



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

In the Matter of § AGREED
Vocational Nurse License Number 149276 §
issued to BRIDGET ANN FREEMAN § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRIDGET ANN FREEMAN, Vocational Nurse License Number 149276, 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 September 18, 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 vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Lone Star College, Kingwood, Texas, on August 9, 1994. Respondent was licensed to practice vocational nursing in the State of Texas on October 10, 1994.
5. Respondent's nursing employment history includes:

12/1994 - 4/1998	Licensed Vocational Nurse	Gracy Woods Nursing Care Austin, Texas
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Respondent's nursing employment history continued:

8/1998 - 3/2007	Licensed Vocational Nurse	Houston Northwest Medical Center Houston, Texas
7/2004 - Present	Licensed Vocational Nurse	Pediatric Services of America (PSA) Houston, Texas
4/2007 - 9/2010	Unknown	
8/2010 - Present	Licensed Vocational Nurse	We Are Kids Care The Woodlands, Texas
10/2010 - 2/2017	Licensed Vocational Nurse	Klein Independent School District Spring / Klein, Texas
3/2017 - 8/2018	Licensed Vocational Nurse	Regent Care Center Kingwood, Texas
8/2017 - Present	Licensed Vocational Nurse	Regent Care Center Woodlands, Texas

6. At the time of the initial incident, Respondent was employed as a Licensed Vocational Nurse and assigned as a Private Duty Nurse with Klein Independent School District, Klein, Texas, and had been in that position for six (6) years and four (4) months.
7. On or about January 23, 2017, through February 1, 2017, while employed as a Licensed Vocational Nurse, and assigned as a Private Duty Nurse, with Klein Independent School District, Klein, Texas, Respondent was observed continuously using her cell phone and not attending to special needs Student E.S. while on the bus with the student. Respondent's conduct exposed the student to risk of harm from insufficient monitoring of his medical conditions.
8. On or about January 23, 2017, through February 1, 2017, while employed as a Licensed Vocational Nurse, and assigned as a Private Duty Nurse, with Klein Independent School District, Klein, Texas, Respondent was observed making inappropriate statements regarding Special Needs Student E.S., and spanking the student while he was trying to climb steps onto the bus. Respondent's conduct exposed the student to risk of emotional harm and risk of harm from falling into the bus when using physical prompting to push the student onto the bus.
9. On or about January 23, 2017, through February 1, 2017, while employed as a Licensed Vocational Nurse, and assigned as a Private Duty Nurse, with Klein Independent School

District, Klein, Texas, Respondent failed to clean special needs Student E.S. prior to boarding the bus after the student had defecated. Subsequently, the student was transported home with feces in his diaper. Respondent's conduct exposed the student to risk of harm by not ensuring the student's skin was clean and dry thus eliminating possibly of skin breakdown.

10. On or about January 23, 2017, through February 1, 2017, while employed as a Licensed Vocational Nurse, and assigned as a Private Duty Nurse, with Klein Independent School District, Klein, Texas, Respondent failed to ensure that special needs Student E.S. was properly carried and assisted onto the bus to avoid injury. Respondent's conduct exposed the student to risk of harm by potentially pulling or dislodging his gastrostomy tube or tracheostomy.
11. In response to the incidents in Findings of Fact Numbers Seven (7), through Ten (10), Respondent admits using her cell phone because she uses her cell phone to entertain the student and play music. Respondent states she did not spank the student, but rather provided physical prompts to board the bus. Respondent admits the student had a bowel movement prior to boarding the bus, but the classroom with all the supplies was too far from where students were boarding the bus, and would have been too emotionally difficult for the student.

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)(M) 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 Vocational Nurse License Number 149276, heretofore issued to BRIDGET ANN FREEMAN.
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. 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. **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.*

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 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. 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. **Incident Reporting:** While employed as a Licensed Vocational Nurse with Pediatric Services of America, Houston, Texas, and while employed as a Licensed Vocational Nurse with Regent Care Center, Woodlands, Texas, RESPONDENT SHALL CAUSE her employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- D. **Indirect Supervision for future employers:** Should Respondent's employment as a Licensed Vocational Nurse with either Pediatric Services of America, Houston, Texas, or Regent Care Center, Woodlands, Texas, cease or change, 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 four (4) quarters [one (1) year] 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 waive representation by counsel. 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.

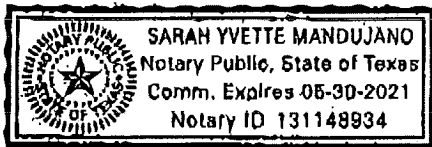
Signed this 05 day of March, 2018.

[Signature]
BRIDGET ANN FREEMAN, Respondent

Sworn to and subscribed before me this 05 day of March, 2018.

SEAL

[Signature]
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 5th day of March, 2018, by BRIDGET ANN FREEMAN, Vocational Nurse License Number 149276, and said Order is final.

Effective this 19th day of April, 2018.



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