



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 § ELIGIBILITY AGREED ORDER
MELISSA NICOLE BLACK, § FOR
Registered Nurse License Number 780946 § REACTIVATION OF LICENSE
& APPLICANT for Eligibility for Licensure §

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the RN Inactive Over 4 Years application, hereinafter referred to as the Application, and supporting documents filed by MELISSA NICOLE BLACK, hereinafter referred to as Applicant, requesting a determination of eligibility for licensure in compliance with Sections 301.252, 301.257 and 301.260, Texas Occupations Code, and the Board's Rules at 22 TEX. ADMIN. CODE §213.30, together with any documents and information gathered by staff and Applicant's Certification contained herein.

Information received by the Board produced evidence that Applicant may be ineligible for licensure pursuant to Sections 301.452(b)(10)&(13)(effective through 8/31/2021) and 301.453, Texas Occupations Code.

Applicant waived notice and hearing and agreed to the entry of this Agreed Order approved by Kristin K. Benton, DNP, RN, Executive Director, on January 14, 2026.

1. On December 18, 2025, Applicant submitted the Application requesting a determination of eligibility for licensure reactivation.
2. Applicant waived notice and hearing, and agreed to the entry of this Agreed Order.
3. Applicant received a Baccalaureate Degree in Nursing from Texas Womans University, Denton, Texas, on December 19, 2009. Applicant was licensed to practice professional nursing in the State of Texas on February 9, 2010.
4. On or about April 11, 2021, Applicant was issued the sanction of Warning with Stipulations and the license(s) placed in inactive status through an Order of the Board. A copy of the

April 22, 2021, Order is attached and incorporated herein by reference as part of this Agreed Order.

5. The Executive Director considered evidence of Applicant's past behavior in light of the factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Applicant currently demonstrates the criteria required for licensure.
6. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Applicant's disclosures.
7. Applicant has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.
8. Applicant shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452(b), Texas Occupations Code.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. On or about December 18, 2025, Applicant submitted the Application requesting a determination of eligibility for licensure reactivation.
3. Applicant's history reflects conduct which may constitute grounds for denial of a license under Section 301.452(b)(10)&(13)(effective through 8/31/2021), Texas Occupations Code.
4. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
5. The Board may license an individual upon evaluation of the factors in 22 TEX. ADMIN. CODE §213.27, and pursuant to 22 TEX. ADMIN. CODE §213.33, if the Board is satisfied that the individual is able to consistently conform his conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
6. This Order is conditioned upon the accuracy and completeness of Applicant's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Applicant's license(s).

7. 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, REACTIVATION OF LICENSURE AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that APPLICANT SHALL receive the sanction of **WARNING WITH STIPULATIONS** and the Application for Reactivation of RN Licensure to practice nursing in the State of Texas be **GRANTED** according to the terms of this Order.

- A. Until successfully completed, this Order SHALL apply to any and all future licenses issued to APPLICANT to practice nursing in the State of Texas.
- B. Until successfully completed, this Order SHALL be applicable to APPLICANT'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. Until successfully completed, APPLICANT may not practice nursing in the State of Texas except in accordance with the terms of this Order.
- D. As a result of this Order, APPLICANT'S license(s) will be designated "single state" as applicable and APPLICANT 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, APPLICANT 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. SUPERSEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Order SHALL supersede all previous stipulations required by any Order entered by the Texas Board of Nursing.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, APPLICANT SHALL successfully complete the following remedial education course(s) **within one (1) year of licensure, 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.

- B. **The course "Righting a Wrong,"** a 3.0 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) International Center for Regulatory Scholarship (ICRS).

In order to receive credit for completion of this/these course(s), APPLICANT 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. APPLICANT 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, APPLICANT 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:** APPLICANT 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, APPLICANT 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:** APPLICANT 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. APPLICANT 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:** APPLICANT 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 APPLICANT, 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 APPLICANT is currently working. APPLICANT SHALL work only regularly assigned, identified and predetermined unit(s). APPLICANT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. APPLICANT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.
- D. **Nursing Performance Evaluations:** APPLICANT SHALL CAUSE each employer to submit, on forms provided to the APPLICANT by the Board, periodic reports as to APPLICANT'S capability to practice nursing. These reports shall be completed by the individual who supervises the APPLICANT 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 Eligibility Agreed Order, all encumbrances will be removed from APPLICANT'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, APPLICANT may be eligible for nurse licensure compact privileges, if any.

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APPLICANT'S CERTIFICATION

I understand this Order is conditioned upon the accuracy and completeness of my application and disclosures. I further understand that subsequently discovered discrepancies in my application and/or disclosures will result in investigation and possible disciplinary action, up to revocation of my license(s).

I have reviewed this Order. I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license(s) to practice nursing in the state of Texas. 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 REVOCATION of my license(s) and/or nurse licensure compact privileges, if any, to practice nursing in the State of Texas, as a consequence of my noncompliance

Signed this 25 day of February, 2026.

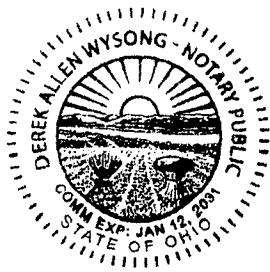
Melissa Nicole Black
MELISSA NICOLE BLACK, APPLICANT

Sworn to and subscribed before me this 25 day of February, 2026.

SEAL

Derek Wysong

Notary Public in and for the State of Ohio
Franklin county



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Eligibility Agreed Order for Reactivation of License that was signed on the 25th day of February, 2026, by MELISSA NICOLE BLACK, Registered Nurse License Number 780946 & APPLICANT for Reactivation of License, and said Eligibility Agreed Order for Reactivation of License is final.

Effective this 23rd day of April, 2026.

Kristin K. Benton, DNP, RN

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 ORDER
Registered Nurse License Number 780946 §
issued to MELISSA NICOLE BLACK §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MELISSA NICOLE BLACK, Registered Nurse License Number 780946, 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),(12)&(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 October 29, 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 a Baccalaureate Degree in Nursing from Texas Womans University, Denton, Texas, on December 19, 2009. Respondent was licensed to practice professional nursing in the State of Texas on February 9, 2010.
5. Respondent's nursing employment history includes:

2/2010 – 02/2017	RN	Lewisville Medical Center Lewisville, TX
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Respondent's nursing employment history continued:

03/2017 – 08/2017	RN	Parkland Health & Hospital System Dallas, Texas
09/2017 – 10/2017	Unknown	
10/2017 – Present	RN	OCC MD Dallas, Texas

6. At the time of the initial incident, Respondent was employed as a registered nurse with Parkland Health and Hospital, Dallas, Texas, and had been in that position for approximately five (5) months.
7. On or about August 26, 2017, while employed with Parkland Health & Hospital System, Dallas, Texas, Respondent exhibited unprofessional behavior in that during shift change she stated, "I just want to F***** give report and get the f*** out of here," loud enough that it was heard by Patient 127272. Additionally, Respondent appeared annoyed physically and in her tone when asked questions for clarification of patient care and interrupted another shift change report in front of the patient's family members. Respondent's conduct was inappropriate and could have been disruptive to the patient's treatment.
8. On or about August 26, 2017, while employed with Parkland Health & Hospital System, Dallas, Texas, Respondent lacked fitness to practice professional nursing in that she was observed sleeping at the nurse's station during her shift. Respondent's conduct 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 August 26, 2017, while employed with Parkland Health & Hospital System, Dallas, Texas, Respondent placed a rectal tube in Patient Medical Record Number 127272 without a physician's order and after it had been noted the patient had blood in her stool. Respondent's conduct was likely to injure the patient from further medical complications.
10. In response to Finding of Fact Number Seven (7), Respondent denies unprofessional behavior, denies conduct that was inappropriate and could have been disruptive to the patient's treatment. Additionally, Respondent notes that she was at the end of three consecutive twelve plus-hour shifts. Respondent explains that all needed and pertinent patient information was provided to the oncoming nurse who had covered this shift in her previous shift. In response to Finding of Fact Number Eight (8), Respondent denies sleeping at nurse station. Regarding Finding of Fact Number Nine (9), Respondent admits

using a modified Mallencot tube to collect stool sample for analysis. Respondent denies her conduct was likely to injure the patient from further medical conditions. As a prudent nurse, Respondent states she was constantly monitoring for any blood in the stool given this patient's medical history and condition. Respondent explains that she noticed some hematochezia just before 0400 and alerted the provider on call for the evening. Respondent states the plan was to obtain some stool samples to send for testing. In order to obtain these samples, Respondent states a Mallencot tube was used. The Nurse Practitioner came to bedside, stayed for some time, monitoring the flow of stool excreting from the patient and the order was then placed.

11. Formal Charges were filed on January 22, 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)(T) and 22 TEX. ADMIN. CODE §217.12(1)(B),(1)(E),(4)&(5).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 780946, heretofore issued to MELISSA NICOLE BLACK.
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** and RESPONDENT'S license(s) shall be placed in **INACTIVE** status.

Should RESPONDENT decide in the future to reactivate his/her license(s) to practice nursing in the State of Texas, RESPONDENT SHALL be required to petition the

Board for reactivation of the license and satisfy all then existing requirements for reactivation. Further, RESPONDENT'S reactivated license(s) SHALL BE subject to, at a minimum, the remedial education courses, work restrictions, supervised practice, and employer reporting which would have been requirements of this Order had RESPONDENT not chosen to inactivate his/her nursing license(s).

Until such time that RESPONDENT'S license(s) to practice nursing in the State of Texas is/are reactivated, RESPONDENT SHALL NOT use a Privilege to Practice Nursing in the State of Texas from any Nurse License Compact member state.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this 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 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. I further understand that, should I decide in the future to reactivate my license(s), I will be required to satisfy, at a minimum, the additional requirements that would have been part of this Order had the license(s) not been placed in inactive status, as stated herein, as well as all then existing requirements for reactivation.

Signed this 24 day of March, 2021.

Melissa Nicole Black
MELISSA NICOLE BLACK, RESPONDENT

Sworn to and subscribed before me this 24 day of MARCH, 2021.

SEAL

RESPONDENT IS OUTSIDE U.S.

Notary Public in and for the State of _____

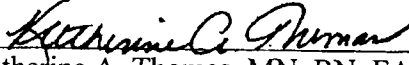
Approved as to form and substance.

Robert R. Smith
Robert R. Smith, Attorney for Respondent

Signed this 24 day of MARCH, 2021.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 24th day of March, 2021, by MELISSA NICOLE BLACK, Registered Nurse License Number 780946, and said Agreed Order is final.

Effective this 22nd day of April, 2021.



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