IN THE MATTER OF REGISTERED NURSE	§	BEFORE THE TEXAS
LICENSE NUMBER 629915	§	
ISSUED TO KENNETH BRIDGES	§	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

NUNC PRO TUNC ORDER OF THE BOARD

TO: Kenneth Bridges
401 Ten Bears Trail
Howardwick, TX 79226

During open meeting held in Austin, Texas, the Texas Board of Nursing (Board) finds that an Agr Order of the Board was mistakenly ratified and entered for Kenneth Bridges. The Agreed Order, signed Mr. Bridges on March 17, 2010, contains a typographical error in paragraph (6), page 7 of the Order. Paragraph (6) of the Order mistakenly reflects that Mr. Bridges must be monitored for a one year time period by a Physician or Family Nurse Practitioner who has been approved by the Board. The Order should reflect that Mr. Bridges must be monitored for a two year time period by a Physician or Family Nurse Practitioner who has been approved by the Board. The duration of the Order is for two years, and the two year stipulation period is correctly referenced in the latter part of paragraph (6), on page 7 of the Order. Upon notice and hearing, administrative agencies, like the Courts, have the power to enter nunc pro tunc orders where it can be seen by reference to a record that what was intended to be entered, but was omitted by inadvertence or mistake, can be corrected upon satisfactory proof of its rendition provided that no intervening rights will be prejudiced. *Railroad Comm'n v. McClain*, 356 S.W.2d 330, 334 (Tex. App.--Austin 1962, no writ) (citing *Frankfort Ky. Nat. Gas Co. v. City of Frankfort*, 276 Ky. 199, 123 S.W.2d 270, 272).

The Executive Director, as agent of the Texas Board of Nursing, after review and due consideration of the record and the facts therein, invalidates the Agreed Order of the Board for Kenneth Bridges containing the typographical error on page 7 of the Order and enters the corrected Agreed Order of the Board, with an effective date of April 22, 2010. No other changes to the Order have been made. Mr. Bridges received due process regarding his nursing license; therefore, his rights have not been prejudiced.

NOW, THEREFORE, IT IS ORDERED that the corrected Agreed Order of the Board is hereby approved and entered on the dates set forth below.

Order effective April 22, 2010.

Entered this 29th day of June, 2010.

TEXAS BOARD OF NURSING

BY: Katherine A. Thomas

KATHERINE A. THOMAS, MN, RN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Registered Nurse	§	AGREED
License Number 629915	§	
issued to KENNETH BRIDGES	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of KENNETH BRIDGES, Registered Nurse License Number 629915, 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 February 18, 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.

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 a Baccalaureate Degree in Nursing from West Texas A&M University, Canyon, Texas, on May 1, 1996, and received a Master's Degree in Nursing from the Family Nurse Practitioner (FNP) Program at West Texas A&M University, Canyon, Texas, on December 15, 2007. Respondent was licensed to practice professional nursing in the State of Texas on June 25, 1996; became Board recognized as a FNP in the State of Texas on February 6, 2008; and became Board recognized with Prescriptive Authorization as a FNP in the State of Texas on February 6, 2008.

5. Respondent's professional nursing employment history includes:

6/96 - 6/00	Staff Nurse Critical Care	Baptist St. Anthony's Health System Amarillo, Texas
7/00 - 10/00	Staff Nurse	Amarillo Heart Group Amarillo, Texas
11/00 - 12/05	Staff Nurse Critical Care	Baptist St. Anthony's Health System Amarillo, Texas
1/06	Unknown	
2/06 - 7/06	Director of Nursing	Medical Center Nursing Home Clarendon, Texas
8/06 - 4/08	Staff Nurse	Veterans Hospital Amarillo, Texas
5/08 - Present	Family Nurse Practitioner	Amarillo Medical Group, LLC Amarillo, Texas

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Family Nurse Practitioner with Amarillo Medical Group, LLC, Amarillo, Texas, and assigned to Ussery-Roan Texas Veterans Home, Amarillo, Texas, and had been in this position for nine (9) months.

7. On or about February 12, 2009, while employed as a Family Nurse Practitioner with Amarillo Medical Group, LLC, Amarillo, Texas, and assigned to Ussery-Roan Veterans Home, Amarillo, Texas, Respondent failed to check for the results of the Protime (PT) and International Normalized Ratio (INR) blood tests for Patient W.F., an eighty one (81) year old female on Coumadin, an anticoagulant, for the treatment of atrial fibrillation. The PT/INR are blood tests to check clotting times and are used to determine the effective dose of Coumadin that is to be administered and were to be drawn on a weekly basis. Respondent mistakenly read his last order of Coumadin 5 mg as the patient's daily dose; however, this was a one-time dose. Because the PT/INR levels drawn on February 9, 2009, were sub-therapeutic, Respondent increased the Coumadin from 1 mg daily to 6 mg daily but did not specify when or if the patient's PT/INR was to be rechecked. The next PT/INR was supposed to be drawn on February 16, 2009, but was not. On February 19, 2009, Patient W.F. reportedly fell and sustained significant bruising across her buttocks, bilaterally. Even though Respondent was made aware of the bruising, he did not order a PT/INR and instead, ordered a hip x-ray, at the patient's request, and a complete blood count. Approximately eleven (11) days after initiating the increased dose of Coumadin, a PT/INR was drawn and reported to be critically elevated. Attempts were made to reverse the effects of the excessive

doses of Coumadin without success. The patient subsequently required hospitalization for three (3) days because of hematuria and rectal bleeding and received multiple blood transfusion to stabilize her condition. Respondent's conduct was likely to injure the patient due to delayed medical treatment required to prevent further complications, including continued blood loss.

8. In response to the incident in Finding of Fact Number Seven (7), Respondent admits that he failed to review the previous orders but adds that "administration of medical care is not the sole responsibility of one individual and it requires appropriate action by other licensed individuals such as nursing and laboratory staff."

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),(1)(B),(1)(C)&(4) and 217.12(1)(A),(1)(B)&(4).

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 629915, heretofore issued to KENNETH BRIDGES, including revocation of Respondent's license to practice professional 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 REPRIMAND WITH STIPULATIONS, 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 multistate licensure privilege, if any, to practice nursing in compact states.

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 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 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) 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 Pharmacology Update/Refresher for Advance Practice Nurses. 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 course and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. The six (6) hours may not be configured to include homework assignments. In order for the course to be approved, the target audience shall include Advance Practice Nurses. The course shall include content on: all of the major drug classifications and their physiological and therapeutic effects; dosages and administration; precautions; contraindications; and nursing implications. Courses focusing on only one (1) or two (2) groups of drugs, or relating to only one (1) clinical area of practice, will not be accepted. 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 CAUSE the sponsoring institution to submit a Verification of Course Completion form, available from the Board's website at http://www.bon.state.tx.us/disciplinaryaction/pdfs/i17.pdf, 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.

(3) RESPONDENT SHALL, within one (1) year of, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address: http://ncsbn.hivelive.com/hives/a0f6f3e8a0/summary.*

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 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 WITH ADVANCED PRACTICE AUTHORIZATION WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) 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.

(5) 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.

(6) Should RESPONDENT choose to work as a FNP, RESPONDENT'S practice of professional nursing will be monitored for two (2) years by a Physician or Family Nurse Practitioner who has been approved by the Board. RESPONDENT must provide a list of three (3) Physicians and/or three (3) Family Nurse Practitioners from which the Board shall select. For the Physician and/or Family Nurse Practitioner, the list must include the following for each: name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of RESPONDENT's receipt of the name of the monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. RESPONDENT SHALL ensure that the monitor submits reports, addressing RESPONDENT's progress in overcoming these deficiencies to the office of the Board at the end of each three (3) months for the two (2) year stipulation period. Meetings may be longer and more frequent if the monitor determines necessary. Multiple employers are prohibited.

(7) RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license and RESPONDENT shall be eligible for multistate licensure privileges, if any, 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 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 professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 17 day of March, 2010.

KENNETH BRIDGES, Respondent

Sworn to and subscribed before me this 17th day of March, 2010.

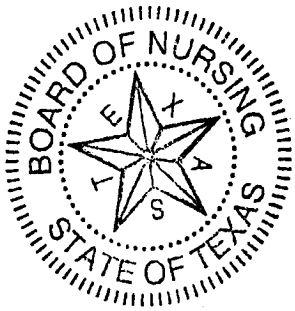
SEAL

Notary Public in and for the State of Texas

LIBBY MANNING
NOTARY PUBLIC,
STATE OF TEXAS
My Commission Expires 03-02-2014

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 17th day of March, 2010, by KENNETH BRIDGES, Registered Nurse License Number 629915, and said Order is final.

Effective this 22nd day of April, 2010.



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

629915:079

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Registered Nurse	§	AGREED
License Number 629915	§	
issued to KENNETH BRIDGES	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of KENNETH BRIDGES, Registered Nurse License Number 629915, 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 February 18, 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.

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 a Baccalaureate Degree in Nursing from West Texas A&M University, Canyon, Texas, on May 1, 1996, and received a Master's Degree in Nursing from the Family Nurse Practitioner (FNP) Program at West Texas A&M University, Canyon, Texas, on December 15, 2007. Respondent was licensed to practice professional nursing in the State of Texas on June 25, 1996; became Board recognized as a FNP in the State of Texas on February 6, 2008; and became Board recognized with Prescriptive Authorization as a FNP in the State of Texas on February 6, 2008.

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1/06	Unknown	
2/06 - 7/06	Director of Nursing	Medical Center Nursing Home Clarendon, Texas
8/06 - 4/08	Staff Nurse	Veterans Hospital Amarillo, Texas
5/08 - Present	Family Nurse Practitioner	Amarillo Medical Group, LLC Amarillo, Texas

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Family Nurse Practitioner with Amarillo Medical Group, LLC, Amarillo, Texas, and assigned to Ussery-Roan Texas Veterans Home, Amarillo, Texas, and had been in this position for nine (9) months.

7. On or about February 12, 2009, while employed as a Family Nurse Practitioner with Amarillo Medical Group, LLC, Amarillo, Texas, and assigned to Ussery-Roan Veterans Home, Amarillo, Texas, Respondent failed to check for the results of the Protime (PT) and International Normalized Ratio (INR) blood tests for Patient W.F., an eighty one (81) year old female on Coumadin, an anticoagulant, for the treatment of atrial fibrillation. The PT/INR are blood tests to check clotting times and are used to determine the effective dose of Coumadin that is to be administered and were to be drawn on a weekly basis. Respondent mistakenly read his last order of Coumadin 5 mg as the patient's daily dose; however, this was a one-time dose. Because the PT/INR levels drawn on February 9, 2009, were sub-therapeutic, Respondent increased the Coumadin from 1 mg daily to 6 mg daily but did not specify when or if the patient's PT/INR was to be rechecked. The next PT/INR was supposed to be drawn on February 16, 2009, but was not. On February 19, 2009, Patient W.F. reportedly fell and sustained significant bruising across her buttocks, bilaterally. Even though Respondent was made aware of the bruising, he did not order a PT/INR and instead, ordered a hip x-ray, at the patient's request, and a complete blood count. Approximately eleven (11) days after initiating the increased dose of Coumadin, a PT/INR was drawn and reported to be critically elevated. Attempts were made to reverse the effects of the excessive

doses of Coumadin without success. The patient subsequently required hospitalization for three (3) days because of hematuria and rectal bleeding and received multiple blood transfusion to stabilize her condition. Respondent's conduct was likely to injure the patient due to delayed medical treatment required to prevent further complications, including continued blood loss.

8. In response to the incident in Finding of Fact Number Seven (7), Respondent admits that he failed to review the previous orders but adds that "administration of medical care is not the sole responsibility of one individual and it requires appropriate action by other licensed individuals such as nursing and laboratory staff."

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),(1)(B),(1)(C)&(4) and 217.12(1)(A),(1)(B)&(4).

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 629915, heretofore issued to KENNETH BRIDGES, including revocation of Respondent's license to practice professional 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 REPRIMAND WITH STIPULATIONS, 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 multistate licensure privilege, if any, to practice nursing in compact states.

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 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 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) 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 Pharmacology Update/Refresher for Advance Practice Nurses. 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 course and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. The six (6) hours may not be configured to include homework assignments. In order for the course to be approved, the target audience shall include Advance Practice Nurses. The course shall include content on: all of the major drug classifications and their physiological and therapeutic effects; dosages and administration; precautions; contraindications; and nursing implications. Courses focusing on only one (1) or two (2) groups of drugs, or relating to only one (1) clinical area of practice, will not be accepted. 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 CAUSE the sponsoring institution to submit a Verification of Course Completion form, available from the Board's website at http://www.bon.state.tx.us/disciplinaryaction/pdfs/i17.pdf, 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.

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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 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 WITH ADVANCED PRACTICE AUTHORIZATION WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) 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.

(5) 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.

(6) Should RESPONDENT choose to work as a FNP, RESPONDENT'S practice of professional nursing will be monitored for one (1) year by a Physician or Family Nurse Practitioner who has been approved by the Board. RESPONDENT must provide a list of three (3) Physicians and/or three (3) Family Nurse Practitioners from which the Board shall select. For the Physician and/or Family Nurse Practitioner, the list must include the following for each: name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of RESPONDENT's receipt of the name of the monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. RESPONDENT SHALL ensure that the monitor submits reports, addressing RESPONDENT's progress in overcoming these deficiencies to the office of the Board at the end of each three (3) months for the two (2) year stipulation period. Meetings may be longer and more frequent if the monitor determines necessary. Multiple employers are prohibited.

(7) RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license and RESPONDENT shall be eligible for multistate licensure privileges, if any, 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 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 professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 17 day of March, 2010.

KENNETH BRIDGES, Respondent

Sworn to and subscribed before me this 17th day of March, 2010.

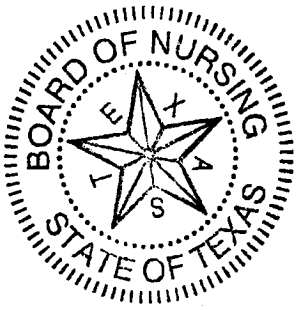
SEAL

Notary Public in and for the State of Texas

LIBBY MANNING
NOTARY PUBLIC,
STATE OF TEXAS
My Commission Expires 03-02-2014

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 17th day of March, 2010, by KENNETH BRIDGES, Registered Nurse License Number 629915, and said Order is final.

Effective this 22nd day of April, 2010.



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