

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Vocational Nurse	§	
License Number 179911 and	§	AGREED
Registered Nurse License Number 708033	§	ORDER
issued to TWILA NICOLE REED	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TWILA NICOLE REED, Vocational Nurse License Number 179911, and Registered Nurse License Number 708033, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(1) and (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 30, 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 vocational and professional nursing in the State of Texas.
4. Respondent received a Certificate in Vocational Nursing from Amarillo College, Amarillo, Texas, on December 15, 2000. Respondent was licensed to practice vocational nursing in the State of Texas on March 27, 2001. Respondent received an Associate Degree in Nursing from Amarillo College, Amarillo, Texas, on May 19, 2003. Respondent was initially licensed to practice professional nursing in the State of Texas on July 22, 2004.

5. Respondent's nursing employment history includes:

3/01 - 7/01	Unknown	
8/01 - 2/07	Staff Nurse	Baptist St. Anthony's Hospital Amarillo, Texas
7/04 - 2/06	Staff Nurse	Interim HealthCare Amarillo, Texas
4/06 - 2/07	Staff Nurse	Northwest Texas Hospital Amarillo, Texas
2/07 - 3/07	Staff Nurse	Physicians Surgical Hospital Amarillo, Texas
3/07 - present	Staff Nurse	Baptist St. Anthony's Hospital Amarillo, Texas

6. On February 13, 2007, Respondent's licenses to practice vocational and professional nursing were suspended by the Board of Nurse Examiners for the State of Texas. On February 16, 2007, the suspension was stayed and Respondent was placed on probation for two (2) years. A copy of the Agreed Order, Findings of Fact and Conclusions of Law is attached and incorporated, by reference, as part of this Order.

7. On or about February 18, 2007, while employed with Physicians Surgical Hospital, Amarillo, Texas, Respondent failed to comply with the Agreed Order issued to her on February 13, 2007. Noncompliance is the result of Respondent's failure to comply with Stipulation Number Six (6) of the Agreed Order which states, in pertinent part:

(6) RESPONDENT SHALL notify each present employer in 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 present employer within five (5) days of receipt of this Order....

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8. On or about February 23, 2007, while employed with Physicians Surgical Hospital, Amarillo, Texas, Respondent failed to comply with the Agreed Order issued to her on February 13, 2007. Noncompliance is the result of her failure to comply with Stipulation Number Seven (7) of the Agreed Order which states, in pertinent part:

(7) RESPONDENT SHALL CAUSE each present employer in 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....

9. Respondent states that she informed Physicians Surgical Hospital of the Order and gave them the required paperwork to complete.

#### 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 violations of Section 301.452(b)(1) and (10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(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 179911, and Registered Nurse License Number 708033, heretofore issued to TWILA NICOLE REED, including revocation of Respondent's license to practice vocational and professional 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 179911, and Registered Nurse License Number 708033, previously issued to TWILA NICOLE REED, to practice vocational and professional nursing in Texas are hereby **SUSPENDED** for a period of two (2) years with the suspension **STAYED** and Respondent is hereby placed on **PROBATION** for two (2) years with the following agreed terms of probation:

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate privilege, if any, to practice vocational and professional nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's licenses are 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.

(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 a monetary fine in the amount of five hundred (\$500.00) dollars. RESPONDENT SHALL pay this fine within forty-five (45) days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

(3) The Order of the Board issued to RESPONDENT on February 13, 2007, is still in effect in its entirety and RESPONDENT SHALL be responsible for completing the terms of that Order.

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 unencumbered licenses and multistate licensure privileges, if any, to practice vocational and professional nursing in the State of Texas.

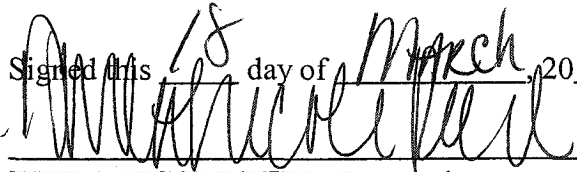
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RESPONDENT'S CERTIFICATION

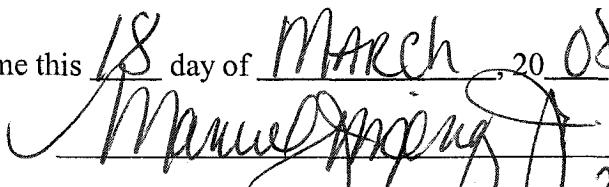
I understand that I have the right to legal counsel prior to signing this Agreed Order.

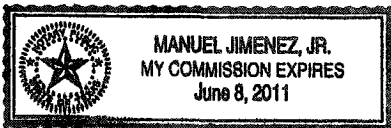
I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive 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 licenses to practice vocational and professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 18 day of March, 2008.  
  
TWILA NICOLE REED, Respondent

Sworn to and subscribed before me this 18 day of MARCH, 2008.

SEAL

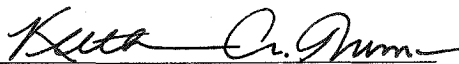
  
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 18th day of March, 2008, by TWILA NICOLE REED, Vocational Nurse License Number 179911, and Registered Nurse License Number 708033, and said Order is final.



Effective this 13th day of May, 2008.



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 708033 §     AGREED  
and Vocational Nurse License Number 179911             §  
issued to TWILA NICOLE REED                             §     ORDER

An investigation by the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, produced evidence indicating that TWILA NICOLE REED, hereinafter referred to as Respondent, Registered Nurse License Number 708033, and Vocational Nurse License Number 179911, may have violated Section 301.452(b)(10), Texas Occupations Code.

An informal conference was held on December 5, 2006, at the office of the Board of Nurse Examiners, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent was in attendance telephonically. Respondent was represented by Joe Morgan Dawson, Attorney at Law. In attendance were Mary Beth Thomas, MSN, RN, Director of Nursing, Executive Director's Designee; E. Joy Sparks, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Randi P. Capone, Investigator; Noemi Reyes, Investigator; Elise Dunham, Investigator; Marcia Wilson, RN, Investigator; and Laura Ferrell, RN, Investigator.

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 notice and hearing, and consented to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas. Respondent is currently licensed to practice vocational nursing in the State of Texas.



4. Respondent received a Certificate in Vocational Nursing from Amarillo College, Amarillo, Texas, on December 15, 2000. Respondent was licensed to practice vocational nursing in the State of Texas on March 27, 2001. Respondent received an Associate Degree in Professional Nursing from Amarillo College, Amarillo, Texas, on May 19, 2003. Respondent was licensed to practice professional nursing in the State of Texas on July 22, 2004.
5. Respondent's nursing employment history includes:
 

3/01- 8/01		Unknown
8/01 - present	LVN, RN	Baptist St. Anthony's Hospital Amarillo, Texas
7/04 - 2/06	RN Pediatrics	Interim HealthCare Amarillo, Texas
4/06 - present	RN	Northwest Texas Hospital Amarillo, Texas
6. On or about August 10, 2005, Respondent plead guilty to the offense of "Secure Execution of Document by Deception," a State Jail Felony, in the 108th District Court, Potter County, Texas, Cause No. 50,169-E. Respondent's adjudication of guilt was deferred and Respondent was sentenced to Community Supervision for a period of five (5) years, assessed court costs in the amount of two hundred ninety-three dollars (\$293.00), and ordered to pay Restitution in the amount of ten thousand four hundred sixty-six dollars and twenty-five cents (\$10,466.25). Respondent's conduct included the fraudulent appropriation of government funds.

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(13).
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 708033, and Vocational Nurse License Number 179911, heretofore issued to TWILA NICOLE REED, including revocation of Respondent's licenses to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Board of Nurse Examiners, that Professional Nurse License Number 708033, and Vocational Nurse License Number 179911, previously issued to TWILA NICOLE REED, to practice nursing in Texas are hereby SUSPENDED and said suspension SHALL be enforced until Respondent has paid her court ordered restitution in full as stated in Finding of Fact Number Six (6) of this Order, and provides documentation of such.

IT IS FURTHER ORDERED that Registered Nurse License Number 70833, and Vocational Nurse License Number 179911, previously issued to TWILA NICOLE REED, upon receipt of this Order, be immediately delivered to the office of the Board of Nurse Examiners for the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate privilege, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IF FURTHER AGREED, upon verification of payment in full of Respondent's court ordered restitution as set out in this Order, the Suspension will be stayed, and RESPONDENT will be placed on probation for two (2) 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 deliver the wallet-sized licenses issued to TWILA NICOLE REED, to the office of the Board of Nurse Examiners within ten (10) days of the date of this Order, for appropriate notation.

(3) RESPONDENT SHALL, within one (1) year of the suspension being stayed, successfully complete a course in Texas nursing jurisprudence. 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, and documentation of care. 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 on the Board's website, [www.bne.state.tx.us](http://www.bne.state.tx.us) (under BNE events).*

(4) RESPONDENT SHALL, within one (1) year of the suspension being stayed, successfully complete a course in nursing 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. The course shall be a minimum of six (6) contact hours in length. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: principles of nursing ethics; confidentiality; and professional boundaries. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to verify RESPONDENT's successful completion of the course. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board approved courses may be found on the Board's website, [www.bne.state.tx.us](http://www.bne.state.tx.us) (under BNE events).*

(5) RESPONDENT SHALL CAUSE her probation officer to submit written reports on forms provided to the Respondent by the Board. The reports shall indicate the RESPONDENT's compliance with the court ordered probation. The reports shall be furnished each and every three (3) month period until RESPONDENT is released from probation.

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A REGISTERED 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 STIPULATIONS FOR TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT**

**THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD.**

(6) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the probation conditions on RESPONDENT's licenses. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the probation conditions on RESPONDENT's licenses. 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.

(7) RESPONDENT SHALL CAUSE each present employer in 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 nurse.

(8) For the duration of the probation period, RESPONDENT SHALL be supervised by a Registered 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.

(9) 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 Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) months for two (2) year(s) of employment as a nurse.

IT IS FURTHER AGREED that, upon full compliance with the terms of this Order, RESPONDENT SHALL be issued unencumbered licenses to practice nursing in the State of Texas.

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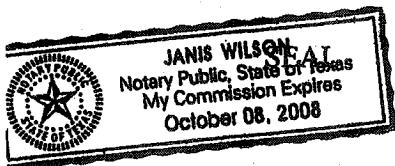
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I 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 licenses to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.  
Twila Nicole Reed

TWILA NICOLE REED, Respondent

Sworn to and subscribed before me this 23 day of January, 2007



Janis Wilson  
Notary Public in and for the State of Texas

Approved as to form and substance.

Joe Morgan Dawson  
JOE MORGAN DAWSON, Attorney for Respondent

Signed this 23 day of January, 2007.

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Order that was signed on the 23rd day of January, 2007, by TWILA NICOLE REED, Registered Nurse License Number 708033, and Vocational Nurse License Number 179911, and said Order is final

Effective this 13th day of February, 2007.



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