



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

In the Matter of § ELIGIBILITY
KASHANDA SHEVETTE MORRISON §
APPLICANT for Eligibility for Licensure § AGREED ORDER

On the date entered below, the Texas Board of Nursing, hereinafter referred to as Board, considered the Application for Licensure by Endorsement and supporting documents f by KASHANDA SHEVETTE MORRISON, hereinafter referred to as APPLICANT, together with any documents and information gathered by staff and APPLICANT's Certificate contained herein. Information received by the Board produced evidence that APPLICANT may have violated Section 301.452(b)(8), Texas Occupations Code.

APPLICANT waived representation by counsel, notice and hearing, and agreed to the entry of this Order offered on February 17, 2009, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. On or about August 25, 2008, Applicant submitted an Application for Licensure by Endorsement requesting a determination of eligibility for licensure in compliance with Section 301.252, 301.257, and 301.260 of the Texas Occupations Code and the Board's Rule at 22 Texas Administrative Code Sections 213.30 and 217.5.
2. Applicant waived representation by counsel, informal proceedings, notice and hearing, and consented to the entry of this Order.
3. Applicant received a Certificate in Vocational Nursing from Louisiana Technical College, Farmerville, Louisiana, in December 2003.
4. Applicant completed the Application for Licensure by Endorsement and answered "yes" to the question which reads as follows: *"Has any licensing authority refused to issue you a license or ever revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew a professional license or certificate held by you now or previously, or ever fined, censured, reprimanded or otherwise disciplined you?"*

5. On November 3, 2006, Applicant was issued a Consent Order by the Louisiana State Board of Nursing. A copy of the Findings of Fact, Conclusions of Law and Consent Order dated November 3, 2006, is attached and incorporated, by reference, as part of this Order.
6. Applicant is currently in compliance with the Consent Order issued on November 3, 2006, by the Louisiana State Board of Nursing.
7. Applicant has sworn that with the exception of matters disclosed in connection with the Temporary License/Endorsement Application, her past behavior conforms to the Board's professional character requirements.
8. After considering the action taken by the Louisiana State Board of Nursing along with Applicant's conduct since November 3, 2006, the Executive Director is satisfied that Applicant is able to meet the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
9. Applicant has sworn that her past behavior conforms to the Board's professional character requirements. Applicant presented no evidence of behavior which is inconsistent with good professional character.
10. On February 17, 2009, the Executive Director considered evidence of Applicant's past behavior in light of the character factors set out in 22 Texas Administrative Code §213.27 and determined that Applicant currently demonstrates the criteria required for good professional character.
11. Licensure of Applicant poses no direct threat to the health and safety of patients or the public, provided Applicant complies with the stipulations outlined in this Order.
14. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Applicant's disclosures.
15. Applicant has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.

CONCLUSIONS OF LAW

1. The Texas Board of Nursing (Board) has jurisdiction over this matter pursuant to Section 301.453 *et seq.*, Texas Occupations Code.
2. Applicant has submitted an Application for Licensure by Endorsement requesting a determination of eligibility for licensure in compliance with Section 301.252, 301.257, and

301.260 of the Texas Occupations Code and the Board's Rule at 22 Texas Administrative Code Sections 213.30 and 217.5.

3. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
4. This Order is conditioned upon the accuracy and completeness of Applicant's disclosures. Any subsequently discovered discrepancies will result in investigation and disciplinary action.
5. The Board may license an individual who has been previously convicted, adjudged guilty by a court, pled guilty or pled nolo contendere to any crime whether or not a sentence was imposed upon consideration of the factors set out in 22 Texas Administrative Code §213.28 and evaluating the direct relationship to nursing according to Chapter 53, Section 53.001 *et seq.*, Texas Occupations Code.
6. Applicant shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452 *et seq.*, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED that the application of KASHANDA SHEVETTE MORRISON, APPLICANT, is hereby conditionally GRANTED and shall be subject to the following conditions:

- (1) APPLICANT SHALL obtain and read the Texas Nursing Practice Act, and the Rules and Regulations Relating to Vocational Nurse Education, Licensure and Practice.
- (2) Upon payment of the necessary fees, APPLICANT SHALL be issued a license to practice vocational nursing in the State of Texas, which shall bear the appropriate notation.
- (3) APPLICANT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Professional Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

(4) IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to APPLICANT's multistate licensure privilege, if any, to practice vocational nursing in the State of Texas.

(5) IT IS FURTHER AGREED and ORDERED that while APPLICANT's license is encumbered by this Order the APPLICANT may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where APPLICANT wishes to work.

(6) APPLICANT SHALL, within one (1) year of initial licensure in the State of Texas, successfully complete a course in Texas nursing jurisprudence and ethics. APPLICANT 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 Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. APPLICANT 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 APPLICANT'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>.*

IT IS FURTHER AGREED, SHOULD PETITIONER PRACTICE AS A VOCATIONAL 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 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 VOCATIONAL NURSE (VN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:

(7) APPLICANT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on APPLICANT's license. APPLICANT SHALL present a complete copy of this Order to each future employer prior to accepting an offer of employment.

(8) APPLICANT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Applicant by the Board, to the Board's office within five (5) days of employment as a nurse.

(9) APPLICANT SHALL be supervised by a Registered Nurse or Licensed Vocational Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as APPLICANT, 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 Applicant is currently working. APPLICANT SHALL work only regularly assigned, identified and predetermined unit(s). APPLICANT SHALL NOT be employed by a nurse registry, temporary nurse employment agency,

hospice, or home health agency. APPLICANT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(13) APPLICANT SHALL CAUSE each employer to submit, on forms provided to the Applicant by the Board, periodic reports as to APPLICANT's capability to practice nursing. These reports shall be completed by the Registered Nurse or Vocational Nurse who supervises the APPLICANT. 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 two (2) years of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, APPLICANT 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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APPLICANT'S CERTIFICATION

I am the Applicant in this matter. I have fully and truthfully disclosed all of my past criminal conduct, and I have caused a complete and accurate criminal history to be submitted to the Texas Board of Nursing from each jurisdiction in which I have been adjudged guilty by way of conviction or deferred order. I certify that my past behavior, except as disclosed in my Application for Licensure by Endorsement, has been in conformity with the Board's character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of conviction, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

In connection with my application, I acknowledge that I have read and I understand Section 301.257, Texas Occupations Code, Section 301.452(a), (b) and (c), Texas Occupations Code, and Chapter 53, Section 53.001 *et seq.*, Texas Occupations Code, and Board Rules 213.27, 213.28, and 213.29 at 22 Texas Administrative Code. I agree with all terms of this Order, including the Findings of Fact and Conclusions of Law and any stipulations as set out in this Order. I acknowledge that this Order is stipulated and I understand that I am not eligible to receive a Temporary Permit to practice. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to accepting any permit or license from the Texas Board of Nursing.

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.

I understand that I can be represented by an attorney in this matter. I waive representation, notice, administrative hearing, and judicial review of this Order and request that the Executive Director of the Texas Board of Nursing enter this Order.

Signed this 26th day of June, 2009.
Kashanda Shevette Morrison
KASHANDA SHEVETTE MORRISON, APPLICANT

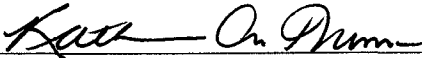
Sworn to and subscribed before me this 26th day of June, 2009.
Cynthia S. Bowe
Notary Public in and for the State of Louisiana

SEAL

Cynthia S. Bowe
#61452

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Eligibility Agreed Order that was signed on the 26th day of June, 2009, by KASHANDA SHEVETTE MORRISON, APPLICANT, for Licensure by Endorsement, and said Order is final.

Effective this 18th day of August, 2009.


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

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LOUISIANA STATE BOARD OF PRACTICAL NURSE EXAMINERS
3421 NORTH CAUSEWAY BOULEVARD, SUITE 505
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In the matter of: **Ka Shanda Morrison**
405 Morris Dr.
Bastrop, LA 71220

License #240113

Date offered: September 1, 2006

Date offer expires: September 20, 2006

CONSENT ORDER

The Louisiana State Board of Practical Nurse Examiners does hereby offer this Consent Order to Ka Shanda Morrison, license #240113 on the following:

1. That the board received a report from Medical Temps, Inc. indicating that the respondent was scheduled to sit with a patient on June 24 and 25, 2006. The respondent turned in a time sheet and nurses notes indicating that she worked at the home from 7:00 a.m to 3:00 p.m. Saturday and Sunday. However, after contacting the patient's home, a family member indicated that she worked until 2:00 p.m on the 24th and did not report to work on the 25th.
2. That the board received the respondent's narrative statement indicating that she did leave an hour early on the 24th but at the grandmother of the patient's request, because the patient was cranky. That on the 25th her car broke down and she was stranded without a cell phone to call anyone. She was scared that she would lose her job so she falsified documents so she could keep her job. She was sorry and she would never do that again.

Based on the evidence submitted, the Board has concluded that Ms. Morrison is in violation of the following provisions of Louisiana Revised Statutes, Title 37, Chapter 11. Nurses, Part II. Practical Nurses, Section 969 A. 4.(f) is guilty of unprofessional conduct; (g) has violated any provisions of this Part. As further defined in the Louisiana Administrative Code, Title 46, Part XLVII. Nurses, Subpart 1, Practical Nurses, Section 306, T.

8. being guilty of unprofessional conduct;
 - i. falsifying records;

KM

Ka Shanda Morrison C. A. 9/1/06

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In lieu of a formal hearing on the matter, the respondent consents to accept and abides by the following Orders of the Board:

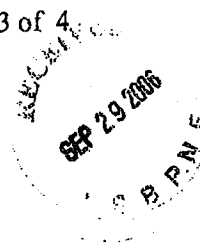
- A. That the respondent's license be placed on probation for 2 years with the following stipulations:
 - B. That the respondent must successfully complete within 30 days of signing this agreement and have evidence of completion submitted to the board the following course:
 - Ethics Course
1. The license of the respondent will be stamped "PROBATION". Must return your practical nursing license to the board immediately so that it can be stamped with the mandatory "PROBATION" stamp
 2. Probation will run concurrent with employment as a LPN and the respondent must be employed a minimum of 10 days per month. If unemployed, or if not employed as an LPN, the respondent must submit a letter to the Board indicating same. The probationary period will not commence or progress until and unless the respondent is employed (as noted above). In addition, failure to maintain stable employment may be grounds for termination of the probation (*see violations*).
 3. The respondent must provide a copy of the entire Board order immediately, to each and every current employer, and at the time of application, to potential future employers, if applicable.
 4. If respondent is already employed as an LPN, then the current employer must submit a letter indicating awareness of the Board order and agreeing to monitor the respondent while on probation. If not currently employed then, upon obtaining employment as a Licensed Practical Nurse, the respondent must request that the employer submit, within 3 days, a "letter of hire" to the Board.
 5. The respondent must practice under the *direct* supervision of a nurse (RN or LPN) or physician. Employment must provide for the supervisor to have regular and consistent opportunities to evaluate the performance of the respondent.

KM
Ka Shanda Morrison C. A. 9/1/06

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6. Supervisors must submit evaluative reports quarterly. Reports are due on or before the 10th day of January, April, July, and October of each year. An administrator of the facility must co-sign the evaluative report.
 7. The respondent is prohibited from working in temporary staffing, as an agency nurse, for a nursing pool and/or in the home health setting or in any other similar setting.
 8. The respondent must notify the Board immediately (within 3 days), and in writing, of any change in name, address, and/or telephone number.
 9. The respondent is to submit a \$250.00 probation monitoring fee **prior to the issuance of the probationary license** and annually thereafter until the probation is satisfactorily completed.
- C. That she is hereby fined \$500.00 for the violations of the Nurse Practice Act, payable within 1 year of signing this agreement.

Furthermore, the respondent is hereby notified and by signature _____ acknowledges and agrees that failure to comply with the Orders of the Board may result in any or all of the following:

VIOLATIONS

Failure to comply with any and/or all sections of this order may result in any and/or all of the following: a) immediate suspension of license, b) indefinite suspension of license, c) ineligibility for annual renewal of license, d) additional fines/penalties up to \$500.00 per occurrence, e) increased probationary period, f) summary suspension, and/or g) revocation.

Km
Ka Shanda Morrison C. A. 9/1/06

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RECEIVED
SEP 29 2008
L.S.B.P.N.

CONSENT ORDER ACCEPTANCE

I, Ka Shanda Morrison, the undersigned respondent, agree that the Board has jurisdiction over the matter and specifically waive my right to contest these findings in any subsequent proceedings before the Board. I understand that the Consent Order shall constitute as public record and is disciplinary action by the Board.

I further acknowledge and attest that I have fully cooperated with the Louisiana State Board of Practical Nurse Examiners in resolving this matter, and intend to comply with all stipulations of the order.

I voluntarily agree to sign and have witnessed the terms of the order for the purpose of avoiding a formal hearing with the Louisiana State Board of Practical Nurse Examiners.

I do say that I freely, knowingly and voluntarily enter into the order. I understand that I have a right to a hearing in the matter and I freely waive such right. I understand that I have a right to legal counsel prior to entering into the order.

I understand that the order is effective immediately upon signature of the Executive Director and will become an Order of the Board. It is understood that the order does not preclude the Board of Practical Nurse Examiners from requiring a formal hearing of my case. I further understand that should the Consent Order not be accepted by the Board, I agree that presentation to and consideration of the Consent Order, the documenting evidence and information by the Board shall not unfairly or illegally prejudice the Board or any of its members from participation in hearings or other proceedings pertaining to these or other matters regarding the respondent.

Kashanda Morrison 9/13/06
Signature of licensee Date

Irwill Perry 9/13/06
Signature of witness # 1 Date

Antonio Perry 9/13/06
Signature of witness # 2 Date

Date 10/16/08

I certify this to be a true copy of the records on file with the Louisiana State Board of Practical Nurse Examiners.

Louisiana State Board of Practical Nurse Examiners

Claire Doody Glaviano 11/9/06
CLAIRE DOODY GLAVIANO Date
EXECUTIVE DIRECTOR

Signed Claire Doody Glaviano
Executive Director

Km
Ka Shanda Morrison C. A. 9/1/06