



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or its of record in the offices of the Texas Board of Nursing.  
*Stephanie P. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of	§	AGREED
Registered Nurse License Number 586213	§	
issued to LISA ANN BISSON	§	ORDER
PETITIONER for Exception	§	

A public meeting of the Eligibility and Disciplinary Committee of the Board, hereinafter referred to as the Committee, was held on May 14, 2019, at 333 Guadalupe, Tower 3, Suite 460, Austin, Texas, to consider the Petition for Exception and supporting documents filed by LISA ANN BISSON, hereinafter referred to as PETITIONER.

PETITIONER appeared in person.

Board Members in attendance were: Kathy Leader-Horn, LVN, Diana Flores, MN, RN, and David Saucedo, II.

Petitioner waived notice and hearing, and agreed to the entry of this Order offered by the Committee on May 14, 2019.

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 Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived notice and hearing, and consented to the entry of this Order.
3. Petitioner is currently licensed to practice professional nursing in the State of Texas.
4. Petitioner received a Diploma in Nursing from Barrie, Ontario, Canada, on June 1, 1991. Petitioner was licensed to practice professional nursing in the State of Texas on October 19, 1992.

5. Petitioner's nursing employment history includes:

10/92 - 1/93	Unknown	
2/93 - 8/08	Staff Nurse	Christus Trinity Mother Frances Hospital Tyler, Texas
7/08 - 3/17	Staff Nurse	Christus Trinity Mother Frances Urgent Care Tyler, Texas
4/17 - 6/17	Staff Nurse	Christus Trinity Clinic Chandler, Texas
7/17 - present	Unknown	

6. On April 19, 2018, Petitioner was issued the sanction of a Limited License with Stipulations through an Agreed Order of the Board. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order, dated April 19, 2018, is attached and incorporated herein by reference as part of this Order.

7. Petitioner has not been permitted to provide direct patient care since April 19, 2018, pursuant to the terms of the Order issued to her by the Board on April 19, 2018. As a result, Petitioner has not been able to adequately demonstrate that her conduct, as described in the Findings of Fact in the Agreed Order dated April 19, 2018, does not continue to pose serious risks to public health and safety.

8. On November 6, 2018, Petitioner completed the course Texas nursing jurisprudence and ethics which would have been a requirement of this Order.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, the Board has jurisdiction over this matter.

2. Notice was served in accordance with law.

3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §§ 217.11(1)(A), (1)(B), (1)(M), (1)(N), (1)(T) & (3)(A), and 217.12(1)(A), (1)(B), (1)(E), (4) & (5).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10), (12) and (13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 586213, heretofore issued to LISA ANN BISSON including revocation of Petitioner'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 the sanction of Limited License with Stipulations previously issued to Petitioner is hereby lifted and the Petitioner shall receive the sanction of a WARNING WITH STIPULATIONS in accordance with the terms of this Order.

(1) The stipulations, conditions, and requirements specified herein SHALL SUPERCEDE those of any Order previously entered by the Texas Board of Nursing.

(2) While under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Petitioner to practice nursing in the State of Texas.

(3) This Order SHALL be applicable to Petitioner's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

(4) As a result of this Order, PETITIONER's license(s) will be designated "single state" and PETITIONER may not work outside the State of Texas in another nurse licensure compact party state.

(5) Petitioner 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.

(6) PETITIONER SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment. PETITIONER SHALL obtain Board approval of the course prior to enrollment. 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. PETITIONER SHALL perform physical assessments on live patients in a clinical setting for a minimum of twenty-four (24) hours. The clinical component SHALL focus on tasks of physical assessment only and shall be provided by the same Registered Nurse who provides the didactic portion of this course. To be approved, the course shall cover all systems of the body. Performing assessments on mock patients or mannequins 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. PETITIONER SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. PETITIONER 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.texas.gov/compliance>.*

(7) PETITIONER SHALL, within one (1) year of entry of this Order, 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, PETITIONER 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. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/compliance>.*

**IT IS FURTHER ORDERED, SHOULD PETITIONER PRACTICE AS A NURSE IN THE STATE OF TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND PETITIONER 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) OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPROPRIATE, WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(8) PETITIONER SHALL notify each present employer in nursing of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER 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. PETITIONER SHALL notify all future employers in nursing of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER 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.

(9) PETITIONER SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the PETITIONER by the Board, to the Board's office within ten (10) days of receipt of this Order. PETITIONER SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the PETITIONER by the Board, to the Board's office within five (5) days of employment as a nurse.

(10) For the duration of the stipulation period, PETITIONER SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as PETITIONER, 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 PETITIONER is currently working. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(11) PETITIONER SHALL CAUSE each employer to submit, on forms provided to the PETITIONER by the Board, periodic reports as to PETITIONER'S capability to practice nursing. These reports shall be completed by the nurse who supervises the PETITIONER. 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.

(12) PETITIONER SHALL participate in therapy with a "professional counselor" possessing credentials approved by the Board. PETITIONER SHALL CAUSE the therapist to

submit written reports, on forms provided by the Board, as to the PETITIONER's progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the PETITIONER's stability is sufficient to provide direct patient care safely. Such reports are to be furnished each and every month for three (3) months. If therapy is recommended beyond the initial three (3) months, the reports shall then be required at the end of each three (3) month period for the remainder of the stipulation period, or until PETITIONER is dismissed from therapy.

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PETITIONER'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation 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.

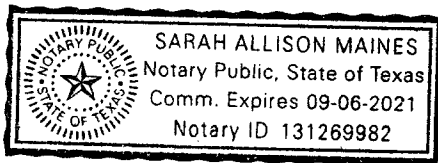
Signed this 5<sup>th</sup> day of June, 2019.

Lisa Bissan  
LISA ANN BISSON, Petitioner

Sworn to and subscribed before me this 5<sup>th</sup> day of June, 2019.

SEAL

Sarah Allison  
Notary Public in and for the State of Texas





WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 5<sup>th</sup> day of June, 2019, by LISA ANN BISSON, Registered Nurse License Number 586213, and said Order is final.

Effective this 7th day of June, 2019.



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



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

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED  
Registered Nurse License Number 586213 §  
issued to LISA ANN BISSON § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LISA ANN BISSON, Registered Nurse License Number 586213, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10),(12)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on January 5, 2018.

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 notice and hearing and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Diploma in Nursing from Barrie, Ontario, Canada on June 1, 1991. Respondent was licensed to practice professional nursing in the State of Texas on October 19, 1992.
5. Respondent's nursing employment history includes:  

10/1992 - 01/1993	Unknown
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Respondent's nursing employment history continued:

02/1993 - 08/2008	Registered Nurse	CHRISTUS Trinity Mother Frances Hospital Tyler, Texas
07/2008 - 03/2017	Registered Nurse	CHRISTUS Trinity Mother Frances Urgent Care Tyler, Texas
04/2017 - 06/2017	Staff Nurse	CHRISTUS Trinity Clinic Chandler, Texas
07/2017 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with CHRISTUS Trinity Clinic, Chandler, Texas, and had been in that position for approximately one (1) month.
7. On or about May 1, 2017, through June 13, 2017, while employed as a Staff Nurse with CHRISTUS Trinity Clinic, Chandler, Texas, Respondent lacked fitness to practice nursing in that she presented impaired-like behavior while on duty, such as slow response to requests, lethargy, sedation, and no sense of urgency in her work. Additionally, Respondent was declared unfit for duty by a medical doctor. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
8. On or about May 18, 2017, while employed as a Staff Nurse with CHRISTUS Trinity Clinic, Chandler, Texas, Respondent failed to adequately monitor Patient Number 099032219, who presented to the clinic with chest pain and a suspected heart attack. The patient was left unattended, sitting on an exam table with a family member, who then called out for help when the patient experienced dizziness. Respondent's conduct was likely to injure the patient in that significant changes in the patient's cardiac status may have gone undetected and prevented a timely intervention.
9. On or about May 19, 2017, while employed as a Staff Nurse with CHRISTUS Trinity Clinic, Chandler, Texas, Respondent attempted to perform an electrocardiogram (EKG) on an incorrect patient, without proper patient verification. The physician assistant walked in the patient's room before the EKG was completed and mentioned that an EKG was not ordered. Respondent's conduct was likely to injure the patient in that it could have resulted in non-efficacious treatment.

10. In response to the incident in Finding of Fact Number Seven (7), Respondent states that because of stress of losing her job, then new job, she had a lot of depression, anxiety, and neck and back pain related to surgery. Respondent states that she was taking Restoril every night for sleep, which did not help, and only got 2-3 hours of sleep or none per night and was exhausted. Respondent states that she does not feel like she is an unsafe nurse. In response to the incident in Finding of Fact Number Eight (8), Respondent states that she left the room for five (5) seconds to run to the front desk to tell someone to call 911. She explains that the patient's blood pressure bottomed out after Respondent gave the patient a Nitro SL, SBP 120's per the physician's assistant (PA). Respondent states that she stayed in the room with the two (2) providers the entire time until EMS got the patient on a stretcher. Respondent states that she was very stressed, overwhelmed with EMR charting, and it was very different than what she was used to. She states that she is seeing a psychotherapist, Sandy Pannett, for stress, anxiety, and depression.
11. 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.

#### 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(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(M),(1)(N),(1)(T)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(E),(4)&(5).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 586213, heretofore issued to LISA ANN BISSON, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

## TERMS OF ORDER

### I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **LIMITED LICENSE WITH STIPULATIONS** in accordance with the terms of this Order.

- A. While under the terms of this Order, **RESPONDENT SHALL NOT provide direct patient care.** For the purposes of this Order, direct patient care involves a personal relationship between the nurse and the client, and includes, but is not limited to: teaching, counseling, assessing the client's needs and strengths, and providing skilled nursing care.
- B. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- C. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- D. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

### II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to 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.

### III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of entry of this Order:**

**A Board-approved course in Texas nursing jurisprudence and ethics** that 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. Home study courses and video programs will not be approved.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at [www.bon.texas.gov/compliance](http://www.bon.texas.gov/compliance).*

**IV. RESTORATION OF PATIENT CARE PRIVILEGE AND/OR UNENCUMBERED LICENSE(S)**

SHOULD RESPONDENT desire to provide direct patient care, RESPONDENT SHALL petition the Board for such approval, at which time, the RESPONDENT MUST satisfy all then existing requirements for re-issuance of the privilege to provide direct patient care. Further, the Board may impose reasonable conditions that must be satisfied by the RESPONDENT before re-issuance of an unencumbered license, which, at a minimum, shall include the remedial education courses, work restrictions, supervised practice, and/or employer reporting which would have been requirements of this Order had the license(s) not been placed in limited status.

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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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 when this Order becomes final and the terms of this Order become effective, 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 14 day of March, 2018.

Lisa Bisson  
LISA ANN BISSON, Respondent

Sworn to and subscribed before me this 14<sup>th</sup> day of March, 2018.

SEAL

Sarah Allison Maines  
Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 14<sup>th</sup> day of March, 2018, by LISA ANN BISSON, Registered Nurse License Number 586213, and said Order is final.

Effective this 19<sup>th</sup> day of April, 2018.



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