

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of  
Registered Nurse License Number 753743  
issued to CELESTE JOANNE DONATO FLORES

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REINSTATEMENT  
AGREED ORDER



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.  
*Patricia A. Williams*  
Executive Director of the Board

On this day came to be considered by the Texas Board of Nursing, hereinafter ref as the Board, the Petition for Reinstatement of Registered Nurse License Number 753743, neia by CELESTE JOANNE DONATO FLORES, hereinafter referred to as Petitioner.

An informal conference was held on August 5, 2014, at the office of the Texas Board of Nursing, in accordance with Section 301.464, Texas Occupations Code.

Petitioner appeared in person. Petitioner was notified of her right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Kristin Benton, MSN, RN, Director of Nursing; John F. Legris, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Roberto Rodriguez, Investigator; Omar Hasan, RN, Investigator; Danielle Groux, RN, Investigator; Ashley Kay, Investigator; and Diane E. Burell, Investigator.

FINDINGS OF FACT

1. Prior to 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 representation by counsel, notice and hearing, and consented to the entry of this Order.
3. Petitioner received a Baccalaureate Degree in Nursing from Mountain View College, Valencia City, Bukidnon, Philippines, on April 6, 2003. Petitioner was licensed to practice professional nursing in the State of Texas on May 7, 2008.

4. Petitioner's nursing employment history includes:

5/08 - 9/11	Staff/Charge Nurse	Edinburg Regional Medical Center Edinburg, Texas
12/11 - 9/13	Agency Nurse	Rosario E. Magno Int'l Staffing Agency Las Vegas, Nevada
11/13 - Present	Account Manager/ Credentialing Specialist	Rosario E. Magno Int'l Staffing Agency Las Vegas, Nevada

5. On November 15, 2012, the Board accepted the voluntary surrender of Petitioner's license(s) to practice professional nursing in the State of Texas. A copy of the November 15, 2012, Order of the Board, Findings of Fact, and Conclusions of Law, is attached and incorporated, by reference, as a part of this Order.

6. On or about May 12, 2014, Petitioner submitted a Petition for Reinstatement of License to practice professional nursing in the State of Texas.

7. Petitioner presented the following in support of her petition:

7.1. Letter, dated February 13, 2014, from Johann N. Sayson, Director of Operations-West Coast Division, Rosario E. Magno Int'l Staffing Las Vegas, Inc, Las Vegas, Nevada. Ms. Flores states Petitioner is currently employed with her organization as an Account Manager and Credentialing Specialist. Petitioner handles development and management of corporate accounts encompassing a broad range of responsibilities including composition of business proposals, actual client presentations, closing activities and account servicing for the duration of the contract. Petitioner performs the role of Credentialing Specialist who completes and maintains credentialing compliance of professionals currently employed or staffed by the company.

7.2. Letter of support dated, February 10, 2014, from Socorro G. Fama, HR-Personnel Services Supervisor, Rosario E. Magno Int'l Staffing Las Vegas, Inc., Las Vegas, Nevada. Mr. Fama states Petitioner is organized, efficient, competent, and maintains rapport with people of all ages. Her communication skills, both written and verbal, are excellent and the repertoire of knowledge and skills that she possesses contribute to her excellent job performance. Mr. Fama believes Petitioner exudes professionalism, confidence and respect for others, and is a valuable asset to the organization.

7.3. Letter of support, dated March 17, 2014, from Johara Aparece, BSN, RN, Administrator, Rosario E. Magno Int'l Staffing Las Vegas, Inc., Las Vegas, Nevada. Mr. Aparece states he has known Petitioner since December 2011 as a Registry ICU Nurse working for the Rosario E. Magno Int'l Staffing Las Vegas, Inc. and being assigned to various full service hospitals in the Las Vegas area. Petitioner is very diligent in performing her functions of assessing, planning, directing and evaluating the care given to her patients in the health care setting. Mr. Aparece believes Petitioner to be a dependable team player and a good leader. Her work ethics and concern for her patients make her a valuable asset to the health care team.

7.4. Letter of support dated, September 7, 2013 from Jocybel A. Itorralba, RN, Las Vegas, Nevada. Ms. Itorralba has known Petitioner for approximately three (3) years having met her in 2010 while both were employed with Edinburg Regional Medical Hospital. Ms. Itorralba found Petitioner to be detailed, meticulous, and always demonstrated profound expertise in the clinical setting as she was able to handle a high volume of work. The special qualities Petitioner possessed and capability to provide direct patient care on a multitude of diseases earned her the department director's trust and within just a few months on the Telemetry. Over the years Ms. Itorralba has worked with Petitioner in the Intensive Care Unit, especially at Southern Hills Hospital in Las Vegas, Nevada, where she has demonstrated excellent knowledge and competence in critical care and has, on a number of occasions, collaborated with interdisciplinary teams to ensure that her patients were receiving the best care available. Ms. Itorralba believes Petitioner is well equipped to rise from challenges that she is presented with and her compassionate nature, strong attention to detail and excellent patient care skills prepare her perfectly for any endeavor she wishes to undertake.

7.5. Documentation of the required continuing education contact hours.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.

#### ORDER

IT IS THEREFORE AGREED, subject to ratification by the Texas Board of Nursing, that the petition of CELESTE JOANNE DONATO FLORES, Registered Nurse License Number 753743, to ~~practice nursing in the state of Texas, be and the same is hereby GRANTED, AND SUBJECT TO THE~~ FOLLOWING STIPULATIONS SO LONG AS THE PETITIONER complies 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 the stipulations contained in this Order:

IT IS FURTHER AGREED and ORDERED that, 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.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Petitioner's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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

(1) PETITIONER SHALL pay all re-registration fees and be issued a license to practice nursing in the State of Texas, which shall bear the appropriate notation. Said licenses issued to CELESTE JOANNE DONATO FLORES, shall be subject to the following agreed post-licensure stipulations:

(2) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in Texas nursing jurisprudence and ethics. PETITIONER 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. PETITIONER 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 PETITIONER'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/disciplinaryaction/stipscourses.html>.

(3) PETITIONER SHALL, within one (1) year of relicensure, 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 PETITIONER'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>.

(4) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing documentation. PETITIONER 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. PETITIONER SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify PETITIONER'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>.*

(5) PETITIONER SHALL, within one (1) year of relicensure, 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 AGREED, SHOULD PETITIONER CHOOSE TO WORK AS A NURSE IN TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING A MINIMUM OF SIXTY-**

**FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING PROBATION CONDITIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE PROBATION 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:**

(6) 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.

(7) 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.

(8) 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.

(9) 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.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from PETITIONER'S license(s) to practice nursing in the State of Texas and PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I waive representation by counsel. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional 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 convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. 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 agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license to practice professional nursing in the state of Texas. I understand that if I fail to comply with all terms and conditions of this Order, my license(s) to practice nursing in the State of Texas will be revoked, as a consequence of my noncompliance.

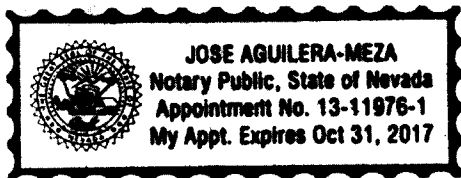
Signed this 25<sup>th</sup> day of August, 2014.

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CELESTE JOANNE DONATO FLORES, Petitioner

Sworn to and subscribed before me this 25<sup>th</sup> day of August, 2014.

SEAL



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Notary Public in and for the State of Nevada

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 25th day of August, 2014, by CELESTE JOANNE DONATO FLORES, Registered Nurse License Number 753743, and said Order is final.

Effective this 23rd day of October, 2014.



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

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of §  
Registered Nurse License Number 753743 §  
issued to CELESTE JOANNE DONATO FLORES §

ORDER OF THE BOARD

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, accepted the voluntary surrender of Registered Nurse License Number 753743, issued to CELESTE JOANNE DONATO FLORES, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived representation by counsel, informal proceedings, notice and hearing.

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Respondent's license to practice professional nursing in the State of Texas is in delinquent status.
2. Respondent waived representation by counsel, informal proceedings, notice and hearing.
3. Respondent received a Baccalaureate Degree in Nursing from Mountain View College, Valencia City, Bukidnon, Philippines, on April 6, 2003. Respondent was licensed to practice professional nursing in the State of Texas on May 7, 2008.
4. Respondent's nursing employment history includes:

5/2008 - 9/2011

Staff Nurse

Edinburg Regional Medical Center  
Edinburg, Texas



3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(B),(1)(D),(1)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(B),(4)&(6)(A).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against , Registered Nurse License Number 753743, heretofore issued to CELESTE JOANNE DONATO FLORES, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, the Board may impose conditions for reinstatement of licensure.
7. Any subsequent reinstatement of this license will be controlled by Section 301.452 (b), Texas Occupations Code, and 22 TAC §§213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

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ORDER

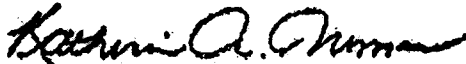
NOW, THEREFORE, IT IS ORDERED that the voluntary surrender of Registered Nurse License Number 753743, heretofore issued to CELESTE JOANNE DONATO FLORES, to practice nursing in the State of Texas, is accepted by the Executive Director on behalf of the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional nursing, use the title of registered nurse or the abbreviation RN or wear any insignia identifying herself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order.
3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

Effective this 15th day of November, 2012.

TEXAS BOARD OF NURSING

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

CELESTE JOANNE DONATO FLORES  
4201 S. DECATUR BLVD., #2051  
LAS VEGAS, NV 89103  
Registered Nurse License Number 753743

Voluntary Surrender Statement

Dear Texas Board of Nursing:

I no longer desire to be licensed as a nurse. Accordingly, I voluntarily surrender my license(s) to practice in Texas.

~~I waive representation by counsel and consent to the entry of an Order which outlines requirements for reinstatement~~  
of my license. I understand that I may not petition for reinstatement until one (1) year from the effective date of the  
Order. I understand that I will be required to comply with the Board's Rules and Regulations in effect at the time  
I submit any petition for reinstatement.

Signature *CJ Flores*

Date 11/09/12

Registered Nurse License Number 753743

The State of Nevada

Before me, the undersigned authority, on this date personally appeared CELESTE JOANNE DONATO FLORES who, being duly sworn by me, stated that he or she executed the above for the purpose therein contained and that he or she understood same.

Sworn to before me the 9<sup>th</sup> day of NOVEMBER, 2012.

SEAL

*Gail G. Brown*  
Notary Public in and for the State of Nevada  
County of Clark.

