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FILED

**BEFORE THE KANSAS STATE BOARD OF NURSING**

**MAY 15 2008**

Landon State Office Building, 900 S.W. Jackson #1051  
Topeka, Kansas 66612-1230

**KSBN**

**IN THE MATTER OF  
TAMMY J. COX  
License No. 24-030913-012**

**Case No. 04-579-3**

**CONSENT AGREEMENT AND FINAL ORDER**

NOW ON THIS 15<sup>th</sup> day of May, 2008, the Kansas State Board of Nursing, represented by Assistant Attorney General, Mark A. Knight, and the Respondent, Tammy J. Cox, hereby enter into this agreement and proffer evidence and the hearing officer adopts those recommendations and makes the following findings of fact and orders:

**AGREED FINDINGS OF FACT**

1. Respondent is licensed to practice nursing lapsed. Respondent submitted an application for reinstatement of her license to practice nursing in Kansas. The Kansas State Board of Nursing (KSBN) has jurisdiction over the Respondent and the subject matter of this action.
2. Respondent's address of record is 709 E. Railroad St, Downs, KS 67437.
3. The Respondent understands that pursuant to K.S.A. 77-515, respondent may be represented at respondent's expense by, an attorney during these proceedings.
4. After an investigation, the Board's investigative committee found reasonable grounds to believe that the respondent violated the Kansas Nurse Practice Act, K.S.A. 65-1120, and referred this matter for further proceedings.
5. The Kansas State Board of Nursing has the authority under K.S.A. 74-1106 et seq. to examine, license and renew license for duly qualified applicants and may limit, deny, suspend or revoke a license or authorization to practice nursing, may issue a public or private censure and levy administrative fines consistent with K.S.A. 74-1110, if a violation of K.S.A. 65-1120 is established.

6. (a) On or about 10/25/2001, Respondent was convicted of No Liability Insurance, a misdemeanor, in the District Court of Cloud County, Kansas, case number 01TR497.
- (b) On or about 10/30/2001, Respondent was convicted of four (4) counts of Giving a Worthless Check, a misdemeanor, in the District Court of Jewell County, Kansas, case number 01CR30.
- (c) On or about 1/16/2002, Respondent was convicted of Giving a Worthless Check, a misdemeanor, in the District Court of Cloud County, Kansas, case number 02CR01.
- (d) On or about 2/14/2002, Respondent was convicted of Giving a Worthless Check, a misdemeanor, in the District Court of Mitchell. County, Kansas, case number 02CR03.
- (e) On or about 5/6/2002, Respondent was convicted of eight (8) counts of Giving a Worthless Check, a misdemeanor, in the District Court of Cloud County, Kansas, case number 02CR98.
- (f) On or about 5/6/2002, Respondent entered a Diversion Agreement for a charge of Operating A Motor Vehicle under the Influence, in the District Court of Cloud County, Kansas, case number 01TR497.
- (g) On or about 1/31/2004, Respondent's license to practice nursing in the state of Kansas expired.
- (h) On or about 4/6/2004, Respondent was convicted of Giving a Worthless Check, a misdemeanor, in the District Court of Mitchell. County, Kansas, case number 04CR31.
- (i) On or about 4/15/2004, Respondent was convicted of Diving While License Suspended, a misdemeanor, in the District Court of Cloud County, Kansas, case number 04TR155.
- (j) On or about 6/16/2004, Respondent was convicted of six (6) counts of Giving a Worthless Check, a misdemeanor, in the District Court of Cloud County, Kansas, case number 04CR75.

(k) On or about 6/22/2004, Respondent was convicted of Giving a Worthless Check, a misdemeanor, in the District Court of Jewell County, Kansas, case number 04CR27.

(l) On or about 6/23/2004, Respondent applied for a nursing position at the Smoky Hill Rehabilitation Center (Smoky Hill), Salina, Kansas. Respondent submitted to Smoky Hill as part of Respondent's application a photo copy of Respondent's social security card, Kansas nursing license, and driver's license. The items were arranged on the photo copy so the expiration date of Respondent's nursing license was not visible. Smoky Hill staff request Respondent to provide her nursing license card but Respondent made excuses as to why she did not produce the nursing license card.

(m) On or about 6/24/2004 hired by Smoky Hill. Respondent worked as a nurse at Smoky Hill during June of 2004, July of 2004, and August of 2004 without a valid Kansas nursing license.

(n) On or about August of 2004, Smoky Hill staff checked on the status of Respondent's Kansas nursing license via the KSBN website and found Respondent's nursing license had expired. Respondent was questioned about the information on the website. Respondent advised Smoky Hill staff the website was wrong.

(o) On or about 6/24/2004 hired on June 24, 2004.

(p) On or about 8/3/2004, Respondent was convicted of Giving a Worthless Check, a misdemeanor, in the District Court of Mitchell. County, Kansas, case number 04CR57.

(q) On or about 8/5/2004, Respondent was terminated from Smoky Hill.

(r) On or about December of 2007, Respondent made application for reinstatement of her license to practice nursing in the state of Kansas.

7. The above incidents are violations of the nurse practice act. The Respondent agrees that the board is prepared to prove that respondent has violated: K.S.A.65-1120(a)(1), to be guilty of fraud or deceit in practicing nursing or in procuring or attempting to procure a license to practice nursing; K.S.A. 65-1120(a)(3), Professional Incompetency by K.S.A. 65-1120(e)(3), a

pattern of practice or other behavior which demonstrates a manifest incapacity or incompetence to practice nursing; K.S.A. 65-1120(a)(6), unprofessional conduct by K.A.R. 60-3-110(d), inaccurately recording, falsifying, or altering any record of a patient or agency or of the board; K.S.A. 65-1120(a)(6), unprofessional conduct by K.A.R. 60-3-110(v), practicing without a license or while the license has lapsed.

8. Respondent has the right to a hearing with evidence and witnesses and to seek review of the findings from that hearing in accordance with the Kansas Administrative Procedure Act and the Act for Judicial Review and Civil Enforcement of agency actions. Respondent is waiving those rights and voluntarily entering into this agreement instead of proceeding to such a hearing.

#### **CONCLUSIONS OF LAW**

9. The Kansas State Board of Nursing has the authority under K.S.A. 74-1106 et seq. to examine, license and renew license for duly qualified applicants and may limit, deny, suspend or revoke a license or authorization to practice nursing, may issue a public or private censure and levy administrative fines consistent with K.S.A. 74-1110, if a violation of K.S.A. 65-1120 is established.

10. Respondent has violated the Kansas Nurse Practice Act as follows:

Count 1: K.S.A.65-1120(a)(1), to be guilty of fraud or deceit in practicing nursing or in procuring or attempting to procure a license to practice nursing.

Count 2: K.S.A. 65-1120(a)(3), Professional Incompetency by K.S.A. 65-1120(e)(3), a pattern of practice or other behavior which demonstrates a manifest incapacity or incompetence to practice nursing.

Count 3: K.S.A. 65-1120(a)(6), unprofessional conduct by K.A.R. 60-3-110(d), inaccurately recording, falsifying, or altering any record of a patient or agency or of the board.

Count 4: K.S.A. 65-1120(a)(6), unprofessional conduct by K.A.R. 60-3-110(v), practicing without a license or while the license has lapsed.

## POLICY STATEMENT

11. The role of the Kansas State Board of Nursing is to protect citizens of Kansas.

## DISPOSITION

12. By entering into this Consent Agreement and consenting to the entry of the Final Order, both parties waive their right to full administrative proceedings pursuant to K.S.A. 65-1120 and K.S.A.77-501 et seq. and to judicial review.

13. Upon the parties entering into this Consent Agreement and with the respondent having met all statutory requirements for reinstatement of respondent's Kansas Nursing license, the respondent's application for reinstatement of respondent's Kansas Nursing license will be granted.

14. Based upon this agreement, and pursuant to the disciplinary remedies available in K.S.A. 65-1120, the parties agree that this Consent Agreement will continue through any renewal periods of respondent's nursing license until respondent completes each of the conditions and requirements of this agreement. Further, the parties agree that in the event of a lapse of Respondent's nursing license, reinstatement of Respondent's nursing license shall be contingent upon this Consent Agreement and Final Order remaining in effect until Respondent completes each of the conditions and requirements of this agreement.

15. Based upon this agreement, and pursuant to the disciplinary remedies available in K.S.A. 65-1120, the parties agree that the Respondent's license to practice nursing in Kansas is immediately suspended. The suspension will be stayed as long as the requirements and conditions of this agreement are met.

16. The Kansas State Board of Nursing will not take additional disciplinary action against respondent's nursing license for the violations stated above as long as respondent completes each of the following conditions and requirements:

(a) Respondent shall return his or her current license card to the Board with this Consent Agreement. Respondent shall receive a license card which shall be issued with an "S"

placed in the status code portion of the license card to indicate that the license is suspended with a Stay.

(b) Respondent agrees to pay a fine of \$150.00 representing work during three (3) calendar month of unlicensed practice. Respondent will pay this total sum by June 27, 2008. Failure to pay the unlicensed practice fine in full by June 27, 2008, is a violation of this Consent Agreement and Final Order.

(c) Respondent shall immediately inform all employers and prospective employers of this Consent Agreement and the Final Order.

(d) Respondent shall send a money order for \$70 to the Board upon entering into this agreement to pay the cost of this action.

(e) Respondent shall not violate the Kansas Nurse Practice Act during the duration of this agreement.

(f) Respondent shall not violate the laws of the United States, of State, or of any political subdivision of any State during the term of this agreement. Traffic infractions shall not be considered violations of the law.

(g) Respondent will Submit Reports from the Respondent's employer to the attention of the Legal Division, Kansas State Board of Nursing, Landon State Office Building, 900 S.W. Jackson, Suite 1051, Topeka, Kansas 66612-1230 on the following schedule:

Prior to Respondent securing employment that utilizes his or her nursing license, Respondent is to mail to the Kansas State Board of Nursing a statement indicating that Respondent has not yet secured employment which utilizes Respondent's nursing license. This statement is due by the 10th day of each month beginning the next month after signing this consent agreement.

Once Respondent is employed in a position that utilizes his or her nursing license, or if Respondent is currently employed in a position that utilizes his or her nursing license, a nursing

performance report is due by the 10th day of every third Month until Respondent has caused the submission of four (4) separate nursing performance reports.

The report shall be prepared and signed by Respondent's immediate supervisor or by an R.N. who evaluates Respondent's performance on a regular basis and be based on the following guidelines:

- (1) Incorporation of information on facility letterhead stationary is preferred.
- (2) Letter format is acceptable, with the date of the report identified.
- (3) Evaluator's name, telephone number, address, license number and nursing credentials.
  - (4) Respondent's name, address, telephone number, license number.
  - (5) A short explanation of the Respondent's work performance in the following areas:
    - (a) Standards met regarding facility policies and procedures.
    - (b) Compliance with the Kansas Nurse Practice Act.
    - (c) Supervisor evaluations.
    - (d) Overall appropriateness.
    - (e) Interactions with patients.
    - (f) Interactions with staff and administration.
  - (h) Respondent agrees to notify the Legal Division of any changes in address and

phone number as well as all employment terminations or employer changes or additions. All such notifications shall be made in writing within fourteen (14) days of such a change.

17. Respondent acknowledges and agrees that Respondent is responsible for the costs related to satisfying the conditions and requirements of this Consent Agreement. Respondent further acknowledges and agrees that to provide the Board with false information regarding compliance with this Consent Agreement is a violation of this Consent Agreement.

18. If Respondent does not meet these conditions and requirements, the Kansas State Board of Nursing may request additional sanctions against Respondent's license or application

for a license. Respondent would be sent notice of such action and would be entitled to a hearing as to whether Respondent had complied with this Consent Agreement, but Respondent could not contest the violations listed in this agreement.

19. All parties understand that if an action based on failure to meet the conditions and requirements of this Consent Agreement is filed, K.S.A. 77-531 requires the Notice of Hearing to be served upon the Respondent and the Respondent's attorney of record, if any. All parties agree that only serving the Notice of Hearing upon the Respondent will be proper service and it is the Respondent's responsibility to contact his or her attorney, if any, in reference to the action.

20. Respondent acknowledges and agrees that upon a first finding of Respondent not complying with the conditions or requirements of this Consent Agreement, the Stay of Suspension of Respondent's license to practice nursing in the State of Kansas, shall be lifted for a period of six months from the date of said finding. Respondent will not be allowed to practice nursing in the state of Kansas during the period of suspension.

21. Respondent acknowledges and agrees that upon a second or subsequent finding of Respondent not complying with the conditions or requirements of this Consent Agreement the Stay of Suspension of Respondent's license to practice nursing in the State of Kansas, shall be lifted for a period of one year from the date of said finding. Respondent will not be allowed to practice nursing in the state of Kansas during the period of suspension.

22. Respondent acknowledges and agrees that upon the Stay of Suspension being lifted due to a finding of non-compliance with this Consent Agreement, the Suspension will not again be Stayed until the Respondent has, following the prescribed time period of suspension, provided written verification to the Board that Respondent is in compliance with all conditions and requirements of this Consent Agreement. Upon the Respondent providing said written verification the suspension will again be stayed.



23. The Board will inactivate this case file once respondent satisfies this agreement. This agreement does not prohibit the agency from taking disciplinary action against Respondent's license for any additional or cumulative violation of the Kansas Nurse Practice Act committed by the Respondent before or after this agreement is entered into.

24. This agreement is a discipline and must be reported on any future renewal or reinstatement applications. This agreement is a contract entered into by the parties to resolve an investigative case. The original of this agreement shall be placed in the Agency Record and is a public record.

25. After successful completion of all of the conditions and requirements of this Consent Agreement by the respondent, the Consent Agreement will be satisfied and the case will be inactivated.

26. By signing this Consent Agreement and Final Order, Respondent acknowledges that Respondent has read and understands the entire document, and agrees to be bound by its terms. This Consent Agreement and Final Order constitute the entire agreement of the parties and may not be modified except in writing and approved by all parties.

27. The hearing/presiding officer whose signature appears below has been designated pursuant to K.S.A. 77-514 and K.S.A. 77-526 to act on behalf of the Board/agency head and to hear discipline cases on behalf of the Board/agency head and to render either initial orders or final orders, if by agreement of both parties, in those discipline cases.

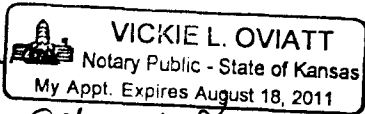
IN WITNESS WHEREOF, the parties hereto execute this CONSENT AGREEMENT AND FINAL ORDER.

**IT IS SO ORDERED.**

  
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Tammy J. Cox  
Respondent  
709 E. Railroad St  
Downs, KS 67437

Tammy J. Cox must sign before a Notary Public.

State of Kansas, County of Osborne ss.  
SUBSCRIBED AND SWORN TO before, me by Tammy  
on this 12 day of May, 2008.



*Vickie L. Oviatt*



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Mark A. Knight, #12183  
Assistant Attorney General  
Kansas State Board of Nursing  
Landon State Office Building  
900 SW Jackson #1051  
Topeka, KS 66612



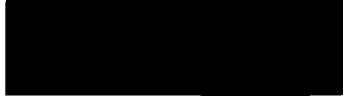
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Sandra L. Sharon, Presiding Officer

CERTIFICATE OF SERVICE

On the 19<sup>th</sup> day of May, 2008, I mailed a copy of this CONSENT AGREEMENT AND FINAL ORDER to:

Tammy J. Cox  
709 E. Railroad St  
Downs, KS 67437



Mark A. Knight, #12183  
Assistant Attorney General  
Kansas State Board of Nursing  
Landon State Office Building  
900 SW Jackson #1051  
Topeka, KS 66612