



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.
Kristin K. Benton, DNP, RN
Kristin K. Benton, DNP, RN
Executive Director
Texas Board of Nursing

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
Vocational Nurse License Number 304356 §
issued to JESSICA NICOLE CARRITHERS §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JESSICA NICOLE CARRITHERS, Vocational Nurse License Number 304356, 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)(3),(10),(12),&(14), Texas Occupations Code.

Respondent waived notice and hearing and agreed to the entry of this Agreed Order approved by Kristin K. Benton, DNP, RN, Executive Director, on October 15, 2024.

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 Jones County Junior College, Ellisville, Mississippi, on December 14, 2007. Respondent was licensed to practice vocational nursing in the State of Texas on November 17, 2011.
5. Respondent's nursing employment history includes:

11/2011 – 06/2013	LVN	Pine Ridge Health Care Livingston, Texas
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Respondent's nursing employment history continued:

07/2013 – Unknown	LVN	Brady Health Care Services Brownwood, Texas
11/2014 – 02/2014	LVN	Menard Manor Menard, Texas
03/2014 - Unknown	LVN	Angels of Care Pediatric Home Health San Angelo, Texas
04/2014 – 04/2021	LVN	Texas Nurse Connection Abilene, Texas
05/2016 – 05/2019	LVN	Brady West Rehabilitation and Nursing Center Brady, Texas
01/2018 – 08/2018	LVN	Devine Health and Rehabilitation Devine, Texas
11/2019 – 05/2020	LVN	Solaris Diagnostics Brownwood, Texas
01/2021 – Present	LVN	Ascend Healthcare Staffing Austin, Texas
12/2021 – 06/2022	LVN	Cross Country Healthcare Brownwood, Texas
02/2022 – 02/2023	LVN	Bangs Nursing and Rehabilitation Center Bangs, Texas
09/2023 – 10/2023	LVN	Turn Key Health Clinics, Oklahoma City, Oklahoma
11/2023 – 08/2024	Unknown	
09/2024 – Present	LVN	Parachute Plasma Brownwood, Texas

6. On or about January 22, 2015, Respondent was issued the sanction of Warning with Stipulations through an Order of the Board. On or about May 18, 2016, Respondent successfully completed the terms of the Order. A copy of the January 22, 2015, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. At the time of the initial incident, Respondent was employed as a Vocational Nurse with Turn Key Health Clinics, Oklahoma City, Oklahoma and on assignment at the Llano County Sheriff's Office, and had been in that position for one (1) month.
8. On or about October 9, 2023, while employed as a Licensed Vocational Nurse with Turn Key Health Clinics, Oklahoma City, Oklahoma and on assignment at the Llano County Sheriff's Office, Respondent lacked fitness to practice nursing in that she exhibited signs of impaired behavior while on duty, including falling asleep, confusion, shakiness, difficulty focusing and concentrating, repeating questions and unable to complete job tasks. When confronted the next day by jail staff, Respondent stated she did not remember much from the day before and that she was not feeling well because of a recent surgery, and it made her mind foggy. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
9. On or about October 14, 2023, while employed as a Licensed Vocational Nurse with Turn Key Health Clinics, Oklahoma City, Oklahoma and on assignment at the Llano County Sheriff's Office, Respondent lacked fitness to practice nursing in that she exhibited signs of impaired behavior while on duty, including falling asleep, confusion, shakiness, difficulty focusing and concentrating, repeating questions and unable to complete job tasks. When confronted by jail staff, Respondent admitted she had taken pain pills prior to her shift and asked if staff member if they could keep it between them. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
10. On or about October 18, 2023, while employed as a Licensed Vocational Nurse with Turn Key Health Clinics, Oklahoma City, Oklahoma and on assignment at the Lampasas County Sheriff's Office, Respondent lacked fitness to practice nursing in that she exhibited signs of impaired behavior while on duty, including disorientation, drowsiness, difficulty focusing and concentrating, and falling asleep while speaking. When Respondent left the facility, staff were concerned for her safety and called on-duty officers, who administered a field sobriety test and determined Respondent was impaired. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate

assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.

11. On or about October 18, 2023, while employed as a Licensed Vocational Nurse with Turn Key Health Clinics, Oklahoma City, Oklahoma and on assignment at the Lampasas County Sheriff's Office, Respondent was arrested on a warrant issued through the McCulloch County Sheriff's Office, Brady, Texas for the offense of POSSESSION/USE OF ABUSABLE VOLATILE CHEMICALS, a Class B Misdemeanor. On May 1, 2024, as part of a plea agreement, Respondent entered a plea of Guilty to POSSESSION/USE OF ABUSABLE VOLATILE CHEMICALS, a Class B Misdemeanor offense committed on August 7, 2023, in the County Court of McCulloch County, Texas. As a result of the plea, the proceedings against Respondent were deferred, without entering an adjudication of guilt, and Respondent was placed on community supervision for a period of fifteen (15) months.
12. On or about January 2, 2024, while participating in the Texas Peer Assistance Program for Nurses (TPAPN), Respondent became non-adherent with the participation agreement she signed on December 22, 2023, in that Respondent withdrew from the program. On January 2, 2024, TPAPN closed Respondent's case and referred her back to the Board.
13. In response to Finding of Fact Number Eleven (11) Respondent states the charges are pending, and she has hired an attorney due to inaccuracy of charges. In response to Finding of Fact Number Twelve (12) Respondent states she could not comply with TPAPN due to inability to pay.
14. Formal Charges were filed on September 24, 2024.
15. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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)(B),(1)(T) and 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(1)(E),(4),(5),&(9).
4. The evidence received is sufficient cause pursuant to Section 301.452(b) (10),(12),&(14), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 304356, heretofore issued to JESSICA NICOLE CARRITHERS.

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.
6. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED that Vocational Nurse License Number 304356, previously issued to JESSICA NICOLE CARRITHERS, to practice nursing in the State of Texas is/are hereby **SUSPENDED** and said suspension is **ENFORCED** until RESPONDENT:

- A. **Applies to, is accepted into, and completes enrollment in the Texas Peer Assistance Program for Nurses (TPAPN), including payment of a non-refundable participation fee to TPAPN in the amount of five hundred dollars (\$500.00), if licensed as a registered nurse, or in the amount of three hundred fifty dollars (\$350.00), if licensed as a vocational nurse;**
- B. Is **cleared to safely practice as a nurse** based on a fitness evaluation, as may be required by TPAPN; and
- C. **Waives confidentiality and provides a copy of the fully executed TPAPN participation agreement to the Board.**

IT IS FURTHER AGREED, upon verification of successful completion of the above requirements, the Suspension will be **STAYED**, and RESPONDENT will be placed on **PROBATION** for such time as is required for RESPONDENT to successfully complete the TPAPN **AND** until RESPONDENT fulfills the additional requirements of this Order.

- D. RESPONDENT SHALL submit an application for licensure renewal/reactivation, as applicable, and pay all re-registration fees, if any, and RESPONDENT'S

licensure status in the State of Texas will be activated and updated to current status and to reflect the applicable conditions outlined herein.

- E. RESPONDENT SHALL **comply with all requirements of the TPAPN participation agreement** during its term and SHALL keep all applicable licenses to practice nursing in the State of Texas in current status.
- F. RESPONDENT SHALL CAUSE the TPAPN to **notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.**
- G. This Order SHALL apply to any and all future licenses issued to RESPONDENT to practice nursing in the State of Texas.
- H. This Order SHALL be applicable to RESPONDENT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- I. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- J. 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. 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 suspension being stayed, unless otherwise specifically indicated:**

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.

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.*

IV. SUBSEQUENT CRIMINAL PROCEEDINGS

IT IS FURTHER AGREED, should the RESPONDENT'S conduct, as outlined in the findings of fact of this Agreed Order, result in subsequent judicial action, including a deferred disposition, RESPONDENT may be subject to further disciplinary action, up to, and including, revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas.

V. EFFECT OF NONCOMPLIANCE

SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of RESPONDENT'S license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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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MEMORANDUM OF UNDERSTANDING

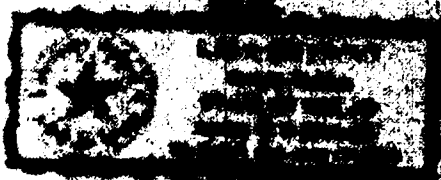
I understand that I have the right to legal counsel prior to signing this Order. I hereby
represent and warrant that I have signed this Order. I hereby agree not to deny the voluntariness
of my signature. I do acknowledge receiving a copy of this Order and my rights to participate in
the Texas Peer Assistance Program for Judges. By my signature on this Order, I agree to the terms
of this Order and all conditions of said Order to which I am a party through past
conduct and to agree further disciplinary action in this matter. I understand the terms of this
Order. I understand that this Order becomes effective upon acceptance by the Executive Director
on behalf of the Texas Board of Judicial Affairs and a copy will be mailed to me. I understand that I will
be subject to all terms and conditions of this Order. I will be subject to investigation and
disciplinary action, including TEMPORARY SUSPENSION pursuant to Section 206.002, Texas
Government Code, and/or possible revocation of my license and/or privilege to practice
law in the State of Texas, as a consequence of my non-compliance.

Signed this 31 day of October, 2011.

[Signature]
BRUCE W. FARRIS


Received and acknowledged by me on this 31 day of October, 2011.

[Signature]
BRUCE W. FARRIS



WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 31st day of October, 2024, by JESSICA NICOLE CARRITHERS, Vocational Nurse License Number 304356, and said Agreed Order is final.

Effective this 6th day of November, 2024.



Kristin K. Benton, DNP, RN
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 § AGREED
Vocational Nurse License Number 304356 §
issued to JESSICA NICOLE CARRITHERS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JESSICA NICOLE CARRITHERS, Vocational Nurse License Number 304356, 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 November 4, 2014.

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.
- 4. Respondent received a Certificate in Vocational Nursing from Jones County Junior College, Ellisville, Mississippi, on December 14, 2007. Respondent was licensed to practice vocational nursing in the State of Texas on November 27, 2011.
- 5. Respondent's nursing employment history includes:

13/2010 - 6/2013	Staff Nurse	Pine Ridge Health Care Livingston, Texas
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Respondent's nursing employment history continued:

7/2013 - Present	Staff Nurse	Brady Health Care Services Brownwood, Texas
11/2014 - 3/2014	Staff Nurse	Menard Manor Menard, Texas
3/2014 - Present	Staff Nurse	Angels of Care Pediatric Home Health San Angelo, Texas
4/2014 - Present	Staff Nurse	Texas Nurse Connection Abilene, Texas

6. At the time of the initial incident, Respondent was employed as a staff nurse with Menard Manor, Menard, Texas, and had been in that position for four (4) months.
7. On or about March 13, 2014, while employed as a staff nurse with Menard Manor, Menard, Texas, Respondent exhibited unprofessional conduct and was verbally and/or emotionally abusive when she exclaimed to the Director of Nursing regarding a conflict she had with Resident KG, "I'm so mad I could go back in there and punch her against that wall and out the window." In addition, Respondent referred to the resident in vulgar language. Respondent's conduct was likely to injure the resident in that it exposed the resident unnecessarily to a risk of experiencing emotional and/or psychological harm.
8. On or about March 16, 2014, while employed as a staff nurse with Menard Manor, Menard Texas, Respondent failed to consult the physician or obtain an order to administer Levothyroxine and/or Omeprazole at 8:00p.m. instead of 6:00a.m. as scheduled to Residents 14-B, 12-B, 11-B, 21-B, 4-B, 5-B, 7-A, 7-B, 9-B, and 11-A. Additionally, Respondent failed to document the administration of the medications in the medical record. Respondent's conduct created an inaccurate medical record and was likely to injure the patients from complications of medications being administered without a physician's expertise.
9. On or about February 12, 2014, while working as a LVN with Menard Manor, Menard, Texas, Respondent failed to provide a safe environment for Resident BB when she repeatedly and rudely told him to stop calling for his mother "because she was dead." In addition, Respondent would not allow the clinical assistant to put him in bed until 9:00 p.m. despite his begging to go to bed. Respondent's conduct was likely to injure the resident in that it exposed the resident unnecessarily to a risk of experiencing emotional and/or psychological harm.
10. On or about February 22, 2014, while working as a LVN with Menard Manor, Menard, Texas, Respondent exhibited unprofessional conduct and failed to provide a safe environment for the residents by exclaiming "Halleluja, Halleluja, she's dead," when she heard that Resident NK had died. Respondent's conduct was likely to injure the residents in that it exposed the residents unnecessarily to a risk of experiencing emotional and/or psychological harm.

11. In response to the incident in Finding of Fact Number Seven (7), Respondent states she was not in the presence of any patients and was "venting" to her boss. Regarding Finding of Fact Number Eight (8), Respondent admits she administered the medications at 8:00 p.m. knowing that "we were having difficulty with the patients not taking the medications in the morning. I told the on-going nurse that I had given the medications early." In response to Finding of Fact Number Nine (9), Respondent states that when the patient started hollering for his mother, she would remind him that his mother had passed away, and when he requested to go to bed early, he was redirected with juice or snacks to avoid becoming noncompliant with his Lactulose regimen. Regarding Finding of Fact Number Ten (10), Respondent states when she found out the patient had died at the hospital she commented "Halleluja, thank the Lord she's not in pain anymore."

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)(T) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(C)&(6)(F).
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 304356, heretofore issued to JESSICA NICOLE GREEN.

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 entry 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 medication administration** 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 be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. 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. 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.
- D. 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.
- E. While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor 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.

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. **Indirect Supervision:** 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.
- 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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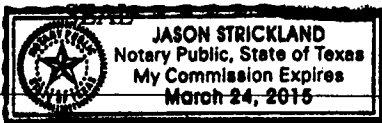
RESPONDENT'S CERTIFICATION

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 2 day of December, 2014.

Jessica Nicole Carrithers
JESSICA NICOLE CARRITHERS, Respondent


Sworn to and subscribed before me this 2 day of December, 2014.



J. Strickland
Notary Public in and for the State of TX

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 2nd day of December, 2014, by JESSICA NICOLE CARRITHERS, Vocational Nurse License Number 304356, and said Order is final.

Effective this 22nd day of January, 2015.



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