BEFORE THE TEXAS BOARD OF NURSING

****

In the Matter of Registered Nurse	§	AGREED
License Number 745557	§	
issued to KARLA RENEE YAGER	§	ORDER

TEXAS BOARD OF NURSING
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.
Executive Director of the Board

On this day the Texas Board of Nursing, hereinafter referred to as the B considered the matter of KARLA RENEE YAGER, Registered Nurse License Number 74 hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)& (13), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on August 24, 2010, 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(s).

2. Respondent waived representation by counsel, informal proceedings, 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.

4. Respondent received an Associate Degree in Nursing from Maria College, Albany, New York, on May 11, 2003. Respondent was licensed to practice professional nursing in the State of Texas on July 31, 2007.

5. Respondent's professional nursing employment history includes:

07/03 - 04/07	RN	Albany Medical Center Hospital Albany, New York

Respondent's professional nursing employment history continued:

05/07 - 06/07	Unknown	
07/07 - 06/08	RN	Nursefinders Nurse Agency Dallas, Texas
06/08 - 11/09	RN	Capstone Healthcare Staffing Tyler, Texas
12/09 - Present	RN	Southland Rehab and Nursing Home Lufkin, Texas

6. At the time of the initial incident, Respondent was employed as an Agency Nurse with Capstone Healthcare Staffing, Tyler, Texas, and assigned to East Texas Medical Center, Tyler, Texas, and had been in this position for eight (8) months.

7. On or about January 9, 2009 to February 24, 2009, while employed with Capstone Healthcare Staffing, Tyler, Texas, and assigned to East Texas Medical Center, Tyler, Texas, Respondent removed medications from the Pyxis medication dispensing system for patients, but failed to accurately and completely document its administration, including signs symptoms and responses to the medications, in the patients' medication administration record (MAR) and/or nurse's notes, as follows:

Date	Patient MR#	Physician's Order	Medication Dispensing System Record Time and Quantity	Medication Administration Record	Nurses Notes
1-09-09	37228137 (B.E.)	Morphine 2mg IV up to 20 mg	Morphine PCA 30mg 1645 (1)	No Entry	No Entry
1-15-09	37228137 (B.E.)	Morphine 2mg q 5 min x 5 prn up to 10mg	Morphine PCA 30mg 1542 (1)	No Entry	No Entry
1-19-09	37281276 (B.B.)	Ativan 2mg IV q2h prn withdrawal symptoms	Ativan Inj. 2mg 0848 (1)	No Entry	No Entry
2-09-09	37291051 (T.M.P.)	Norco 10 1-2 tabs po q4h prn	Norco 10/325 1834 (2)	No Entry	No Entry
2-13-09	37291051 (T.M.P.)	Norco 10 1-2 tabs po q4h prn	Norco 10/325 1616 (2)	No Entry	No Entry
2-13-09	37291051 (T.M.P)	MS04 2mg IV q3h prn	Morphine Sulfate 5mg 1617 (1)	No Entry	No Entry
2-24-09	37291051 (T.M.P.)	Lorazepam Inj. Solution 2mg/ml q8h prn	Ativan Inj. 2mg 1357 (1)	No Entry	No Entry

Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

8. On or about January 9, 2009 to February 24, 2009, while employed with Capstone Healthcare Staffing, Tyler, Texas, and assigned to East Texas Medical Center, Tyler, Texas, Respondent removed medications from the Pyxis medication dispensing system for patients, and failed to follow the facility's policy and procedure for wastage of the unused portions of the medications, as follows:

Date	Patient MR#	Physician's Order	Medication Dispensing System Record Time and Quantity	Medication Administration Record	Nurses Notes	Wastage
1-09-09	37228137 (B.E.)	Morphine 2mg IV up to 20 mg	Morphine PCA 30mg 1645 (1)	No Entry	No Entry	Not Documented
1-15-09	37228137 (B.E.)	Morphine 2mg q 5 min x 5 prn up to 10mg	Morphine PCA 30mg 1542 (1)	No Entry	No Entry	Not Documented
1-19-09	37281276 (B.B.)	Ativan 2mg IV q2h prn withdrawal symptoms	Ativan Inj. 2mg 0848 (1)	No Entry	No Entry	Not Documented
2-09-09	37291051 (T.M.P.)	Norco 10 1-2 tabs po q4h prn	Norco 10/325 1834 (2)	No Entry	No Entry	Not Documented
2-13-09	37291051 (T.M.P.)	Norco 10 1-2 tabs po q4h prn	Norco 10/325 1616 (2)	No Entry	No Entry	Not Documented
2-13-09	37291051 (T.M.P)	MS04 2mg IV q3h prn	Morphine Sulfate 5mg 1617 (1)	No Entry	No Entry	Given: 2mg Wasted: 3mg
2-24-09	37291051 (T.M.P.)	Lorazepam Inj. Solution 2mg/ml q8h prn	Ativan Inj. 2mg 1357 (1)	No Entry	No Entry	Given: 2mg Wasted: 3mg

Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

9. In response to Findings of Fact Numbers Seven (7) and Eight (8), Respondent states:

"I was counseled by my unit manager and an investigation was done by the facility and the result was that the error was in failing to document pain meds given in their computerized system but was documented on the MARs and notes in the nursing notes section - a drug screen was performed and no drugs were found in my system."

10. On or about October 13, 2009, while employed with Capstone Healthcare Staffing, Tyler, Texas, and assigned to Trinity Mother Frances Hospital, Tyler, Texas, Respondent misappropriated, or failed to take precautions to prevent such misappropriation of, Hydrocodone from the facility and patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.

11. In response to Finding of Fact Number Ten (10), Respondent denies taking hydrocodone from the facility or patients.

12. On or about September 18, 2009 to October 8, 2009, while employed with Capstone Healthcare Staffing, Tyler, Texas, and assigned to Trinity Mother Frances Hospital, Tyler, Texas, Respondent removed medications from the Accudose medication dispensing system for patients, but failed to document its administration in the patients' medication administration record (MAR) and/or nurse's notes, as follows:

Date	Patient MR#	Physician's Order	Medication Dispensing System Record Time and Quantity	Medication Administration Record	Nurses Notes
9-18-09	94143047 (A.M.)	ASA 81mg po q day	Aspirin 81mg tab chew 0754 (1)	No Entry	No Entry
9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 0942 (1)	No Entry	No Entry
9-19-09	94143047 (A.M.)	Zofran Inj 4mg 2ml IVP q4h prn nausea	Ondansetron 2mg/ml 2mg vial 0942 (1)	No Entry	No Entry
9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 1119 (1)	No Entry	No Entry
9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 1145 (1)	No Entry	No Entry
9-20-09	94143047 (A.M.)	Percocet 5/325 1-2 tabs po q4h prn severe pain	Oxycodone/ Acetaminophen 5/325 1706 (1)	No Entry	No Entry
9-20-09	94143047 (A.M.)	Percocet 5/325 1-2 tabs po q4h prn severe pain	Oxycodone/ Acetaminophen 5/325 1707 (1)	No Entry	No Entry
9-24-09	91738376 (D.S.)	Ambien po at bedtime 5mg prn insomnia	Zolpidem tartrate 5mg tab 2101 (1)	No Entry	No Entry
10-8-09	88153545 (L.C.)	Hydrocodone 10/325 I po q6h prn	Hydrocodone/APAP 10/325mg tab 1930 (1)	No Entry	No Entry

Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

13. On or about September 18, 2009 to October 9, 2009, while employed with Capstone Healthcare Staffing, Tyler, Texas, and assigned to Trinity Mother Frances Hospital, Tyler, Texas, Respondent removed medications from the medication dispensing system for patients, and failed to follow the facility's policy and procedure for wastage of the unused portions of the medications, as follows:

Date	Patient MR#	Physician's Order	Medication Dispensing System Record Time and Quantity	Medication Administration Record	Nurses Notes	Wastage
9-18-09	94143047 (A.M.)	ASA 81mg po q day	Aspirin 81mg tab chew 0754 (1)	No Entry	No Entry	None Documented

9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 0942 (1)	No Entry	No Entry	None Documented
9-19-09	94143047 (A.M.)	Zofran Inj 4mg 2ml IVP q4h prn nausea	Ondansetron 2mg/ml 2mg vial 0942 (1)	No Entry	No Entry	None Documented
9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 1119 (1)	No Entry	No Entry	None Documented
9-19-09	94143047 (A.M.)	Dulcolax Suppository 10mg PR daily prn constipation	Bisacodyl 10mg Supp Rect 1145 (1)	No Entry	No Entry	None Documented
9-20-09	94143047 (A.M.)	Percocet 5/325 1-2 tabs po q4h prn severe pain	Oxycodone/ Acetaminophen 5/325 1706 (1)	No Entry	No Entry	None Documented
9-20-09	94143047 (A.M.)	Percocet 5/325 1-2 tabs po q4h prn severe pain	Oxycodone/ Acetaminophen 5/325 1707 (1)	No Entry	No Entry	None Documented
9-24-09	91738376 (D.S.)	Percocet 5-325 mg tab 1-2 po q4h prn pain	Oxycodone/ Acetaminophen 5/325 2100 (2)	2100 (1)	2100 - 8/10 pain (2)	None Documented
9-24-09	91738376 (D.S.)	Ambien po at bedtime 5mg prn insomnia	Zolpidem tartrate 5mg tab 2101 (1)	No Entry	No Entry	None Documented
9-24-09	91738376 (D.S.)	Percocet 5-325 mg tab 1-2 po q4h prn pain	Oxycodone/ Acetaminophen 5/325 0456 (2)	0500 (1)	0500 - 6/10 pain (2)	None Documented
10-8-09	88153545 (L.C.)	Hydrocodone 10/325 I po q6h prn	Hydrocodone/APAP 10/325mg tab 1930 (1)	No Entry	No Entry	None Documented

Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

14. In response to Findings of Fact Numbers Twelve (12) and Thirteen (13), Respondent states:

"I have marked on the MARs provided to show that no medications were unaccounted for - however charting errors were identified. I have marked to show the corrected mistakes. At the time of these errors I was also working for Capstone Agency and supporting my sister and her boyfriend who were both unemployed. These were documentation errors that will never be repeated."

15. On or about May 6, 2010, Respondent underwent a Psychological Evaluation with Emily Fallis, Ph.D., wherein Dr. Fallis advised the following:

"This examiner cannot provide a valid opinion with regard to [Respondent's] risk for substance abuse given the invalidation of all three tests administered. Not only does this

invalidation keep the examiner from learning much about [Respondent] beyond her self-report, the invalidation suggests her self-report is suspect. Some aspects of her history suggest she is at moderate risk for substance abuse, including the allegations being investigated and her conviction for DWI. Her poor judgment about financial management also suggests she has poor judgment about using drugs and alcohol. Finally, the unexplained discrepancy in her remarks about whether or not she had a prescription for Hydrocodone is of concern. On the other hand, her good work history until 2009, her crime-free legal record apart from the single DWI, and her one "clean" urinalysis suggest that her risk of abusing drugs and alcohol is low...Notably, if her behavior described in the allegations (and accompanying evidence) is due to neither substance abuse nor mental health deficits, this examiner must conclude that she behaved incompetently and again may behave incompetently without further training or supervision...This examiner is concerned that, whether or not a substance abuse disorder is present, [Respondent] may have difficulty behaving consistently in accordance with the requirements of Rules 213.27 to 213.29 at 22 Texas Administrative Code (TAC), as well as the minimum standards set by the Board's Rules 217.11 at 22 TAC and generally accepted nursing standards."

16. 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.

17. Formal Charges were filed on February 26, 2010.

18. Formal Charges were mailed to Respondent on March 2, 2010.

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 of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§217.11(1)(A),(B)&(D) and 217.12(1)(A),(1)(B),(4),(6)(G),(8),(10)(C),(11)(B).

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 745557, heretofore issued to KARLA RENEE YAGER, including revocation of Respondent's license(s) 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 RESPONDENT SHALL receive the sanction of a WARNING WITH STIPULATIONS AND A FINE, and RESPONDENT SHALL 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.

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

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse licensure compact 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 that:

(1) 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 <u>not</u> 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) 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. 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/disciplinaryaction/stipscourses.html.*

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. 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. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. 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. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor 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/disciplinaryaction/stipscourses.html.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. 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) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: 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. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office 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/disciplinaryaction/stipscourses.html.*

(4) RESPONDENT SHALL pay a monetary fine in the amount of five hundred dollars ($500). 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.

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 STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) 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:

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations 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. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations 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 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.

(7) 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.

(8) 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) month period for one (1) year of employment as a nurse.

(9) 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.

(10) 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. All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board.

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 stipulation 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 stipulation period.

Any positive result for which the nurse does not have a valid prescription or failure to report for a drug screen, which may be considered the same as a positive result, will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations

Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED, that 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 shall 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 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(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 27 day of September, 2010.

Karla Yager

KARLA RENEE YAGER, Respondent

Sworn to and subscribed before me this 27 day of Sept, 2010.

SEAL

Sue Young

Notary Public in and for the State of TEXAS

SUE YOUNG
Notary Public
STATE OF TEXAS
My Comm. Exp. 10-27-2012

SUE YOUNG
Notary Public
STATE OF TEXAS
My Comm. Exp. 10-27-2012

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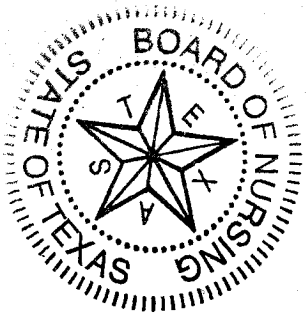
WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 27th day of September, 20 10, by KARLA RENEE YAGER, Registered Nurse License Number 745557, and said Order is final.

Effective this 9th day of November, 20 10.



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