



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. Plummer*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of  
BRYAN ANDREW CASTILLE,  
Registered Nurse License Number 669155

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ORDER OF THE BOARD

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRYAN ANDREW CASTILLE, Registered Nurse License Number 669155, hereinafter referred to as Respondent.

This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Order.

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

FINDINGS OF FACT

1. Respondent's license to practice as a professional nurse in the State of Texas is in delinquent status.
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent received an Associate Degree in Nursing from Amarillo College, Amarillo, Texas, on May 1, 2000. Respondent was licensed to practice professional nursing in the State of Texas on June 20, 2000.
4. Respondent's nursing employment history includes:

6/2000 – 8/200	Unknown	
9/2000 – 6/2001	RN	Northwest Hospital Amarillo, Texas

Respondent's nursing employment history continued:

7/2001 -- Unknown	RN	IHS Arlington Nursing Home and Rehab Center Arlington, Texas
Unknown -- 5/2003	RN	Cleburne Rehab & Nursing Center Cleburne, Texas
3/2003 -- Unknown	RN	Samaritan Care Hospice McKinney, Texas
Unknown -- 9/2004	RN	American Hospice -- Fort Worth Fort Worth, Texas
9/2004 -- Unknown	RN	City View Care Center -- Fort Worth Fort Worth, Texas
Unknown -- 2005	RN	Kindred Southwest Fort Worth Fort Worth, Texas
6/2005 -- Unknown	RN	A-One Plus Duncanville, Texas
Unknown -- 2/2008	RN	Maxim Healthcare Services Fort Worth, Texas
2/2008 -- 9/2010	RN	Harris Methodist Southwest Fort Worth, Texas
10/2010 -- 12/2010	RN	Ridgeview Rehab and Skilled Nursing Cleburne, Texas
1/2011 -- 7/2011	Unknown	
8/2011 -- 3/2014	RN	Nurse Finders Unknown
4/2014 -- 6/2014	Unknown	
7/2014 -- 9/2018	RN	UT Southwestern Medical Center Dallas, Texas
10/2018 -- 9/2019	Unknown	

Respondent's nursing employment history continued:

10/2019 – Unknown

Heritage Trails Nursing and Rehabilitation Center  
Cleburne, Texas

5. On or about January 23, 2020, Respondent was issued the sanction of Warning with Stipulations through an Order of the Board. A copy of the January 23, 2020, Order is attached and incorporated herein by reference as part of this Order.
6. On or about May 26, 2021, the Board provided notice to Respondent that an investigation was being initiated into alleged violations of the Nursing Practice Act and/or the Board's Rules and Regulations Relating to Nurse Education, Licensure, and Practice, as follows:
  - A. On or about January 23, 2021, you failed to comply with the Agreed Order issued to you on January 23, 2020, by the Texas Board of Nursing. Noncompliance is the result of your failure to comply with Section IV, subsection A, Remedial Education Course(s), of the Agreed Order which states, in pertinent part:

"RESPONDENT SHALL successfully complete ... within one (1) year of the effective date of this Order ... A Board-approved course in Texas nursing jurisprudence and ethics ..."
  - B. On or about January 23, 2021, you failed to comply with the Agreed Order issued to you on January 23, 2020, by the Texas Board of Nursing. Noncompliance is the result of your failure to comply with Section IV, subsection C, Remedial Education Course(s), of the Agreed Order which states, in pertinent part:

"RESPONDENT SHALL successfully complete ... within one (1) year of the effective date of this Order ... A Board-approved course in nursing documentation ..."
  - C. On or about January 23, 2021, you failed to comply with the Agreed Order issued to you on January 23, 2020, by the Texas Board of Nursing. Noncompliance is the result of your failure to comply with Section IV, subsection D, Remedial Education Course(s), of the Agreed Order which states, in pertinent part:

"RESPONDENT SHALL successfully complete ... within one (1) year of the effective date of this Order ... The course 'Sharpening Critical Thinking Skills,' ..."
7. On July 29, 2021, the Board received a notarized statement from Respondent voluntarily surrendering the right to practice nursing in Texas in lieu of completing the Order. A copy of Respondent's statement, dated July 22, 2021, is attached and incorporated herein by reference as part 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 §217.12 (11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 669155. heretofore issued to BRYAN ANDREW CASTILLE, 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, as amended, the Board may impose conditions for reinstatement of licensure.
7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

### **TERMS OF ORDER**

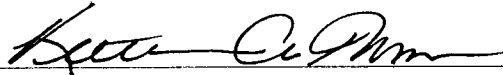
NOW, THEREFORE, IT IS ORDERED that the VOLUNTARY SURRENDER of Registered Nurse License Number 669155 is accepted by the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional/registered nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself/himself 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 at least 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 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 29<sup>th</sup> day of July, 2021 .



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

BRYAN ANDREW CASTILLE  
3621 Northcrest Dr, Cleburne, TX 76031  
RN LICENSE NUMBER 669155

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 nursing in the State of Texas. I consent to the entry of an Order with findings reflecting the alleged conduct and which outlines requirements for reinstatement of my license. I understand that I can be represented by an attorney in this matter. I waive attorney representation, notice, administrative hearing, and judicial review of the Order entered by the Board. 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: Bryan Andrew Castille

Date: 7/22/2021

RN LICENSE NUMBER 669155

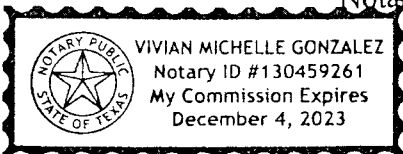
The State of Texas

Before me, the undersigned authority, on this date personally appeared BRYAN ANDREW CASTILLE 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 22 day of July, 2021.

SEAL

[Signature]  
Notary Public in and for the State of Texas





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 § AGREED ORDER  
Registered Nurse License Number 669155 §  
issued to BRYAN ANDREW CASTILLE §  
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of BRYAN ANDREW CASTILLE, Registered Nurse License Number 669155, 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 September 11, 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 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 professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Amarillo College, Amarillo, Texas, on May 1, 2000. Respondent was licensed to practice professional nursing in the State of Texas on June 20, 2000.
5. Respondent's nursing employment history includes:
 

6/2000 – 8/2000	Unknown
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Respondent's nursing employment history continued:

9/2000 – 6/2001	RN	Northwest Hospital Amarillo, Texas
7/2001 – Unknown	RN	IHS Arlington Nursing Home and Rehab Center Arlington, Texas
Unknown – 5/2003	RN	Cleburne Rehab & Nursing Center Cleburne, Texas
3/2003 – Unknown	RN	Samaritan Care Hospice McKinney, Texas
Unknown – 9/2004	RN	American Hospice – Fort Worth Fort Worth, Texas
9/2004 – Unknown	RN	City View Care Center – Fort Worth Fort Worth, Texas
Unknown – 5/2005	RN	Kindred Southwest Forth Worth Fort Worth, Texas
6/2005 – Unknown	RN	A-One Plus Duncanville, Texas
Unknown – 2/2008	RN	Maxim Healthcare Services Fort Worth, Texas
2/2008 – 9/2010	RN	Harris Methodist Southwest Fort Worth, Texas
10/2010 – 12/2010	RN	Ridgeview Rehab and Skilled Nursing Cleburne, Texas
1/2011 – 7/2011	Unknown	
8/2011 – 3/2014	RN	Nurse Finders Unknown
4/2014 – 6/2014	Unknown	



Respondent's nursing employment history continued:

7/2014 -- 9/2018	RN	UT Southwestern Medical Center Dallas, Texas
10/2018 -- 9/2019	Unknown	
10/2019 -- Present		Heritage Trails Nursing and Rehabilitation Cleburne, Texas

6. At the time of the incident, Respondent was employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, and had been in that position for four (4) years and two (2) months.
7. On or about September 13, 2018, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent failed to document in the medical record of Patient Medical Record Number 91742083 assessment data, including the patient's denial of insulin. Respondent's conduct resulted in an inaccurate medical record and was likely to injure the patient in that subsequent care givers would not have complete information on which to base their care decisions.
8. On or about September 13, 2018, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent engaged in unprofessional conduct, in that while conducting shift change with the on-coming nurse, and in the presence of patients, Respondent stated "I had the worst f\*\*\*ing night...", threw a phone on the table, and stated "now you can answer all these f\*\*\*ing calls." Additionally, Respondent entered one patient's room, slammed the door and said "I can go get a gun and come back and take care of it all." A patient attempted to comfort Respondent, but Respondent repeated the same statement. Respondent's conduct was likely to injure the patients in that it may have unnecessarily exposed the patients to emotional and/or psychological harm.
9. In response to Finding of Fact Number Seven (7), Respondent states he failed to document the patient's refusal of insulin. In response to Finding of Fact Number Eight (8), Respondent states he spoke without thinking and regrets his comments. Regarding the gun comment, Respondent relates there was an intravenous pump beeping in a patient's room and Respondent said the noise made him want to shoot it.
10. Formal Charges were filed on July 8, 2019.

### 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)(D) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(1)(C),(4)&(6)(C).
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 669155, heretofore issued to BRYAN ANDREW CASTILLE.
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" 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 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](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 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 for Current Position:** For so long as Respondent remains employed in his current position as a Registered Nurse with Heritage Trails Nursing and Rehabilitation, Cleburne, Texas, 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. **Indirect Supervision for Subsequent Positions, if any:** Should Respondent's current position as a Registered Nurse with Heritage Trails Nursing and Rehabilitation, Cleburne, Texas, 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 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.
  
- 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 four (4) quarters [one (1) year] of employment as a nurse.

## VI. THERAPY REPORTS

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor with credentials approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to

provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

**VII. 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.

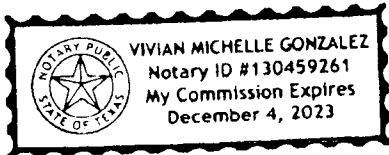
Signed this 9<sup>TH</sup> day of DECEMBER 19.

Bryan Andrew Castille  
BRYAN ANDREW CASTILLE, RESPONDENT

Sworn to and subscribed before me this 9 day of December, 2019.

SEAL

[Signature]  
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 9th day of December, 2019, by BRYAN ANDREW CASTILLE, Registered Nurse License Number 669155, and said Agreed Order is final.

Effective this 23rd day of January, 2020.



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