



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 600575 §  
issued to SHARON MAE BUTCHER § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SHARON MAE BUTCHER, Registered Nurse License Number 600575, 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 Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on May 4, 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 South Plains College, Levelland, Texas, on December 17, 1993. Respondent was licensed to practice professional nursing in the State of Texas on March 15, 1994.
5. Respondent's nursing employment history includes:
 

03/1994 - 02/2013	Staff Nurse	Covenant Health System Lubbock, Texas
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Respondent's nursing employment history continued:

03/2013 - Present      Unknown

6. On or about December 12, 2007, Respondent was issued the sanction of Remedial Education through an Agreed Order by the Board. A copy of the December 12, 2007, Agreed Order, including the Findings of Fact, Conclusions of Law, and Order, is attached and incorporated herein by reference as part of this Order.
7. At the time of the initial incident, Respondent was employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and had been in that position for eighteen (18) years and three (3) months.
8. On or about June 14, 2012, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for Patient Medical Account Number 0006705564, Respondent failed to administer Procrit as ordered and failed to document the patient's refusal of the medication or notify the ordering physician that Procrit was not administered as ordered. Respondent's conduct resulted in the patient missing an ordered dose of a medication prescribed by the physician that is used to treat anemia.
9. On or about January 19 and 20, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for Patient Medical Account Number 0006920585, Respondent, on two (2) separate occasions, inappropriately administered a double dose of potassium chloride by giving the ordered dose twice at 9a.m., on both days, when it was ordered to be given once in the morning and once in the evening (BID). Respondent's conduct exposed the patient to risks of receiving too much potassium, which include: muscle fatigue, paralysis and abnormal heart rhythms.
10. On or about January 20, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for the aforementioned Patient Medical Account Number 0006920585, Respondent failed to clarify an order written by the physician at 11:55a.m. for a one time dose of K-Dur (potassium chloride), when she, earlier that morning, had administered potassium chloride twice, inappropriately. Respondent's conduct potentially exposed the patient to being over medicated with potassium chloride, if the next shift saw the order but did not know it had not yet been clarified.
11. On or about January 20, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for the aforementioned Patient Medical Account Number 0006920585, Respondent inappropriately administered Synthroid at 7:30a.m., without a physician's order, and failed to administer Lexapro, Lasix and Norvasc, as ordered by the physician at 11:55a.m. Respondent's conduct resulted in the patient receiving a medication that was not prescribed by the physician and potentially exposed the patient to risks of altered thyroid hormone levels, as well as resulted in the patient not being treated as per the physician's orders.

12. On or about January 20, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for the aforementioned Patient Medical Account Number 0006920585, Respondent failed to apply Sequential Compression Devices, as per physician order. Respondent's conduct exposed the patient to risk of blood clots associated with decreased blood flow in the lower extremities, which could result in a stroke.
13. On or about January 19, 2013 and January 21, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for the aforementioned Patient Medical Account Number 0006920585, Respondent did not administer Neupogen as ordered. Respondent's conduct exposed the patient to risk of infection, as this medication's purpose is to decrease a patient's risk of infection.
14. On or about January 21, 2013, while employed as a Staff Nurse with Covenant Health System, Lubbock, Texas, and caring for the aforementioned Patient Medical Account Number 0006920585, Respondent inaccurately documented that Neupogen was administered on January 20, 2013, without indicating this was a "late entry." Respondent's conduct resulted in an incomplete and inaccurate medical record and potentially exposed the patient from being administered the medication twice on January 20, 2013, if the next shift also gave the medication because they believed Respondent did not, as it was not documented.
15. In response to the incidents in Findings of Fact Numbers Eight (8) through Fourteen (14), Respondent states Patient Medical Account Number 0006705564 came from the doctor's office in the late afternoon for a blood transfusion and the transfusion was completed late in the evening. Respondent states the patient and family were very tired and did not want to wait for the pharmacy to send the Procrit. Respondent reports the patient requested to be discharged and planned to return the next morning to get the medication. In regards to administering potassium twice to Patient Medical Account Number 0006920585, Respondent states she reviewed and verified the Medication Administration Record (MAR) at the beginning of the shift, as per hospital policy, and both the MAR and physician orders indicated Potassium 40mEq BID. Respondent also states throughout the shift she did not see the doctor round, and the charge nurse did not inform her that the physician had changed the Potassium order. As a result, Respondent says she administered the medication per the MAR. In reference to the Neupogen administration on January 20, 2013, Respondent says she did administer Neupogen but did not document it because of shift change duties. Respondent reports she documented the medication the next morning (January 21, 2013). Respondent states the patient told two Nurse Aides that he/she did receive the medication.

#### 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)&(1)(N) 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 600575, heretofore issued to SHARON MAE BUTCHER.
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. A Board-approved course in medication administration 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 be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. 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.
- C. 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. Home study courses and video programs will not be approved.
- D. 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.

- E. The course "Professional Accountability ...," a 5.4 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. **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 15<sup>th</sup> day of June, 2015.

Sharon Mae Butcher  
SHARON MAE BUTCHER, Respondent

Sworn to and subscribed before me this 15<sup>th</sup> day of June, 2015.



Gloria Martin  
Notary Public in and for the State of Texas

Approved as to form and substance.  
John Simpson  
John Simpson, Attorney for Respondent

Signed this 15<sup>th</sup> day of June, 2015.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 15<sup>th</sup> day of June, 2015, by SHARON MAE BUTCHER, Registered Nurse License Number 600575, and said Order is final.

Effective this 23<sup>rd</sup> day of July, 2015.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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



6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Covenant Medical Center, Lubbock, Texas, and had been in this position for eleven (11) years and nine (9) months.
7. On or about December 23, 2005, while employed with Covenant Health System, Lubbock, Texas, Respondent incorrectly documented an order to administer 1 unit of Packed Red Blood Cells (PRBCs) to Patient Account Number 7672675347, after the physician had ordered a "type and cross" for 2 units of PRBCs. The order to transfuse was not authorized by the physician. Respondent's conduct was likely to injure the patient in that subsequent care givers would rely on her documentation and administer treatment not ordered by a physician which could have resulted in the patient suffering adverse reactions.
8. In Response to Finding of Fact Number Seven (7), Respondent states that many nurses write orders and have those orders signed the next day by the physician. Respondent states that there was never any intention of harm and she truly believed it was in the patient's best interest.

#### 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 a violation of Section 301.452(b)(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A)(B)(D).
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 600575, heretofore issued to SHARON MAE BUTCHER, including 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 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 §211.01 *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 professional 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 State of Texas 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 SHARON MAE BUTCHER to the office of the Texas Board of Nursing within ten (10) days of the date of ratification of this Order for appropriate notation.

(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) contact 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 Chemical Dependency, 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/about/stipscourses.html>.*

(3) 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, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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 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 5<sup>th</sup> day of DECEMBER, 2007.

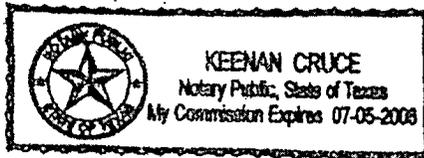
Sharon Mae Butcher  
SHARON MAE BUTCHER, Respondent

Sworn to and subscribed before me this 5<sup>th</sup> day of DECEMBER, 2007.

SEAL

Keenan Cruce

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 5th day of December, 2007, by SHARON MAE BUTCHER, Registered Nurse License Number 600575, and said Order is final.

Effective this 12th day of December, 2007.



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