

BEFORE THE 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.
Katherine A. Thomas
Executive Director of the Board

In the Matter of Vocational Nurse License Number 120580 § AGREED
issued to DERLIN PHYSHON NESBITT § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of DERLIN PHYSHON NESBITT, Vocational Nurse License Number 120580, 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 conference, notice and hearing, and agreed to the entry of this Order offered on March 9, 2008, 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 nursing in the State of Texas.
4. Respondent received a Certificate in Vocational Nursing from Northeast Texas Community College, Mt. Pleasant, Texas, on July 11, 1986. Respondent was licensed to practice vocational nursing in the State of Texas on May 26, 1988.
5. Respondent's vocational nursing employment history includes:

05/88 - 11/95 Unknown

Respondent's vocational nursing employment history (continued):

12/95 - 03/97	LVN	Lake Park Nursing Home Dallas, TX
03/97 - 03/98	LVN	Bryan Manor Nursing Home Dallas, TX
03/97- 03/98	LVN	Parkway Medical & Associates Dallas, TX
03/98 - 10/02	LVN	Moore's Nursing Pittsburg, TX
01/01 - 09/03	LVN	Gilmer Medical Staffing Services Gilmer, TX
04/01 - 05/01	LVN	Upshur Manor Gilmer, TX
10/03 - 02/04	LVN	Holiday Hills Dallas, TX
03/04 - 05/05	Unknown	
06/05 - 01/06	LVN	Superior Staffing Tyler, TX
01/06 - 04/06	LVN	Nexion-Mt. Pleasant Healthcare Mt. Pleasant, TX
05/06 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a licensed vocational nurse with Nexion-Mt. Pleasant Healthcare, Mt. Pleasant, Texas, and had been in this position for three (3) months.
7. On or about April 22, 2006, while employed as a Licensed Vocational Nurse with Nexion-Mt. Pleasant Healthcare, Mt. Pleasant, Texas, Respondent left her nursing assignment and failed to notify the appropriate personnel. Respondent left the facility for a break at 1700 and later contacted the facility and informed a Certified Nurse Assistant that she was having car problems. Respondent never returned to the facility. Respondent's conduct was likely to injure patients in that leaving the facility created an unsafe environment for the patients

due to inadequate staffing which could have resulted in the patients not getting the care that they needed from licensed personnel.

8. In response to Findings of Fact Number Seven (7), Respondent states that the day her car broke down was not on April 22, 2006. She states that the day her car broke down she was scheduled to work a 6am-2pm shift. Respondent states that she gave the RN supervisor her keys at 1pm when she left for a lunch. Her car broke down on the main highway and a man stopped to render aid and she used his phone to call work. Respondent states she talked to a certified nurse assistant who was unable to locate a registered nurse. Additionally, Respondent states that she passed the morning medications and charted for 6am-2pm and that is why she was taking a late lunch.
9. On or about April 22, 2006, while employed as a Licensed Vocational Nurse with Nexion-Mt. Pleasant Healthcare, Mt. Pleasant, Texas, Respondent falsely documented in patients' medical records (Nurse's Notes) that she provided nursing care to patients during a period of time when she was absent from her assignment, as follows:

Patient Medical Record	Nurse's Notes
230210	8pm Resting quietly. Consumed 100% of supper. 0 Agitation noted. Monitored classes ambulatory ad. (?) gait flush/sluids(?)
20706	1900 Ambulating about gait slow/unsteady. 0 Agitation. Appetite good. 0 Acute discomfort.
251213	1900 Resting quietly. HOB elevated. Foly cath Patient to (?) draining clean yellow urine.
240607	1930 Resting quietly at this. Consumed 100% of supper. Feed self. 0 (?) noted. Will continue to monitor.
260120	9pm Resting quietly at this time. Call light within reach of patient. Needs anticipated and met per staff.

Respondent's conduct created an inaccurate medical record which subsequent care givers would rely on to administer treatments and/or medications which could have resulted in nonefficacious treatment.

10. On or about April 22, 2006, while employed as a Licensed Vocational Nurse with Nexion-Mt. Pleasant Healthcare, Mt. Pleasant, Texas, Respondent falsely documented in patients' medical records (Medication Administration Record) that she administered medication to patients during a time when she was absent from her assignment, as follows:

Time	Patient Medical Record	Physician's Order	MAR
7:00pm	980519	Ultracet (Tramadol) 1 PO Q Hrs While Awake	Initialed as administered

8:00pm	980519	Seroquel (Quetapine) 100mg 1 PO At HS For Psychosis	Initialed as administered
8:00pm	980519	Dilantin 300mg @ HS For Seizure Activity	Initialed as administered
8:00pm	980519	Phenobarbital Elixir 100mg/25mL @ HS	Initialed as administered
8:00pm	980519	Colace (Docusate Sodium) 100mg 1 Tab PO TID, Hold if Loose Stool	Initialed as administered
8:00pm	980519	Calcium 500mg and Vit D 1 Tab PO Daily For Dietary Supplement	Initialed as administered
8:00pm	980519	Med Pass 2.0 60cc PO TID	Initialed as administered
8:00pm	240825	Risperdol 0.5mg PO @ HS for Psychosis	Initialed as administered
8:00pm	240825	Calcium 500mg w/Vit D 1 PO BID	Initialed as administered
8:00pm	240825	Ascorbic Acid (Vit C) 500mg 1 PO BID For Supplement	Initialed as administered
7:00pm	2209260	Risperdal (Risperidone) 0.25mg 1 Tab PO @ HS for Alz	Initialed as administered
8:00pm	2209260	Med Pass 2.0 Give 120cc PO QID	Initialed as administered
8:00pm	2209260	Namenda (Memantine) 10mg 1 PO BID For Alz	Initialed as administered
8:00pm	2209260	Aricept (Donepezil) 10mg 1 Tab Po Daily For Alz	Initialed as administered
8:00pm	210213	Acetaminophen (ES) 500mg 2 Tabs PO BID For Pain	Initialed as administered
7:00pm	210213	Colace (Docusate Sodium) 2 Caps PO @ HS For Constipation	Initialed as administered
7:00pm	210213	Buspar (Buspirone) 15mg PO BID For Anti-Anxiety	Initialed as administered
8:00pm	210213	Clonidine (Catapres) 0.1mg 1 Tab PO TID For HTN	Initialed as administered
8:00pm	210213	H2O Give 6oz TID With Meds	Initialed as administered
8:00pm	210213	Med Pass 2.0 Give 240cc PO 6 x Day	Initialed as administered

8:00pm	210213	Ferrous Sulfate 325mg 1 Tab PO TID With Meals For Iron Deficiency	Initialed as administered
8:00pm	240917	Med Pass 2.0***60cc PO QID x 60 Days Then Re-eval	Initialed as administered
8:00pm	240917	Ascorbic Acid (Vit C) 500mg 1 PO BID For Supplement	Initialed as administered
8:00pm	240917	Reminyl (Razadyne) 4mg 1 PO BID For Alz	Initialed as administered
8:00pm	240513	Mucinex 600mg 1 PO TID With 6oz H2O With Each Dose	Initialed as administered
7:00pm	240513	Senna 2 Tabs @ HS, Hold For Loose Stools	Initialed as administered
8:00pm	240513	Remeron (Mirtazapine) 15mg 1 PO Daily For Appetite Stimulant	Initialed as administered
8:00pm	240513	Zyprexa (Olanzapine) 5mg PO @ HS For Psychosis	Initialed as administered
8:00pm	240513	Med Pass 2.0 Give 60cc PO QID	Initialed as administered
8:00pm	240513	Ascorbic Acid (Vit C) 500mg 1 PO BID For Skin Concerns	Initialed as administered
8:00pm	240513	Colace (Docusate Sodium) 100mg 1 Cap PO BID For Constipation	Initialed as administered
6:00pm	240513	Ultram 50mg 1 PO Q 6 Hrs Pain	Initialed as administered
8:00pm	220420	Risperdal (Risperidone) 0.5mg 1 Tab PO @ HS For Psychosis	Initialed as administered
8:00pm	220420	Ultram 50mg 1 PO BID	Initialed as administered
8:00pm	220420	Colace (Docusate Sodium) 100mg 1 PO BID For Constipation	Initialed as administered
8:00pm	220420	Namenda (Memantine Hydrochloride) 10mg 1 PO BID For Alz	Initialed as administered
5:00pm	220420	Reminyl (Razadyne) 8mg 1 Tab PO BID With Meals For Alzheimers	Initialed as administered
8:00pm	92905	Zyprexa (Olanzapine) 5mg 1 PO @ HS For Psychosis	Initialed as administered
8:00pm	92905	Magic Cup 1 With Med Pass TID	Initialed as administered

6:00pm	92905	Tobramycin Eye Drops 1-2 Drops Each Eye Q 6 Hrs	Initialed as administered
8:00pm	92905	K-Dur 20 MEQ 1 PO BID For Hypokalemia	Initialed as administered
8:00pm	92905	Namenda (Memantine) 10mg 1 PO BID	Initialed as administered
8:00pm	92905	Imdur 30mg 1 PO Each PM	Initialed as administered
8:00pm	92905	Zocar (Simvastatin) 20mg 1 PO @ HS To Lower Cholestrol	Initialed as administered
8:00pm	92905	Slow Mag 64mg 1 PO TID	Initialed as administered
8:00pm	201211	M.O.M. 30cc PO At HS For Constipation	Initialed as administered
8:00pm	201211	Risperdal (Risperidone) 0.25mg 1 Tab PO @ HS For Psychosis	Initialed as administered
8:00pm	220913	Norvasc (Amlodipine) 10mg 1 Tab PO @ HS For HTN, CK B/P	Initialed as administered
8:00pm	220913	Risperdal (Risperdone) 0.5mg 1 PO @ HS	Initialed as administered
8:00pm	220913	SF Nourishment BID	Initialed as administered
8:00pm	220913	Ultram (Tramadol) 1 PO BID For Arthritis	Initialed as administered
8:00pm	220913	Mavik (Trandolapril) 2mg 1 PO Q HS/HTN	Initialed as administered
8:00pm	220913	Colace (Docusate Sodium) 100mg 1 Cap PO TID For Constipation	Initialed as administered
7:00pm	220913	M.O.M. 30cc PO Each PM for Constipation	Initialed as administered
8:00pm	251213	Seroquel (Quetapine) 100mg 1 PO @ HS For Psychosis	Initialed as administered
8:00pm	251213	L'Emental 1 Packet BID	Initialed as administered
8:00pm	251213	Remeron (Mirtazapine) Sol Tab 15mg 1 PO @ HS x 60 Days For Appetite Stimulant	Initialed as administered
8:00pm	251213	Megace (Megestrol) 380mg TID For Appetite Stimulant	Initialed as administered

8:00pm	251213	Flomax (Tamsulosin) 0.4mg PO 1 PO BID For BHP	Initialed as administered
8:00pm	251213	Ascorbic Acid (Vit C) 500mg 1 Tab PO BID	Initialed as administered
8:00pm	251213	Aricept (Donepezil) 10mg 1 PO @ Bedtime For Alzheimers	Initialed as administered
8:00pm	251213	Zocar (Simvastatin) 20mg 1 PO @ Bedtime to Lower Cholestrol	Initialed as administered
8:00pm	251213	Glipizide 2.5mg PO Each PM	Initialed as administered
8:00pm	241002	Namenda (Memantine) 10mg 1 PO BID For Alz	Initialed as administered
8:00pm	241002	Aricept (Donepezil) 10mg 1 Tab PO @ HS For Alzheimers	Initialed as administered
8:00pm	230613	Namanda Titration (Memantine Hydrochloride) 10mg 1 PO BID For Alz	Initialed as administered
7:00pm	230613	Aricept (Donepezil) 10mg 1 Tab PO @ HS For Alz	Initialed as administered
8:00pm	230613	Risperdal (Risperidone) 1mg 1 Tab PO @ HS For Psychosis	Initialed as administered
8:00pm	230122	Gentamycin Eye TID x 7 Days to R Eye	Initialed as administered
8:00pm	230122	Colace (Dodcusate Sodium) 100mg 1 Cap PO Q 12 Hrs For Constipation	Initialed as administered
8:00pm	230122	Ascorbic Acid (Vit C) 500mg 1 Tab PO BID For Supplement	Initialed as administered
8:00pm	230122	Seroquel (Quetiapine Fumarate) 25mg 1 Tab PO @ HS For Psychosis	Initialed as administered
8:00pm	230122	Med Pass 60cc PO QID	Initialed as administered
8:00pm	230122	Urecholine 50mg 2 Tabs of 25mg to = 50mg PO QID For Neurogenic Bladder	Initialed as administered
8:00pm	230122	Reglan (Metoclopramide) 10mg 1 Tab PO AC And HS	Initialed as administered
8:00pm	990614	Senna S 2 Per Tub Each PM	Initialed as administered
8:00pm	990614	Reglan (Metoclopramide) 10mg 1 PO/Tube TID	Initialed as administered

8:00pm	990614	Namenda (Mamantine) 10mg 1 PO Or Tub Daily @ HS For Alz	Initialed as administered
8:00pm	990614	Norvasc (Amlodipine) 5mg Via Tube BID HTN	Initialed as administered
8:00pm	990614	If Does Not Consume Nutren 2.0 Bolus May Give 240cc Med Pass Orally	Initialed as administered
8:00pm	240607	Razadyne 12mg 1 PO BID	Initialed as administered
5:00pm	240607	Namenda (Memantine Hydrochloride) 10mg 1 PO BID With Meals For Alz	Initialed as administered
8:00pm	240607	Neurontin (Gabapentin) 100mg 1 PO TID For Neuropathic Pain	Initialed as administered
8:00pm	240607	Singular (Montelukast Sodium) 10mg 1 PO @ HS	Initialed as administered
8:00pm	240607	Seroquel 100mg PO @ HS	Initialed as administered
8:00pm	240607	Depotote 500mg PO @ HS	Initialed as administered
8:00pm	251221	Pro Pass 1 Scoop TID x 60 Days	Initialed as administered
8:00pm	251221	Depokote 500mg 1 PO BID For Schiz Affective Disorder	Initialed as administered
8:00pm	251221	Exelon (Rivastigmine) 3mg 1 PO BID For Alz	Initialed as administered
8:00pm	251221	Tegretol (Carbamazepine) 200mg 1 PO BID	Initialed as administered
8:00pm	251221	Seroquel (Quetapine) 100mg 1 PO @ HS For Psychosis	Initialed as administered
8:00pm	251221	Risperdal (Risperdone) 1mg PO @ HS For Psychosis	Initialed as administered
8:00pm	260120	Namenda (Memantine) 10mg 1 PO BID For Alz	Initialed as administered
8:00pm	260120	Colace (Docusate Sodium) 100mg 1 CAP PO BID For Constipation	Initialed as administered
8:00pm	260120	Coumadin 2mg 1 PO @HS for DCT***Hold Coumadin if INR Is Greater Than 3.0	Initialed as administered
8:00pm	260120	Xyprexa (Zydis)(Olanzapine) 5mg 1 PO Each PM With Meal For Psychosis	Initialed as administered

8:00pm	260120	Seroquel (Quetapine) 75mg 1 PO @ HS For Psychosis	Initialed as administered
8:00pm	531301	Lescol X L 80mg PO @ N 2	Initialed as administered
8:00pm	531301	Colace (Docusate Sodium)100mg 1 Cap PO TID For Constipation	Initialed as administered
8:00pm	531301	Aricept (Donepezil) 10mg 1 PO Daily For Alz	Initialed as administered
8:00pm	531301	Zyprexa Zydis 2.5mg PO @ HS	Initialed as administered
8:00pm	531301	Med Pass 120cc PO QID	Initialed as administered
8:00pm	531301	Namenda (Memantine) 10mg 1 PO BID For Alz	Initialed as administered
8:00pm	531301	Tramadol (Ultram) HCL 50mg 1 PO BID For Pain	Initialed as administered
8:00pm	20706	Namenda (Memantine) 10mg 1 PO BID For Alz	Initialed as administered
8:00pm	20706	Mucinex 600mg 1 PO BID	Initialed as administered
5:00pm	20706	Zyprexa (Olanzapine) 5mg 1 Each PM With Meal for Psychosis	Initialed as administered
8:00pm	20706	Seroquel .50mg PO @ Re	Initialed as administered
8:00pm	20706	Depotote 250mg PO 2 X A Day	Initialed as administered
5:00pm	25181101	Ensure 1 Can TID	Initialed as administered
5:00pm	25181101	Sinemet 25/100 (Caridopor) PO Q AM and Afternoon	Initialed as administered
8:00pm	25181101	Seroquel 25mg PO @ HS	Initialed as administered
8:00pm	230210	Med Pass 2.0 Give 60cc PO QID For Wt Loss	Initialed as administered
8:00pm	230210	Aricept (Donepezil) 5mg 1 PO @ HS For Alz	Initialed as administered
8:00pm	230210	Aggrenox 25/200 1 PO BID	Initialed as administered

7:00pm	230210	Zocar (Simvastatin) 20mg 1 Tab PO @ 7PM to Lower Cholestrol	Initialed as administered
8:00pm	2501243	Zypreza (Olanzapine) 20mg 1 PO @ HS For Psychosis	Initialed as administered

Respondent's conduct created an inaccurate medical record which subsequent care givers would rely on to administer treatments and/or medications which could have resulted in nonefficacious treatment.

11. On or about April 22, 2006, while employed as a Licensed Vocational Nurse with Nexion-Mt. Pleasant Healthcare, Mt. Pleasant, Texas, Respondent failed to administer scheduled medications to patients as ordered by physicians as detailed in Finding of Fact Number Ten (10). Respondent's conduct was likely to injure patients in that the failure to administer medications could have resulted in nonefficacious treatment.
12. In response to Findings of Fact Numbers Nine (9), Ten (10) and Eleven (11), Respondent states that she was scheduled to work a 6am to 6pm shift. She remembers that the oncoming nurse was going to be late due to the weather and did not arrive until 7:30pm. Respondent states that she did the 8pm medication pass and charting but did not do the 8pm treatments, which made the oncoming nurse upset. Respondent states that she did not leave until almost 8pm.
12. Formal Charges were filed on January 23, 2008.
13. Formal Charges were mailed to Respondent on January 24, 2008.

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)(B),(C),(D)(I), and 22 TEX. ADMIN. CODE §217.12(1)(A)(C),(4),(6)(A)(H),(10)(B)&(12).
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 120580, heretofore issued to DERLIN PHYSHON NESBITT, including revocation of Respondent's license to practice vocational 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 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.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice vocational 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 deliver the wallet-sized license issued to DERLIN PHYSHON NESBITT, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(2) 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.

(3) 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) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding Sexual Misconduct, Fraud, Theft and Deception, Nurses with Chemical Dependency, and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.state.tx.us/about/stipscourses.html>.*

(4) RESPONDENT SHALL, 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/about/stipscourses.html>

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A LICENSED VOCATIONAL 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 LICENSED VOCATIONAL NURSE (LVN) 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 or a Licensed Vocational 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 or Licensed Vocational 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 one (1) year of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice vocational nursing in the State of Texas.

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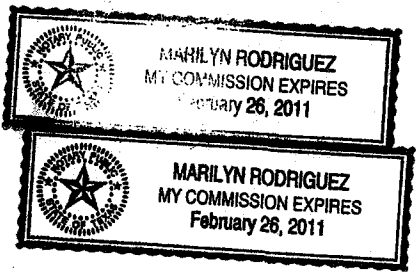
RESPONDENT'S CERTIFICATION

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 vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 4th day of April, 2008.
Derlin Physhon Nesbitt
DERLIN PHYSHON NESBITT, Respondent


Sworn to and subscribed before me this 4th day of April, 2008.
Marilyn Rodriguez
Notary Public in and for the State of Texas

SEAL



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 4th day of April, 2008, by DERLIN PHYSHON NESBITT, Vocational Nurse License Number 120580, and said Order is final.

Effective this 13th day of May, 2008.


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

