



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 Registered Nurse §  
License Number 572537 § AGREED  
issued to CONNIE SUE LAFRENTZ § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CONNIE SUE LAFRENTZ, Registered Nurse License Number 572537, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(9),(10),(12)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on January 13, 2009, by Katherine A. Thomas, MN, RN, Executive Director.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived representation by counsel, informal conference, 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 an Associate Degree in Nursing from Lee College, Baytown, Texas, on May 1, 1991. Respondent was licensed to practice professional nursing in the State of Texas on August 26, 1991.
5. Respondent's nursing employment history includes:

12/92 - 12/05	Staff Nurse	San Jacinto Methodist Houston, Texas
11/06 - 02/07	Staff Nurse	Liquid Agents Healthcare Plano, Texas

Respondent's professional nursing employment history (continued):

03/07 - 06/07	Staff Nurse	Nightingale Nurses Boca Raton, Florida
04/06 - 10/06	Staff Nurse	Aureus Healthcare Omaha, Nebraska
06/07 - 08/07	Staff Nurse	East Houston Regional Medical Center Houston, Texas
09/07 - 11/07	Staff Nurse	Aureus Healthcare Omaha, Nebraska
11/07 - Present	Unknown	

7. At the time of the incident, Respondent was employed as a Registered Nurse with East Houston Regional Medical Center, Houston, Texas, and had been in this position for two (2) months.
8. On or about August 21, 2007 through August 27, 2007, while employed as a Registered Nurse with East Houston Regional Medical Center, Houston, Texas, Respondent withdrew Dilaludid, Ritalin, Ambien, Lortab and Lorazepam from the Medication Dispensing System (Accudose) for patients, but failed to document, or accurately document the administration of the medications in the patients' Medication Administration Records 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 on an overdose and placed the hospital in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substance Act).
9. On or about August 21, 2007 through August 27, 2007, while employed as a Registered Nurse with East Houston Regional Medical Center, Houston, Texas, Respondent withdrew Dilaudid, Ritalin and Lorazepam from the Medication Dispensing System (Accudose) for patients, but failed to follow the facility's policy and procedures for wastage of any of the unused portions of the medications. 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 Substance Act).
10. On or about August 21, 2007 through August 27, 2007, while employed as a Registered Nurse with East Houston Regional Medical Center, Houston, Texas, Respondent misappropriated Dilaludid, Ritalin, and Lorazepam from the facility and patients thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients thereof of the cost of the medications.

11. On or about August 22, 2007, while employed as a Registered Nurse with East Houston Regional Medical Center, Houston, Texas, Respondent engaged in the intemperate use of Cocaine, in that Respondent produced a specimen for a drug screen which resulted positive for Cocaine. The use of Cocaine by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgements and decisions regarding patient care, thereby placing the patient in potential danger.
12. At the time of the incidents in Findings of Fact Number thirteen (13) through eighteen (18), Respondent was employed with Aureus Nursing, LLC, Omaha Nebraska, was on assignment with Houston Northwest Medical Center, Houston, Texas, and had been on this assignment for three (3) months.
13. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent failed to sign off on orders for three (3) of her patients. Respondent's conduct resulted in an incomplete medical record, and was likely to injure the resident in that subsequent care givers did not have accurate and complete information on which to base their decisions for further care.
14. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent was late hanging a Vancomycin antibiotic to the point where her preceptor had to hang it, and Respondent let the flush-bag run all night until the IV went dry.
15. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent would go off the unit to smoke and staff noted she was in the bathroom a lot. 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.
16. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent appeared distracted. Respondent's condition 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.
17. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent left a stockinette too tight on a patient's leg; to the point where it left a ridge in the patient's skin; and the day shift nurse had to cut it off.

18. On or about November 08, 2007, while employed as a Registered Nurse with Aureus Nursing, L.L.C., Omaha, Nebraska, and assigned at Houston Northwest Medical Center, Houston, Texas, Respondent failed to waste 18ml of Morphine Sulfate from a PCA pump with a second nurse. 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 Substance Act).
19. The Respondent's conduct described in the preceding Findings of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
20. 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.
21. Respondent's conduct described in Findings of Fact Number Seven (7) through Eighteen (18) resulted from Respondent's impairment by dependency on chemicals.
22. 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 violations of Section 301.452(b)(9),(10),(12)&(13) Texas Occupations Code, and 22 TEX. ADMIN. CODE §§217.11(1)(A)(B)(D)(M)(T) &(3)(A) and 217.12(1)(A),(B)&(E),(8),(10)(A),(B),(C)(D) &(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 572537, heretofore issued to CONNIE SUE LAFRENTZ, including revocation of Respondent's license to practice professional 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, in lieu of the sanction of Revocation under Section 301.453, Texas Occupations Code, 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):

RESPONDENT SHALL deliver the wallet-sized license issued to CONNIE SUE LAFRENTZ, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(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, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500) 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 his/her license 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 multistate licensure privileges, if any, to practice nursing in the State of Texas.

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, 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 revocation of Respondent's license and multistate licensure privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED, SHOULD RESPONDENT be convicted of the offense as outlined in Finding of Fact Number Seven (7), said judicial action will result in further disciplinary action including Revocation of Respondent's license to practice vocational nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

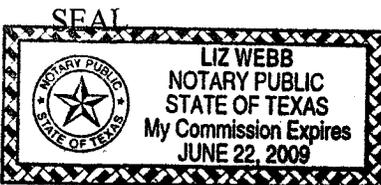
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer 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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

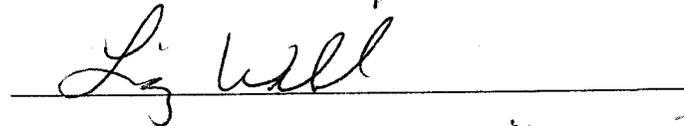
Signed this 6 day of Feb, 2009



CONNIE SUE LAFRENTZ, Respondent

Sworn to and subscribed before me this 6 day of February, 2009.



  
Notary Public in and for the State of Texas

WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept and enter the Agreed Order that was signed on the 6<sup>th</sup> day of February, 2009, by CONNIE SUE LAFRENTZ, Registered Nurse License Number 572537, and said Order is final.

Entered and effective this 11<sup>th</sup> day of February, 2009.



*Katherine A. Thomas*

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

**BEFORE THE BOARD OF NURSE EXAMINERS  
FOR THE STATE OF TEXAS**

In the Matter of License Number 572537   §    AGREED  
Issued to: CONNIE SUE LAFRENTZ       §    ORDER

On this day, the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, considered the matter of CONNIE SUE LAFRENTZ, License Number 572537, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.303 and Section 301.452(b)(1), Texas Occupations Code and 22 Texas Administrative Code, §216.

Respondent waived representation by counsel, informal conference, notice, hearing and agreed to the entry of this Order offered by Katherine A. Thomas, MN, RN, Executive Director, on behalf of the Board.

**FINDINGS OF FACT**

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived representation by counsel, informal conference, 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 failed to make full and timely compliance with the Board's requirements for continuing education for the period ending 04/2006.

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. Evidence received was sufficient to prove violation of Section 301.303 and Section 301.452(b)(1) Texas Occupations Code, and 22 Texas Administrative Code §216.3.
4. Respondent's failure to comply with Continuing Education requirements is sufficient cause pursuant to Section 301.452(b) Texas Occupations Code to take disciplinary action against License Number 572537, heretofore issued to CONNIE SUE LAFRENTZ, including revocation of Respondent's professional license to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, that RESPONDENT SHALL receive the sanction of a Fine in the amount of One Hundred Dollars (\$100), and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas, Annotated, as amended, Texas Occupations Code §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 Texas Administrative Code, §211.01 *et seq.*, and this Order.

IT IS FURTHER AGREED, that RESPONDENT SHALL submit, with this signed Agreed Order and the fine, documentation of successful completion of twenty (20.0) Type I contact hours of continuing education. Documentation shall include copies of certificates of program attendance. These contact hours are to be taken in addition to any continuing education requirements the Board may have for relicensure.

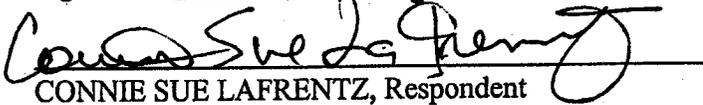
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RESPONDENT'S CERTIFICATION

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 alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes final and effective when entered by the Executive Director and that 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 3rd day of August, 2006

  
CONNIE SUE LAFRENTZ, Respondent

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas ratifies and acknowledges satisfaction of the requirements of the Agreed Order that was signed on the 3<sup>rd</sup> day of August, 2006, by CONNIE SUE LAFRENTZ, License Number 572537, and said Order is final.

Signed this 11<sup>th</sup> day of August, 2006.



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