



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.  
*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 769641 §  
& Vocational Nurse License Number 168295, §  
issued to SANDRA BROADUS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SANDRA BROADUS, Registered Nurse License Number 769641 and Vocational Nurse License Number 168295, 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)&(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 July 26, 2017.

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 vocational nurse in the State of Texas is in delinquent status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Austin Community College, Austin, Texas, on August 5, 1998, and received an Associate Degree in Nursing from Temple College, Temple, Texas on May 16, 2009. Respondent was licensed to practice vocational nursing in the State of Texas on August 28, 1998, and was licensed to practice professional nursing in the State of Texas on June 16, 2009.

5. Respondent's nursing employment history includes:

8/1998 - 7/2000	Unknown	
8/2000 - 7/2002	School Nurse	Giddings Independent School District Giddings, Texas
6/2002 - 8/2004	Staff LVN	Trinity Medical Center Brenham, Texas
7/2003 - 7/2004	Staff LVN	Mills Medical Home Health Giddings, Texas
8/2004 - 7/2005	Unknown	
8/2005 - 4/2006	Minimum Data Sheet (MDS) Coordinator	Regency Manor Temple, Texas
8/2005 - 7/2006	Schedule/Care Coordinator	American Home Health Temple, Texas
5/2006 - 7/2006	MDS Coordinator	Balch Springs Health and Rehab Dallas, Texas
7/2006 - 12/2006	Clinical Instructor	North Texas Professional Career Institute Dallas, Texas
1/2007	Unknown	
2/2007 - 5/2009	MDS Coordinator	Trisun Healthcare Temple, Texas
5/2009 - 5/2011	Assistant DON	Trisun Healthcare TLC West Temple, Texas
6/2011 - 6/2012	RN Case Manager	Golden Years Home Care Willis Point, Texas
6/2012 - 10/2016	RN Supervisor	TDCJ Coffield Unit Tennessee Colony, Texas
11/2016 - Present	Registered Nurse	Rusk State Hospital, Rusk, Texas

6. On June 16, 2015, Respondent received an Agreed Order, a copy of which is attached hereto and incorporated herein. Respondent completed the terms of this Order on June 14, 2016.
7. On or about October 14, 2016, while employed as a Registered Nurse with UTMB-Correctional Managed Care, Conroe, Texas, Respondent failed to implement a Standing Delegated Order for Chest Pain when Inmate Number 736254 complained of chest pain and exhibited unstable symptoms, including an abnormal Electrocardiogram. Respondent's conduct deprived Inmate Number 736254 of timely medical intervention for cardiac dysfunction.
8. On or about October 14, 2016, while employed as a Registered Nurse with the UTMB-Correctional Managed Care, Conroe, Texas, Respondent failed to timely assess and intervene when advised by security, on two (2) occasions, that Inmate Number 736254 needed medical care. Instead, Respondent waited until 03:28 to go to cell and spent approximately one (1) minute with the Inmate. The Inmate was not brought to the clinic for further assessment, although he stated he did not feel good. Respondent conduct deprived Inmate Number 736254 of timely medical intervention for cardiac dysfunction.
9. On or about October 14, 2016, while employed as a Registered Nurse with the UTMB-Correctional Managed Care, Conroe, Texas, Respondent failed to use an automated external defibrillator (AED), bag valve mask, or chest compressions during transport of Inmate Number 736254 from his cell to the clinic. The Inmate was later transferred by EMS and he subsequently expired at a local Emergency Room (ER). Respondent's conduct deprived Inmate Number 736254 of timely medical intervention for cardiac dysfunction.
10. On or about October 14, 2016, while employed as a Registered Nurse with the UTMB-Correctional Managed Care, Conroe, Texas, Respondent failed to document all of the changes in the condition of Inmate 736254, in that some documentation was not done until 0640, which was after the Inmate had been transported to the emergency room. Respondent's conduct resulted in an incomplete and/or unreliable medical record.
11. In response to Findings of Facts Numbers Seven (7) through Ten (10), Respondent states that on or about October 14, 2015, the RN Supervisor made the decision, over Respondent's objections, to send nursing staff to a different unit leaving Respondent's unit understaffed. Respondent and one additional nurse staff member responded to over two hundred (200) calls that evening. Respondent further states that when Inmate Number 736254 first arrived at the infirmary he reported that he had not been eating, drinking, or taking his medications for four (4) days and that his cellmate had the flu. Respondent reported all of the inmate's symptoms, including abnormal EKG, to the on-call provider and asked if Inmate Number 736254 should be sent to the ER. The on-call provider said no and ordered Inmate Number 736254 returned to his cell. When Respondent visited the inmate's cell at 03:28, she offered to take him to the medical unit but he refused to go. Respondent notified the on-call provider two (2) additional times regarding the inmate's symptoms and again asked if he should be sent to the ER. The on-call provider said no and referred Inmate Number 736254 for a

mental health evaluation in the morning. When Respondent arrived at the inmate's cell at approximately 04:30, security officers already were doing chest compressions. Respondent applied the AED leads but the machine twice advised not to deliver the shock. Respondent instructed the security officers to continue chest compressions during transport of Inmate Number 736254 to the medical unit but they refused. ..

12. On June 18, 2017, Respondent completed the course entitled Adult Physical Assessment with twenty-four (24) hour Clinical Component through A & P Healthcare Education Training, L.L.C, which would have been a requirement of this Order.
13. On April 14, 2017, Respondent completed 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, which would have been a requirement of this Order.
14. On August 3, 2017, Respondent completed a course in nursing jurisprudence and ethics, entitled "Do the Right Thing", which would have been a requirement of this Order.
15. On July 30, 2017, Respondent completed a course in professional accountability, which would have been a requirement of this Order.
16. On December 15, 2016, Respondent completed a cardiopulmonary life support course, which would have been a requirement of this Order.

#### 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)(C),(1)(D),(1)(M)&(1)(P) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
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 769641 and Vocational Nurse License Number 168295, heretofore issued to SANDRA BROADUS, 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, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 769641 and Vocational Nurse License Number 168295, previously issued to SANDRA BROADUS, to practice nursing in Texas are hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements of this Order.

- A. This Order **SHALL** apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order **SHALL** be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

### 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, **RESPONDENT** must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at:

<http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

#### IV. 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 thirty (30) days of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: 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. 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).*

#### V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, **for a minimum of sixty-four (64) hours per month** for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse 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 period and will not count towards completion of this requirement.

- A. Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly 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. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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.
- D. Indirect Supervision:** For the remainder of the stipulation/probation period, RESPONDENT 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 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.

- E. Nursing Performance Evaluations:** 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

**VI. FURTHER COMPLAINTS**

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

**VII. RESTORATION OF UNENCUMBERED LICENSE(S)**

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

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RESPONDENT'S CERTIFICATION

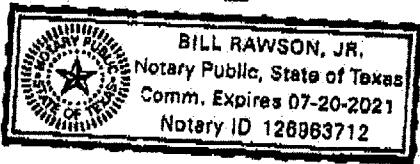
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 15 day of August, 2017.

Sandra Broadus  
SANDRA BROADUS, Respondent

Sworn to and subscribed before me this 15 day of August, 2017.

SEAL



Bill Rawson  
Notary Public in and for the State of Texas

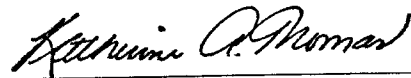
Approved as to form and substance.

Laura Diamond  
Laura Diamond, Attorney for Respondent

Signed this 15 day of August, 2017

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 15th day of August, 2017, by SANDRA BROADUS, Registered Nurse License Number 769641 and Vocational Nurse License Number 168295, and said Order is final.

Effective this 12th day of September, 2017.



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

\*\*\*\*\*

In the Matter of  
Registered Nurse License Number 769641  
& Vocational Nurse License Number 168295  
issued to SANDRA BROADUS

§ AGREED  
§  
§  
§ ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SANDRA BROADUS, Registered Nurse License Number 769641 and Vocational Nurse License Number 168295, 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)&(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 28, 2015.

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 vocational nurse in the State of Texas is in current status. Respondent's license to practice as a professional nurse in the State of Texas is current in status.
4. Respondent received a Certificate in Vocational Nursing from Austin Community College, Austin, Texas, on August 5, 1998, and received an Associate Degree in Nursing from Temple College, Temple, Texas, on May 16, 2009. Respondent was licensed to practice vocational nursing in the State of Texas on August 28, 1998, and was licensed to practice professional nursing in the State of Texas on June 16, 2009.

5. Respondent's nursing employment history includes:

8/1998 - 7/2000	Unknown	
8/2000 - 7/2002	School Nurse	Giddings Independent School District Giddings, Texas
6/2002 - 8/2004	Staff LVN	Trinity Medical Center Brenham, Texas
7/2003 - 7/2004	Staff LVN	Mills Medical Home Health Giddings, Texas
9/2004 - 7/2005	Unknown	
8/2005 - 4/2006	Minimum Data Sheet (MDS) Coordinator	Regency Manor Temple, Texas
8/2005 - 7/2006	Schedule/Care Coordinator	American Home Health Temple, Texas
5/2006 - 7/2006	MDS Coordinator	Balch Springs Health and Rehab Dallas, Texas
7/2006 - 12/2006	Clinical Instructor	North Texas Professional Career Institute Dallas, Texas
1/2007	Unknown	
2/2007 - 5/2009	MDS Coordinator	Trisun Healthcare Temple, Texas
5/2009 - 5/2011	Assistant Director of Nurses	Trisun Healthcare TLC West Temple, Texas
6/2011 - 6/2012	RN Case Manager	Golden Years Home Care Willis Point, Texas
6/2012 - Present	RN Supervisor	Texas Department of Criminal Justice, Coffield Unit Tennessee Colony, Texas

6. At the time of the incident, Respondent was employed as a Registered Nurse (RN) Supervisor with the Texas Department of Criminal Justice, Coffield Unit, Tennessee Colony, Texas, and had been in that position for one (1) year and nine (9) months.
7. On or about March 21, 2014, while employed as a Registered Nurse (RN) Supervisor with the Texas Department of Criminal Justice, Coffield Unit, Tennessee Colony, Texas, Respondent failed to appropriately assess and intervene in the care of Patient G. V., #1585029, who provided a written sick call request stating he was dehydrated and urinating blood. Respondent should have immediately assessed this patient and intervened as appropriate. However, Respondent failed to assess this patient and then scheduled him to attend sick call the following morning. Respondent's conduct unnecessarily exposed the patient to the risk of harm from the complications associated with dehydration to include seizures, hypovolemic shock, and kidney failure.
8. In response to Finding of Fact Seven (7), Respondent states she reviewed the patient's request for sick call, complaining of dehydration and urinating blood, and reviewed his medical records. Respondent states she scheduled the patient for sick call the following morning and gave report to the RN replacing her. She states she would have seen the offender if she had known how bad it was for him.

#### 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)&(3)(A) and 217.12(1)(A),(1)(B)&(4).
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 769641 and Vocational Nurse License Number 168295, heretofore issued to SANDRA BROADUS.
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 **WARNING WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

## 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 the effective date of this Order, unless otherwise specifically indicated:**

- A. **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.

- B. **A Board-approved course in physical assessment** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; 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. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. 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/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. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. 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 period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify

each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.

- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- D. **Nursing Performance Evaluations:** 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 nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

V. **RESTORATION OF UNENCUMBERED LICENSE(S)**

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

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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.

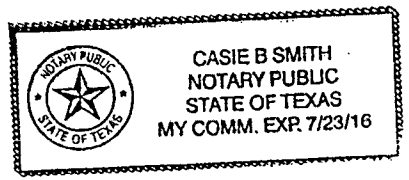
Signed this 11 day of May, 2015.

Sandra Broadus  
SANDRA BROADUS, Respondent

Sworn to and subscribed before me this 11 day of May, 2015.

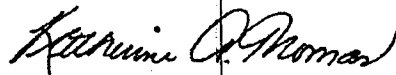
SEAL

Casie Smith Bullock  
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 11th day of May, 2015, by SANDRA BROADUS, Registered Nurse License Number 769641 and Vocational Nurse License Number 168295, and said Order is final.

Effective this 16<sup>th</sup> day of June, 2015.



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