



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 689779 §  
issued to SANDY NAING ELIZARDO § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SANDY NAING ELIZARDO, Registered Nurse License Number 689779, 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 November 20, 2017.

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 a Baccalaureate Degree in Nursing from Olivarez College, Paranaque City, Philippines, on March 20, 1993. Respondent was licensed to practice professional nursing in the State of Texas on August 13, 2002.
5. Respondent's nursing employment history includes:
 

8/2002 - 6/2003	Unknown	
7/2003 - 1/2005	Staff Nurse	Southwest General Hospital San Antonio, Texas

Respondent's nursing employment history continued:

1/2005 - 2/2009	Agency Nurse	Nursefinders San Antonio, Texas
6/2006 - 5/2008	Staff Nurse	Texasan Heart Hospital San Antonio, Texas
10/2007 - 10/2008	Agency Nurse	Medtrust Staffing Agency San Antonio, Texas
5/2008 - 2/2009	Travel Nurse	Staffing Medical, USA Phoenix, Arizona
2/2009 - 5/2011	Staff Nurse	Methodist Hospital San Antonio, Texas
6/2011 - 6/2012	Unknown	
7/2012 - 2/2013	Case Manager	Vitas Innovative Hospice San Antonio, Texas
2/2013 - 1/2014	Director of Nursing	Benevolent Hospital Helotes, Texas
1/2014 - 8/2014	Case Manager	Prenier Home Health and Hospice San Antonio, Texas
8/2014 - 9/2016	Staff Nurse	Lifecare Hospitals of San Antonio San Antonio, Texas
9/2014 - 5/2016	Instructor	Career Point College San Antonio, Texas
12/2015 - 7/2017	Staff Nurse	University Health System San Antonio, Texas
5/2017 - Present	Vascular Access Specialist	PICCs By Vic San Antonio, Texas
6/2017 - Present	Agency Nurse	Nursefinders Houston, Texas
8/2017 - Present	Staff Nurse	Loving Care Home Health San Antonio, Texas

6. At the time of the incident in Finding of Fact Number Seven (7), Respondent was employed as a Staff Nurse with University Health System, San Antonio, Texas, and had been in that position for one (1) year.
7. On or about December 18, 2016, while employed as a Staff Nurse with University Health System, San Antonio, Texas, Respondent failed to administer Subcutaneous Heparin, an anticoagulant, at 1 pm as ordered to Patient Medical Record Number 01175600. Instead, Respondent administered it at 6:15 pm, failed to re-time subsequent doses based on the delayed administration, failed to document the reason for the late Heparin administration, and failed to notify the physician of the late dosing. Respondent's conduct resulted in an incomplete medical record, and exposed the patient unnecessarily to a risk of harm from ineffective and delayed treatment.
8. On or about February 23, 2017, while employed as a Staff Nurse with University Health System, San Antonio, Texas, Respondent programmed an intravenous (IV) pump to administer a High Alert Medication anticoagulant, Argatroban, at 3.5 ml/hr for Patient Medical Record Number 21241968, but failed to recheck the rate after programming the pump. The pump was actually infusing the Argatroban at 33.5 ml/hr. In addition, Respondent failed to document contacting the physician after discovering that the pump was infusing the Argatroban at the wrong rate. Respondent's conduct resulted in an incomplete medical record, and exposed the patient to a risk of harm from failure to follow safe medication administration processes and adverse effects of receiving an anticoagulant in excess of what was ordered by the provider.
9. On or about May 4, 2017, while employed as a Staff Nurse with University Health System, San Antonio, Texas, Respondent failed to question the order for 40 meq of Potassium with the physician of Patient Medical Record Number 21139902, when the aforementioned patient's Potassium level was in normal range at 5.0, and inappropriately administered 40 meq of Potassium to the patient. Subsequently, the patient received treatment to decrease the Potassium level; the patient's Potassium level went up to 6.5 the next day despite treatment; and it took two (2) days for the level to normalize. Respondent's conduct was likely to injure the patient from elevated Potassium levels which can cause dangerous changes in cardiac rhythms.
10. On or about May 24, 2017, while employed as a Staff Nurse with University Health System, San Antonio, Texas, Respondent failed to contact the physician when Patient Medical Record Number 21284774 had pain rated at an eight (8) on a scale of one (1) to ten (10) prior to discharge, and inappropriately administered Codeine #3 at 9 am to the aforementioned patient when the order said it was to be administered for moderate pain rated at a level of four (4) to six (6). Additionally, Respondent failed to document the reason she administered the Codeine #3, and failed to re-assess the pain of the patient after administering the Codeine #3 before she completed the discharge process. The patient was discharged at 11:15 am, and was admitted to the ER the next morning for left upper extremity weakness and aphasia, and was diagnosed with a stroke. Respondent's conduct deprived the patient's physician from being informed of the patient's change of condition, and was likely to injure the patient in

that significant changes in the patient's status may have gone undetected and prevented a timely intervention.

11. In response to the incidents in Findings of Fact Numbers Seven (7) through Ten (10), Respondent states that on December 18, 2016, at 1 pm she went to the patient's room with the intention to administer the subcutaneous Heparin as ordered, but the patient wasn't in the room. Respondent explains that she made a diligent effort to locate the patient, but couldn't find her, so cared for her other patients. Respondent adds that at 6 pm she found the patient in her room, and immediately administered the Heparin. Respondent relates that she told the oncoming nurse the time the patient got the Heparin. Respondent states that on February 23, 2017, she was on the floor at 6:45 am, got the handoff report, and programmed the pump as was ordered. Respondent relates that then she found out that the pump malfunctioned, and she immediately informed the Charge Nurse and doctor. Respondent adds that there was no evidence of actual harm to the patient. Respondent states that on May 4, 2017, she administered potassium pursuant to what was ordered. Respondent relates that she had noticed that the potassium levels were normal at the time. Respondent states that on May 24, 2017, she did reassess the patient after she had gone to occupational and physical therapy, and the patient told her that she wasn't feeling any pain. Respondent explains that at that point the physician had discharged the patient.

#### 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)(M),(1)(N),(1)(P)&(3)(A) 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 689779, heretofore issued to SANDY NAING ELIZARDO, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

## **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. 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. 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 must 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 physical assessment** 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 must be provided by the same Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing assessments on mock patients or mannequins WILL NOT be accepted. 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.
- D. **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.

- E. **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).*

## V. **EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. 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. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly 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. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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. **Indirect Supervision:** For the remainder of the stipulation/probation period, 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.
- E. **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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

## 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, 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

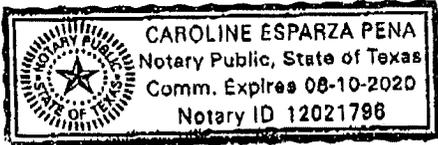
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 3<sup>RD</sup> day of JANUARY, 20 18.

Sandy Naing Elizardo  
SANDY NAING ELIZARDO, Respondent

Sworn to and subscribed before me this 3<sup>rd</sup> day of January, 20 18.

SEAL



Notary Public in and for the State of TEXAS.

Approved as to form and substance.

Ross A. Rodriguez, Attorney for Respondent

Signed this 3<sup>rd</sup> day of January, 20 18.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 3<sup>rd</sup> day of January, 2018, by SANDY NAING ELIZARDO, Registered Nurse License Number 689779, and said Order is final.

Effective this 13<sup>th</sup> day of February, 2018.

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