investigator.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived notice and hearing, and consented to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received an Associate Degree in Nursing from Houston Baptist University, Houston, Texas, on November 1, 2000. Respondent was licensed to practice professional nursing in the State of Texas on January 17, 2001.

5. Respondent's nursing employment history includes:

11/1995 - 4/2002	Staff Nurse/ Student Professional Nurse	The Methodist Hospital Houston, Texas
10/1998 - 12/2005	Staff Nurse	Medical Center Obstetrics and Gynecology, Houston, Texas
1/2001- 4/2008	Neonatal Intensive Care (NICU) Nurse	Texas Children's Hospital Houston, Texas
9/2002- Present	Staff Nurse	Children's Memorial Hermann Hospital Houston, Texas

6. At the time of the incident, Respondent was employed as a Neonatal Intensive Care Staff Nurse with Texas Children's Hospital, Houston, Texas, and had been in this position for five (5) years and seven (7) months.
7. On or about July 6, 2007, while employed as a Neonatal Intensive Care Staff Nurse with Texas Children's Hospital, Houston, Texas, Respondent incorrectly administered a diuretic medication orally to Patient 9066509, instead of intravenously, as ordered. Respondent's conduct could have injured the patient in that the administration of the medication by an incorrect route could alter the efficacy of the medication and the expected outcome of the treatment.
8. On or about April 4, 2008, while employed as a Neonatal Intensive Care Staff Nurse with Texas Children's Hospital, Houston, Texas, Respondent failed to properly verify that the breast milk was intended for Patient 9148699, and consequently, programed and started the feeding pump to administer breast milk which was intended for the infant's twin before the error was discovered. Although the patient did not receive any of the milk that was labeled for his twin sister, Respondent's conduct could have injured the patient in that the patient could have received breast milk intended for the twin.
9. Charges were filed on January 13, 2009.
10. Charges were mailed to Respondent on January 22, 2009.
11. In response to the incident in Finding of Fact Number Seven (7), Respondent states that there had been some discussion about the route of administration with the physician and when Respondent saw the pharmacy had provided the medication in the patient's medication drawer in oral form, she assumed that the oral form had been decided on by the physician and administered the medication orally. Later, when reconciling the Kardex with the Medication

Administration Record she discovered the error and contacted the nurse manager to report the incident.

12. In response to the incident in Finding of Fact Number Eight (8), Respondent states that the error was discovered within seconds of starting the feeding pump and she is sure the baby did not receive any of the breast milk labeled for his sister.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Section 301.452(b)(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B)&(1)(C).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against License Number 674564, heretofore issued to SANDRA ELAINE BICKERSTAFF, including, and up to revocation of Respondent's license to practice professional nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a REMEDIAL EDUCATION, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to 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 multistate licensure privilege, if any, to practice nursing in compact states.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is

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:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to SANDRA ELAINE BICKERSTAFF to the office of the Texas Board of Nursing within ten (10) days of the date of ratification of this Order.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*

<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

(3) RESPONDENT SHALL, within one (1) year of entry of this Order successfully complete a course in medication administration. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. 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. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*

<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

(4) RESPONDENT SHALL, within one (1) year of entry of this Order successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address:*
<http://www.learningext.com/products/generalce/critical/ctabout.asp>.

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

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

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 violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that 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 revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 22 day of May, 2009.
Sandra Elaine Bickerstaff, RN
SANDRA ELAINE BICKERSTAFF, RESPONDENT

Sworn to and subscribed before me this 22nd day of May, 2009.

SEAL

Lizzie Butler
Notary Public in and for the State of Texas



Approved as to form and substance.

Marion Kruse
Marion Kruse, Attorney for Respondent

Signed this 29th day of May, 2009

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 22nd day of May, 2009, by SANDRA ELAINE BICKERSTAFF, Registered Nurse License Number 674564, and said Order is final.

Effective this 8th day of June, 2009.




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