

LOUISIANA STATE BOARD OF PRACTICAL NURSE EXAMINERS  
3421 NORTH CAUSEWAY BOULEVARD, SUITE 505  
METAIRIE, LOUISIANA 70002-3715  
(504) 838-5791  
FAX (504) 838-5279  
www.lsbpne.com

## **DEFAULT ORDER IN THE MATTER OF**

**The Louisiana State Board of Practical Nurse Examiners (Board)**

**v.**

**Calandra Lafleur (respondent), LPN, license #250916  
2525 O'Neal Lane, Apt. 210, Baton Rouge, LA 70816**

On **December 18, 2013**, a formal complaint/notice of hearing (Attachment A) was mailed to the last known address of the respondent. The respondent did not reply to the complaint/notice of hearing, as required by the LAC 46:XLVII. 306.I and therefore the respondent waived the right to a formal hearing. In accordance with the LAC 46:XLVII.306.J, this order is issued by default.

### **LEGAL AUTHORITY AND JURISDICTION**

The board's legal authority and jurisdiction, in adjudication proceedings, are provided for in:

1. The Louisiana Revised Statutes of 1950, Title 37, Chapter 11, Part II, Section 961 et seq., as amended; and
2. The Louisiana Administrative Code, Title 46, Part XLVII, Subpart 1, Section 101 et seq., as amended; and
3. The Louisiana Administrative Procedure Act, Title 49, Chapter 13, Section 950 et seq., as amended.

### **FINDINGS OF FACT**

1. The respondent was licensed as a practical nurse in the state of Louisiana on 08/19/2005.
2. The respondent entered into an agreement with the board on 08/09/2005, placing her practical nursing license on probation for two years upon passing the NCLEX-PN. The respondent reported a criminal history on her application for licensure consisting of: felony theft (1990); misdemeanor theft, forgery, theft (1991); issuing worthless checks (felony and misdemeanor counts), forgery (1994); felony theft (auto), filing or maintaining false public records, forgery, theft, false personation (1994/1995); felony theft, issuing worthless checks (1997); theft of goods (1998); issuing worthless checks, theft, bank fraud (2003).
3. On September 5, 2007, the respondent had completed the terms of her probation and was issued an unencumbered practical nursing license.
4. The board received a report from Northridge Care Center indicating that the respondent was terminated on 10/22/12, following an investigation into violations of the agency's

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- standards of conduct. Reportedly, on 10/18/12, she was assigned to care for a resident who had an order for medications and feeding at 9:00 p.m. The respondent charted that she had administered the medications and feeding; however, she failed to do either. She did not notify the oncoming nurse at 10:00 p.m. shift change that the resident had not received the feeding or the medications.
5. The board received information from Lakeview Manor that the respondent was employed as an LPN from 8/6/09 to 8/17/10. According to their records, she was counseled on 8/26/09, for her treatment of a resident on 8/25/09. A resident complained that she was mean and rude. At that time, she was also warned about unprofessional language at the nursing station. On 11/6/09, the respondent was written up for defective and improper work and carelessness for failing to attempt to administer medication to a resident that previously refused. There was no documentation that she attempted again and no nurse's notes regarding resident's behavior. On 1/15/10, she received another warning for misconduct, violation of company rules, and defective and improper work. The respondent failed to re-check a resident's blood sugar that was initially unstable. On 4/19/10, she was written up for failing to document an incident and fill out an incident report. The respondent witnessed a resident spill coffee on her legs and failed to do an assessment. The resident was found to have blisters on her legs by an aide. She was suspended without pay for 2 shifts following this incident.
  6. The board also received information from Baton Rouge Health Care Center that the respondent was hired on 5/24/10 and fired on 9/14/11 for substandard work. On 9/7/11, she was disrespectful to the DON, ADON, and Administrator. The respondent exhibited body language and verbal communication that was unprofessional and she was unable to get her daily tasks done independently. She was previously written up on 10/5/10, for medication errors regarding 3 residents because she entered the orders incorrectly on the MD order and MAR. On 12/21/10, the respondent failed to enter medication orders correctly in a resident's chart again. On 2/16/11, she failed to document on the MAR with her initials that PRN medication had been administered and there was no follow-up documentation noted for evaluation of the resident.
  7. Additionally, the board found that the respondent falsified her employment applications with these facilities. On both applications, the respondent indicated "no" to the question, which asked, "Have you ever been convicted of any crime other than a minor traffic violation?"
  8. On 08/13/2013, the respondent's practical nursing license was suspended for failing to respond to the board's request for information. To date, her practical nursing license remains suspended.

## **CONCLUSIONS OF LAW**

Based on the findings of fact, enumerated above, the respondent is in violation of:

1. The Louisiana Revised Statutes of 1950, Title 37, Chapter 11, Part II, Section 969 A. (4)

- (c) is unfit, or incompetent by reason of negligence habit, or other causes;
- (f) is guilty of unprofessional conduct;
- (g) has violated any provisions of this Part;

**And 978 A. (8) Violate any provisions of this Part and Part B. And**

2. The Louisiana Administrative Code, Title 46, Part XLVII, Subpart 1, Sections 306 T.

3. being unfit, or incompetent by reason of negligence, habit or other causes;

8. being guilty of unprofessional conduct;

- a. failure to practice practical nursing in accordance with the standards normally expected;
- b. failure to utilize appropriate judgment in administering nursing practice;
- c. failure to exercise technical competence in carrying out nursing care;
- g. improper use of drugs, medical supplies, or patients' records;
- i. falsifying records;
- j. intentionally committing any act that adversely affects the physical or psychosocial welfare of the patient;
- p. inappropriate, incomplete or improper documentation;
- t. violating any provisions of R.S. 37:961 et seq. (the practical nursing practice act), as amended or aiding or abetting therein.

## **ORDER**

In view of the above findings of fact and conclusions of law, the board issues the following order by default.

That the license of the respondent, **Calandra Lafleur, license #250916** remain suspended.

During this suspension time, the respondent must abide by the following stipulations:

1. **Return license to the board office:**

- A. The respondent shall return his/her current practical nursing license to the board office within **ten (10) days** of the date of this order.

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B. The respondent shall not practice nursing during the period that his/her license is suspended.

2. **Obey all laws:**

A. The respondent shall obey all laws/rules governing the practice of practical nursing in this state and obey all federal, state, and local laws.

B. The respondent shall report to the board within **ten (10) days** any misdemeanor and/or felony arrest(s) or conviction(s).

3. **Notify board of change of address/telephone number:**

A. The respondent shall notify the board in writing within **ten (10) days** of any change in personal address or telephone number.

4. **Obtain a State and F.B.I. Criminal Background Check:**

A. Prior to any reinstatement request, the respondent must submit to state and F.B.I. criminal background record checks.

B. Once the respondent receives the results from the F.B.I., the respondent is to forward the information to the board office. The board will receive the state background results directly from the state police.

5. **Courses:**

The respondent must take and satisfactorily complete board approved courses in the following areas:

- **Documentation for Nurses** (Minimum of 20 CEUs)
- **Medication Errors** (Minimum of 15 CEUs)
- **Patient Advocacy/Ethics** (Minimum of 8 CEUs)

Evidence of completion of the course(s) is due in the board office prior to any reinstatement request.

6. **Fines/Fees:**

A. The respondent is hereby fined **\$500.00, payable by cashier's check or money order only**, for the violations detailed in the conclusions of law, payable within **90 days** of the date of this order.

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- B. The respondent must pay any/all fines/fees owed to the board, including a reinstatement fee, if/when applicable. Fines/fees are **payable by cashier's check or money order only**.

7. **Reinstatement requirements:**

- A. All stipulations of the suspension must be successfully fulfilled prior to a request for reinstatement.
- B. The respondent is to submit a written request for reinstatement to the board office.

Upon favorable review of the reinstatement request, the license of the respondent may then be placed on probation for a minimum period of **two (2) years**. During this probationary period the respondent shall follow **stipulations #2 and 3, as stipulated above and the following stipulations as stipulated below:**

1. **License:**

- A. The license of the respondent will be stamped "**PROBATION**".

2. **Fines/Fees:**

- A. The respondent is to submit a \$500.00 annual probation monitoring fee, **payable by cashier's check or money order only**.
- B. The probation monitoring fee is due within **three (3) months** of receiving a probated license, and annually thereafter until the probation is satisfactorily completed.
- C. Failure to pay this fee in the time allotted will result in the immediate suspension of the respondent's practical nursing license.

3. **Employment:**

- A. The respondent shall provide a copy of the entire board order/consent order including the findings of fact and conclusions of law immediately to any/all current employer(s) and at the time of application to any/all prospective employer(s).
- i. If the respondent is already employed as an lpn, the respondent and the current employer shall enter into the board's **Employer's Agreement** (form(s) issued by board). The signed form(s) shall be submitted to the

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board office within **ten (10) days** of the date of this order.

- ii. Upon obtaining new employment as an lpn, the respondent shall enter into the board's **Employer's Agreement** (form(s) issued by board) with the prospective employer. The signed form(s) shall be submitted to the board office within **ten (10) days** of the date of hire.
- B. All current and prospective employers must agree to allow the respondent's direct supervisor to monitor the respondent while on probation as well as timely submission of evaluations.
  - C. Probation will run concurrent with employment as an lpn.
  - D. The respondent must be employed a minimum of 80 hours per month.
  - E. The probationary period will not commence or progress until and unless the respondent is employed and delivering direct patient care as a licensed practical nurse.
  - F. Failure to maintain stable employment may be grounds for termination of probation.
  - G. The respondent must practice under the supervision of a nurse (rn or lpn) or physician whose license is unencumbered and must provide direct patient care as follows:
    - i. The respondent must be supervised on a regular and consistent basis by his/her assigned supervisor. The supervisor must observe and work closely enough with the respondent to be able to give an informed evaluation of the respondent. The employer must be willing to allow this supervision and provide opportunities for the same supervisor to evaluate the performance of the respondent.
    - ii. It is the respondent's responsibility to ensure that his/her supervisor submits the evaluation reports quarterly.
      - a. Reports are due on or before the 10<sup>th</sup> day of January, April, July, and October of each year. (Note: these forms will be provided to the employer)
      - b. Only the respondent's direct supervisor may complete the evaluations according to the observations made during the supervision.

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- H. The respondent is prohibited from working in temporary staffing, as an agency nurse, for a nursing pool and/or in the home health setting, or in any other similar setting including but not limited to working in a teaching capacity, as a travel nurse and/or on an "as needed" basis - prn.
- I. The respondent shall notify the board in writing within **ten (10) days** of any change in employment. Changes in employment include accepting a new job, as well as resignation, or termination.

### Violations

The respondent is hereby notified that failure to comply with any stipulations of this order of the board may result in any or all of the following:

- a) immediate suspension of license, b) indefinite suspension of license, c) ineligibility for annual renewal of license, d) additional fines/penalties up to \$500.00 per occurrence, e) increased probationary period, f) summary suspension and g) revocation.

### Public Records

This order is public record. All disciplinary actions of the board will be reported to all required data banks and agencies as required by law.

### LOUISIANA STATE BOARD OF PRACTICAL NURSE EXAMINERS

*M Lynn Ansardi RN*

M. Lynn Ansardi, RN  
Executive Director

*1/7/14*  
Date

Rendered this 7<sup>th</sup> day of **January, 2014**, and mailed this 7<sup>th</sup> day of **January, 2014**, by U.S. Postal Service, Regular and Certified Mail No. 7012 3460 0003 2404 0952 to:

Calandra Lafleur  
2525 O' Neal Lane, Apt. 210  
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