

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.

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
Vocational Nurse License Number 158166 §
issued to LEON WILLIS §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LEON WILLIS, Vocational Nurse License Number 158166, 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 Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on June 23, 2020.

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 Agreed Order.
3. Respondent's license to practice as a vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Central Lamar Salter Technical Institute, Leesville, Louisiana, on March 9, 1995. Respondent was licensed to practice vocational nursing in the State of Texas on July 25, 1996.
5. Respondent's nursing employment history includes:

7/1996 – 12/1998	Unknown	
1/1997 – 12/2006	LVN	Nurse Finders of Texas Dallas, Texas

Respondent's nursing employment history continued:

8/1998 – 11/1998	LVN	Bishop Davies Nursing Center Dallas, Texas
8/1998 – 11/1998	LVN	Baylor All Saints Fort Worth, Texas
1/2007 – 3/2018	LVN	JPS Correctional Health Fort Worth, Texas
5/2018 – Present	LVN	Monticello West Assisted Living Dallas, Texas

6. At the time of the initial incident, Respondent was employed as a Licensed Vocational Nurse with JPS Health Network, Fort Worth, Texas, and had been in that position for eleven (11) years and three (3) months.
7. On or about March 23, 2018 through March 24, 2018, while employed as a Licensed Vocational Nurse at JPS Health Network, Fort Worth, Texas, Respondent falsely documented the administration of Metformin, Fluphenazine, Setraline, Gabapentin, Mirtazapine, Tylenol, Seroquel, Zantac, Benadryl, and Ibuprofen in the Medication Administration Records for multiple patients. Subsequently, the medications were found in sealed packets by staff. Respondent's conduct created inaccurate medical records and the failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment.
8. On or about March 23, 2018 through March 24, 2018, while employed as a Licensed Vocational Nurse at JPS Health Network, Fort Worth, Texas, Respondent left his nursing assignment at 2336 without notifying the supervisor, fell asleep in his car, and did not return for more than four (4) hours. Respondent's conduct was likely to injure patients in that leaving the nursing assignment could have resulted in the assigned patients not receiving the care that they needed.
9. On or about March 23, 2018 through March 24, 2018, while employed as a Licensed Vocational Nurse at JPS Health Network, Fort Worth, Texas, Respondent may have lacked fitness to safely practice nursing in that he left his nursing assignment for more than four (4) hours to sleep in his car. Respondent's conduct was likely to injure patients in that his condition prevented him from being able to make rational, accurate and appropriate assessments, judgments and decisions regarding care of his patients.
10. In response to Findings of Facts Number Seven (7) through Nine (9), Respondent states he had worked 72 hours up to that night. He informed supervisor that he was tired but agreed

to stay due to of short staffing. During his lunch break, he fell asleep in his car and when he returned to work, the supervisor sent him home. Respondent states his work station was left open with the computer on. He denies falsely documenting the administration of medication and states it may have occurred accidentally or whoever closed out station may have documented the medications.

11. Formal Charges were filed on November 6, 2018.

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)(I),(1)(M),(1)(P)&(1)(T) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(1)(E),(4),(6)(A),(6)(H),(10)(B)&(12).
4. The evidence received is sufficient cause pursuant to Section 301.452(b) (10)&(13), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 158166, heretofore issued to LEON WILLIS.
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. As a result of this Order, RESPONDENT'S license(s) will be designated "single state" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed 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 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 and video programs will not be approved.
- B. **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.

- 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.*

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 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. 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:** While employed as a LVN with Monticello West, Dallas, Tx., RESPONDENT SHALL CAUSE this employer to immediately submit any and all incident, counseling, variance, unusual occurrences 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. Indirect Supervision: Should RESPONDENT'S employment as a LVN with Monticello West, Dallas, Tx. cease or change before the end of the stipulation/probation period, RESPONDENT for the remainder of the stipulation/probation period SHALL be supervised 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 of 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.
- 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 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 four (4) quarters [one (1) year] of employment as a nurse.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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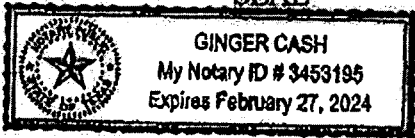
RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this 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 this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 25 day of JUNE, 2020.

Leon Willis
LEON WILLIS, RESPONDENT

Sworn to and subscribed before me this 25 day of JUNE, 2020.



Ginger Cash
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 25th day of June, 2020, by LEON WILLIS, Vocational Nurse License Number 158166, and said Agreed Order is final.

Effective this 18th day of August, 2020.



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