

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Vocational Nurse License Number 113873 §  
and Registered Nurse License Number 631354 § AGREED  
issued to MICHELE L. CRISPIN § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHELE L. CRISPIN, Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, and hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(1), (9) & (10), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on September 12, 2007, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by 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 agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas and holds a license to practice vocational nursing which is in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Howard College, San Angelo, Texas, on February 21, 1986 and was licensed to practice vocational nursing in the State of Texas on May 22, 1986. Respondent received an Associate Degree in Nursing from Angelo State University, San Angelo, Texas, on May 1, 1996. Respondent was licensed to practice professional nursing in the State of Texas on July 10, 1996.

5. Respondent's professional and vocational nursing employment history includes:

1986 - 2001	Staff LVN	Shannon Medical Center San Angelo, Texas
1991 - 1996	Staff LVN	Community MediCenter San Angelo, Texas
1996 - 2003	Staff RN	Community Medical Center San Angelo, Texas
2001 - 2003	Charge Nurse	Green Meadow and Family Care Clinic San Angelo, Texas
2/04 - present	Staff	Rivercrest Hospital San Angelo, Texas

6. On or about January 3, 2005, Respondent was issued an Agreed Order by the Board of Nurse Examiners for the State of Texas requiring her to participate in the Texas Peer Assistance Program for Nurses. A copy of the January 3, 2005 Agreed Order, Findings of Fact and Conclusions of Law is attached and incorporated, by reference, as part of this Order.

7. At the time of the incident in Findings of Fact Numbers Eight (8) and Nine (9), Respondent was employed as a Staff Nurse with Rivercrest Hospital, San Angelo, Texas and had been in this position for one (1) year and nine (9) months.

8. On or about November 21, 2005, while employed with Rivercrest Hospital, San Angelo, Texas, Respondent failed to comply with the Agreed Order issued to her on January 3, 2005 by the Board of Nurse Examiners for the State of Texas. Non-compliance is the result of Respondent's failure to comply with Stipulation Number (3) of the January 3, 2005 Agreed provides in pertinent part:

(3) RESPONDENT SHALL comply with all requirements of the TPAPN contract during its term.

On or about November 21, 2005, Respondent produced a specimen for a drug screen which resulted positive for alcohol.

9. On or about November 21, 2005, while employed with Rivercrest Hospital, San Angelo, Texas, Respondent engaged in the intemperate use of alcohol in that Respondent produced a specimen for a drug screen which resulted positive for alcohol. The use of alcohol by a 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, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.

10. Respondent's last known date of sobriety is as indicated in Finding of Fact Number Nine (9).
11. 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.

#### 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)(1),(9) & (10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(10)(A) & (11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, heretofore issued to MICHELLE L. CRISPIN, including revocation of Respondent's vocational and professional license to practice nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, previously issued to MICHELLE L. CRISPIN, to practice vocational and professional nursing in Texas is hereby SUSPENDED and said suspension is enforced until Respondent completes a treatment program approved by the Board, provides documentation of successful completion, and has obtained twelve (12) consecutive months of sobriety. Any relapse prior to the completion of the twelve (12) consecutive months of sobriety will result in an extension of the enforced suspension until such twelve (12) consecutive months of sobriety and additional treatment have been attained.

IT IS FURTHER ORDERED that Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, previously issued to MICHELLE L. CRISPIN, upon receipt of this Order, be immediately delivered to the office of the Texas Board of Nursing.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate privilege, if any, to practice vocational or professional nursing in compact states.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this order the 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, upon verification of successful completion of the approved treatment and twelve (12) consecutive months of sobriety as set out in this Order, the Suspension will be stayed, and RESPONDENT will be placed on probation for three (3) years with the following agreed terms of probation:

(1) 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.

(2) RESPONDENT SHALL pay all re-registration fees, if applicable, and be issued a license to practice vocational or professional nursing in the State of Texas with the appropriate notation.

(3) RESPONDENT SHALL, within one (1) year of the suspension being stayed, 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>*

(4) RESPONDENT SHALL pay a monetary fine in the amount of seven hundred fifty dollars (\$750.00). RESPONDENT SHALL pay this fine within forty-five (45) days of the suspension being stayed. Payment is to be made directly to the Board of Nurse Examiners in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING PROBATION CONDITIONS FOR THREE (3) YEARS OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH THIRTY-SIX (36) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT**

**REQUIRE THE USE OF A VOCATIONAL NURSE (LVN) OR REGISTERED NURSE (RN)  
LICENSE WILL NOT APPLY TO THIS PROBATIONARY PERIOD:**

(5) RESPONDENT SHALL notify all future employers in vocational and professional nursing of this Order of the Board and the probation conditions on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(6) RESPONDENT SHALL CAUSE each present employer in vocational or professional nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a vocational or professional nurse.

(7) For the first year of employment as a Licensed Vocational Nurse or Registered Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse. Direct supervision requires another nurse 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). The 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.

(8) For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse who is on the premises. The supervising RN 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 RN 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.

(9) RESPONDENT SHALL NOT practice as a vocational or professional nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which Respondent is regularly assigned for one (1) year of employment as a vocational or professional nurse.

(10) RESPONDENT SHALL NOT practice as a vocational or professional nurse in any critical care area for one (1) year of employment as a vocational or professional nurse. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.

(11) RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates for one (1) year of employment as a vocational or professional nurse.

(12) 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 vocational or professional nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising Registered Nurse to the office of the Board at the end of each three (3) months for three (3) years of

employment as a vocational or professional nurse.

(13) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the prescription. **In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and RESPONDENT SHALL submit to an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.**

(14) RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol. For the first three (3) month period, random screens shall be performed at least once per week. For the next three (3) month period, random screens shall be performed at least twice per month. For the next six (6) month period, random screens shall be performed at least once per month. For the remainder of the probation period, random screens shall be performed at least once every three (3) months.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene



tramadol hydrochloride (Ultram)

A Board representative may appear at the RESPONDENT's place of employment at any time during the probation period and require RESPONDENT to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the probation period.

Any positive result for which the nurse does not have a valid prescription will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board. Failure to report for a drug screen may be considered the same as a positive result and may result in further disciplinary action by this Board.

(15) RESPONDENT SHALL participate in therapy with a "professional counselor" possessing credentials approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT's progress in therapy, rehabilitation and capability to safely practice vocational or professional nursing. The report must indicate whether or not the RESPONDENT's stability is sufficient to provide direct patient care safely. Such reports are to be furnished each and every month for three (3) months. If therapy is recommended for beyond three (3) months, the reports shall then be required at the end of each three (3) month period for the duration of the probation period, or until RESPONDENT is dismissed from therapy.

(16) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which shall be for substance abuse; and RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least; the date

of each meeting, the name of each group attended, and the signature and printed name of the chairperson of each group attended by RESPONDENT. RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

IT IS FURTHER AGREED and ORDERED that if during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license, the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

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 vocational or professional nursing in the State of Texas.

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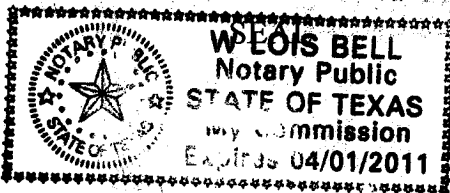
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RESPONDENT'S CERTIFICATION

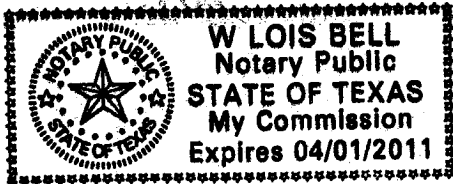
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and 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 is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, 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 vocational or professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 23 day of October, 2007.  
Michelle Crispin  
MICHELLE L. CRISPIN, Respondent

Sworn to and subscribed before me this 23<sup>rd</sup> day of October, 2007.




W. Lois Bell  
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 23rd day of October, 2007, by MICHELLE L. CRISPIN, Registered Nurse License Number 631354 and Vocational Nurse License Number 113873, and said Order is final.

Effective this 11th day of December, 2007.

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

BEFORE THE BOARD OF NURSE EXAMINERS  
FOR THE STATE OF TEXAS

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In the Matter of Registered Nurse License Number 631354	§	
and Vocational Nurse License Number 113873	§	AGREED
issued to MICHELE L. CRISPIN	§	ORDER

On this day the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, considered the matter of MICHELE L. CRISPIN, Registered Nurse License Number 631354 and Vocational Nurse License Number 113873, and hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(9) & (10), Texas Occupations Code and 302.402(a)(10), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on November 29, 2004, 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. Respondent holds a license to practice vocational nursing which is in Delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Howard College, San Angelo, Texas, on February 21, 1986 and was licensed to practice vocational nursing in the State of Texas on May 22, 1986. Respondent received an Associate Degree in Nursing from Angelo State University, San Angelo, Texas, on May 1, 1996. Respondent was licensed to practice professional nursing in the State of Texas in July 1996.

5. Respondent's complete professional employment history is unknown.
6. At the time of the incidents in Findings of Fact Numbers Seven (7) through Ten (10), Respondent was working in Arkansas under the Multi-State Compact Privilege of her Home State Registered Nursing License in the State of Texas, and employed with Sunbelt Staffing Solutions as a travel nurse on assignment at Jefferson Regional Medical Center Emergency Department, West Bluff, Arkansas, and had been in this position for approximately one (1) month.
7. On or about August 25, 2003 through September 25, 2003, while working in Arkansas under the Multi-State Compact Privilege of her Home State Registered Nursing License in the State of Texas, and employed with Sunbelt Staffing Solutions as a travel nurse on assignment at Jefferson Regional Medical Center Emergency Department, West Bluff, Arkansas, Respondent withdrew narcotics from the Pyxis Medication Dispensing System, but failed to document the administration of the medications in patients' medical records, as follows:

DATE/TIME	PATIENT	PHYSICIAN'S ORDER	PYXIS RECORD	MEDICATION RECORD	NURSES NOTES
8/26/03@0608 @0610	1791600 """"	No physician's order """"	10 mgm Morphine Sulfate 10 mgm Morphine Sulfate	Not documented Not documented	Not documented Not documented
8/30/03@2323	1793341	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented
9/10/03@0254	1796483	Demerol 75 mg	100 mgm Demerol	Not documented	Not documented
9/10/03@0533	1796487	No physician's order	50 mgm Demerol	Not documented	Not documented
9/12/03@2023	1797665	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented
9/13/03@0141	1797694	No physician's order	25 mg Demerol	Not documented	Not documented
9/23/03@0052	1800844	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented

Respondent's conduct was likely to injure patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose and is in violation of 22 TEX. ADMIN. CODE §217.12(1), (3), (4) & 239.11 (4) and Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act). Respondent's conduct deprived subsequent caregivers

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8. On or about August 25, 2003 through September 25, 2003, while working in Arkansas under the Multi-State Compact Privilege of her Home State Registered Nursing License in the State of Texas and employed with Sunbelt Staffing Solutions as a travel nurse on assignment at Jefferson Regional Medical Center Emergency Department, West Bluff, Arkansas, Respondent withdrew narcotics from the Pyxis Medication Dispensing System without valid physicians' orders, as follows:

DATE/TIME	PATIENT	PHYSICIAN'S ORDER	PYXIS RECORD	MEDICATION RECORD	NURSES NOTES
8/26/03@0608 @0610	1791600	No physician's order	10 mgm Morphine Sulfate 10 mgm Morphine Sulfate	Not documented Not documented	Not documented Not documented
8/30/03@2323	1793341	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented
9/10/03@0533	1796487	No physician's order	50 mgm Demerol	Not documented	Not documented
9/12/03@2023	1797665	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented
9/13/03@0141	1797694	No physician's order	25 mg Demerol	Not documented	Not documented
9/23/03@0052	1800844	No physician's order	10 mgm Morphine Sulfate	Not documented	Not documented

Respondent's conduct was likely to injure the patient in that the administration of Morphine and Demerol without a valid physician's order could result in the patient suffering from respiratory depression and is in violation of 22 TEX. ADMIN. CODE §217.12(1)& (3), 239.11 (2) and Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

9. On or about August 25, 2003 through September 25, 2003, while working in Arkansas under the Multi-State Compact Privilege of her Home State Registered Nursing License in the State of Texas and employed with Sunbelt Staffing Solutions as a travel nurse on assignment at Jefferson Regional Medical Center Emergency Department, West Bluff, Arkansas, Respondent misappropriated narcotics from the facility and the patients thereof. Respondent's conduct defrauded the facility and the patients thereof of the cost of the medications and is in violation of 22 TEX. ADMIN. CODE §217.12(1)& (19) and 239.11 (1) & (28).
10. The Respondent's conduct described in the preceding Finding of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
11. 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.
12. Respondent's conduct described in Findings Numbers Seven (7) through Ten (10), was significantly influenced by Respondent's dependency on chemicals.

13. 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)(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(1), (3), (4) & (19).
4. The evidence received is sufficient to prove violations of Section 302.402(a)(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §239.11(1), (2), (4) & (28).
5. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, heretofore issued to MICHELE L. CRISPIN, including revocation of Respondent's vocational license and professional license to practice nursing in the State of Texas.
6. 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):

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to and be accepted into the TPAPN, 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 contract to the Board of Nurse Examiners.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN contract during its term.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Board of Nurse Examiners of any violation of the TPAPN contract.

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 Professional 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 vocational nursing and 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, 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 vocational nursing and 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 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 Board of Nurse Examiners, 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 vocational nursing and professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 22 day of December, 2004.

Michelle Crispin  
MICHELE L. CRISPIN, Respondent

Sworn to and subscribed before me this 22 day of December, 2004.

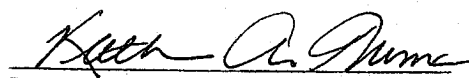
SEAL  
NOTARY PUBLIC  
STATE OF TEXAS  
W. LOIS BELL  
Notary Public  
STATE OF TEXAS  
My Commission  
Expires 04/01/2007

W. Lois Bell  
Notary Public in and for the State of Texas

NOTARY PUBLIC  
STATE OF TEXAS  
W. LOIS BELL  
Notary Public  
STATE OF TEXAS  
My Commission  
Expires 04/01/2007

WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Board of Nurse Examiners for the State of Texas, does hereby accept and enter the Agreed Order that was signed on the 22<sup>nd</sup> day of December, 2004, by MICHELE L. CRISPIN, Vocational Nurse License Number 113873 and Registered Nurse License Number 631354, and said Order is final.

Entered and effective this 3<sup>rd</sup> day of January, 2005.



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