LOUISIANA STATE BOARD OF PRACTICAL NURSE EXAMINERS
131 AIRLINE DRIVE, SUITE 301
METAIRIE, LOUISIANA 70001-6266
(504) 838-5791
FAX (504) 838-5279
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In the matter of:

Latoya Williams - Respondent
License #20100306

This cause having come to be heard at a formal hearing conducted at the board office on **December 10, 2014 at 12:30 p.m. and January 23, 2015 at 1:00 p.m.** upon the complaint filed in this matter.

1. The respondent was not present at either hearing, but did give sworn testimony via telephone on December 10, 2014, and via FaceTime on January 23, 2015.

2. The following witness was called by the board and provided testimony on December 10, 2014:
   - Elizabeth L. Toledano Simon

   The hearing officer found the witness to be credible.

3. Exhibits A-R were admitted into evidence at the hearing. Additionally, the respondent's testimony in the matter of L. Abner, dated January 23, 2015, was incorporated into evidence at the hearing, specifically p. 204, line 18-p. 225, line 1, marked as Exhibit S. 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 issued a Louisiana practical nursing license on February 23, 2010.

2. The respondent is accused of falsifying quarterly performance evaluations by stating that she supervised another LPN, who was probated. The hearing officer found that the respondent did not supervise L. Abner, LPN at the Fountain of Hope Center. Testimony and evidence proved the respondent participated in the falsification of the five quarterly performance evaluations. The respondent originally testified she had supervised the probated LPN. On December 31, 2014, the board received a letter of full confession **(Exhibit Q2)**. During her testimony on January 23, 2015, the respondent admitted to all allegations **(Volume II of the L. Abner Hearing Transcript pg. 204, line 18-pg. 225, line 1; Exhibit S)**

The hearing officer found that the respondent was influenced by L. Abner, LPN, who was an elder member of their church. The respondent trusted, respected and believed in the leaders of her church, which was the reason she began to deceive the board by falsifying the evaluation forms for L. Abner, LPN. The respondent later admitted to her deception and the hearing officer finds that the respondent has learned an invaluable lesson.

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

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

As further defined in 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;
i. falsifying records;
m. failing to report, through the proper channels, facts known regarding the incompetent, unethical, or illegal practice of any health care provider;
o. being guilty of moral turpitude;
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 **Latoya Williams, license #20100306,** on **July 31, 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, **Latoya Williams, license #20100306** be **suspended** for no less than **one (1) year** 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 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. **Courses:**

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

   - **Legal and Ethical Nursing Practice – 8 credit hours**
   - **Patient Advocacy and Ethical Nursing Practice- 8 credit hours**
   - **Communication Skills in Nursing – 30 credit hours**

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

5. **Fines/Fees:**

   A. The respondent is hereby fined $1000.00, **payable by cashier's check or money order only**, for the violations detailed in the conclusions of law, payable within 90 days from the date this order is executed.

   B. The respondent is hereby assessed a hearing assessment fee of $500.00, **payable by cashier's check or money order only**, within 90 days of the date of this order.

   C. 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**.

6. **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 **one (1) year**. The respondent

shall follow **stipulations #2 and 3 as stipulated above as well as the following stipulations:**

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**. The probation monitoring fee is due within **three (3) months** of receiving a probated license and annually thereafter until the probation is satisfactorily completed.

   B. 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 board office within **ten (10) days** of the date of the board order/consent 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 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.

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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).

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.

Rendered this **31st** day of **July, 2015** and signed this **31st** day of **July, 2015** at Metairie, Louisiana.

Myron L. Collins LPN

M Lynn Ansardi RN

MYRON COLLINS, LPN
CHAIRMAN OF THE BOARD

M. LYNN ANSARDI, RN
EXECUTIVE DIRECTOR

Mailed this **31st** day of **July, 2015**, by U.S. postal service certified mail return receipt **#7015 0920 0001 4574 9938** and regular mail to the following address:

Latoya Williams
3307 Danbury Ct.
Bossier City, LA 71112