

BEFORE THE TEXAS BOARD OF NURSING



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

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In the Matter of Registered Nurse           §  
License Number 666424                       §        AGREED  
issued to BETTY L. SLONE                   §        ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BETTY L. SLONE, Registered Nurse License Number 666424, 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 February 22, 2008, 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 Prestonsburg Community College, Prestonsburg, Kentucky, on May 1, 1977. Respondent was licensed to practice professional nursing in the State of Texas on February 3, 2000.
5. Respondent's complete professional nursing employment history includes:

02/00 - 04/04	Unknown	
05/04 - 06/07	RN	Community General Hospital Dilley, Texas

Respondent's complete professional nursing employment history continued:

07/07 - Present

Unknown

6. At the time of the incidents, Respondent was employed as a Registered Nurse with Community General Hospital, Dilley, Texas, and had been in this position for approximately three (3) years and one (1) month.
7. On or about April 2007 through June 2007, while employed with Community General Hospital, Dilley, Texas, Respondent failed to accurately and/or completely document the administration of medication on patients' Medication Administration Records (MAR). Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.
8. On or about April 2007 through June 2007, while employed with Community General Hospital, Dilley, Texas, Respondent lacked fitness to practice in that she was observed falling asleep while receiving report. 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.
9. On or about April 2007 through June 2007, while employed with Community General Hospital, Dilley, Texas, Respondent misappropriated medication, or failed to take precautions to prevent misappropriation of medication from the hospital pharmacy. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
10. On or about June 15, 2007, while employed with Community General Hospital, Dilley, Texas, Respondent left her nursing assignment without notifying the appropriate personnel. Respondent's conduct was likely to injure the patients in that leaving the nursing assignment could have resulted in the patients not getting the care that they needed.
11. On or about June 26, 2007, while employed with Community General Hospital, Dilley, Texas, Respondent engaged in the intemperate use of Cocaine, Opiates, and Marijuana in that she produced a specimen for a urine drug screen which resulted positive for Cocaine, Opiates and Marijuana. Possession of Cocaine, Opiates, and Marijuana is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Cocaine, Opiates, and Marijuana 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 conditions, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
12. 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.

13. 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.
14. In Response to Finding of Fact Numbers Seven (7) through Eleven (11), Respondent states that she was under increased stress due to working under high census and acuity, improper staffing, too many hours and not enough sleep. Respondent also states that family problems contributed to her increased stress level and eventually led to depression and drug use.
15. Respondent's conduct described in Finding of Fact Numbers Seven (7) through Eleven (11) was significantly influenced by Respondent's impairment by dependency on chemicals.
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 violations of Section 301.452(b)(9),(10),(12)&(13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(D)&(I) and 22 TEX. ADMIN. CODE §217.12(1)(A)(E),(5), (6)(G)(H),(10)(A)(B)(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 666424, heretofore issued to BETTY L. SLONE, 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 BETTY L. SLONE, 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 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, Revised Civil Statutes of Texas as amended, Texas Occupations Code, Section §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *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.

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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.

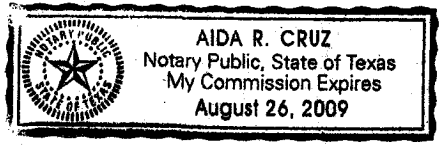
Signed this 24<sup>th</sup> day of March, 2008.

Betty L. Slone  
BETTY L. SLONE, Respondent

Sworn to and subscribed before me this 24<sup>th</sup> day of March, 2008


SEAL

Aida R. Cruz  
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 24<sup>th</sup> day of March, 20 08, by BETTY L. SLONE, Registered Nurse License Number 666424, and said Order is final.

Entered and effective this 27th day of March, 20 08.

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