

LOUISIANA STATE BOARD OF PRACTICAL NURSE EXAMINERS
131 AIRLINE DRIVE, SUITE 301
METAIRIE, LOUISIANA 70001-6266
(504) 838-5791
FAX (504) 838-5279
www.lsbpne.com

In the matter of:

La Sandra Grant - respondent
License #240141

This cause having come to be heard at a formal hearing conducted at the board office on June 26, 2015 at 1:30 p.m. upon the complaint filed in this matter.

1. The respondent was not present for the hearing.
2. There were three (3) witnesses called by the board to testify:
 - Sallie Wesley, Dietician Aide
 - Hillary Thompson, CNA
 - Kanitra Elmore, DON, Ruston Nursing and Rehab Center

The hearing officer found all witnesses to be credible.

3. Exhibits A- H were admitted into evidence at the hearing. The hearing officer fully reviewed and considered all exhibits.
4. The hearing officer fully reviewed and considered the transcript of the hearing as prepared and certified by the court reporter, Dawn H. Hymel, CCR, who was present and recorded the hearing.

The hearing officer, having reviewed all evidence and testimony, and being fully advised in the premises, makes the following findings of fact and conclusions of law based on the entire record:

FINDINGS OF FACT

During the formal hearing process, the following facts were confirmed:

1. The respondent was licensed as a practical nurse in the state of Louisiana on 1/22/2004.
2. A report from the Louisiana Department of Health and Hospitals was substantiated by Ruston Nursing and Rehab Center, against the respondent, for emotional abuse. It was proved the respondent leaned into the ear of a resident saying "get your m*****ing a** to this table and quit bulls*****ing." It was also proven that the respondent told another resident, "b***h, I'm tired of you asking for m*****ing cigarettes and coffee." (Exhibits B1-2; D10-11)

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3. The respondent was counseled on 1/29/10 for pulling medications ahead of time and leaving them on top of the medication cart. On 5/18/10, she was counseled for constant turmoil on the floor and for her attitude. On 10/8/13, she was written up for failing to notify a resident's family that the resident was admitted to the hospital. On 3/19/14, she failed to sign offgoing correct narcotic count log. The respondent received a written warning on 3/24/14 for unauthorized overtime.

The hearing officer found the allegations of verbal and emotional abuse to be proven. The respondent admitted in her response to the board that she used profanity with the resident. She indicated that was the kind of relationship her and the resident had with one another. (Exhibit D18-19)

The hearing officer found that the respondent had been counseled several times for different nursing issues, but the director of nursing testified that the respondent was a competent nurse. However, the respondent's personality was noted to be short with her coworkers.

JURISDICTION

The board has jurisdiction over the parties hereto and the subject matter hereof.

CONCLUSIONS OF LAW

Based on the facts set forth in the entire record and outlined herein above, the respondent is in violation of:

The Louisiana Revised Statutes of 1950, Title 37, Chapter 11, Nurses, Part II, Practical Nurses, 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 B.

As further defined in the Louisiana Administrative Code, Title 46, Part XLVII, Subpart 1, Sections 306 T.

4. **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;**
 - 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

The matter of **La Sandra Grant, license #240141**, on **November 6, 2015** came on for final action by the Louisiana State Board of Practical Nurse Examiners.

NOW THEREFORE, IT IS ORDERED, that the license of the respondent, **La Sandra Grant, license #240141** be placed on **PROBATION** for a minimum period of **two (2) years** with 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.
 - B. The license of the respondent will be stamped "**PROBATION**".
2. **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.
 - B. The respondent is hereby assessed a hearing assessment fee of \$1000.00, **payable by cashier's check or money order only**, within **90 days** of the date of this order.

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- C. The respondent is to submit a \$500.00 annual probation monitoring fee, **payable by cashier's check or money order only.**
 - D. The probation monitoring fee is due within **three (3) months** of receiving a probated license and annually thereafter until the probation is satisfactorily completed.
 - E. Failure to pay this fee in the time allotted will result in the immediate suspension of the respondent's practical nursing license.
3. **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).
4. **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.
5. **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 board office within **ten (10) days** of the date of the board order/consent order.

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- 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 10th 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.
- 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.
- J. Upon obtaining a prescription for controlled/abuse potential substance(s) while holding a probated license, the respondent is responsible for informing his/her employer within **three (3) days** from the date of the prescription(s).

6. **Courses:**

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

- **Ethics-30 CEU hrs.**
- **Patient Advocacy and Ethical Nursing Practice-30 CEU hrs.**
- **Communication Skills for Nursing-30 CEU hrs.**
- **Medication Administration-15 CEU hrs.**
- **Documentation-30 CEU hrs.**

Evidence of completion of the course(s) is due in the board within 180 days of the date of this order.

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.

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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.

Rendered this 6th day of November, 2015 and signed this 6th day of November, 2015 at Metairie, Louisiana.

Myron L. Collins LPN

**MYRON COLLINS, LPN
CHAIRMAN OF THE BOARD**

M. Lynn Ansardi RN

**M. LYNN ANSARDI, RN
EXECUTIVE DIRECTOR**

Mailed this 6th day of November, 2015, by U.S. postal service certified mail return receipt #7015 0920 0001 4574 7484 and regular mail to the following address:

La Sandra Grant
1303 Davis Blvd.
Ruston, LA 71270