



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
Registered Nurse License Number 883432 §
issued to CHANTEL RENEE ALFRED § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CHANTEL RENEE ALFRED, Registered Nurse License Number 883432, 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)(8), 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 March 29, 2017.

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 professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Lamar State College-Orange, Orange, Texas, on May 13, 2011. Respondent was licensed to practice professional nursing in the State of Texas on July 13, 2015.
5. Respondent's nursing employment history includes:

08/11 - 04/12	RN	Lake Charles Memorial Hospital Lake Charles, Louisiana
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Respondent's nursing employment history continued:

12/11 - 10/14	RN	Christus St. Patrick Hospital Lake Charles, Louisiana
12/14 - 02/15	RN	Christus St. Patrick Hospital Lake Charles, Louisiana
Dates Unknown	RN	Harbor Hospice Hospital Lake Charles, Louisiana
01/15 - Unknown	RN	Home Health 2000 Lake Charles, Louisiana
09/15 - Present	RN	Brookdale Senior Living Houston, Texas

6. On or about November 4, 2016, Respondent's Louisiana registered nurse license was issued a Probated Suspension through a Consent Order by the Louisiana State Board of Nursing, Baton Rouge, Louisiana. A copy of the Louisiana State Board of Nursing's Consent Order dated November 4, 2016, is attached and incorporated, by reference, as part of this Order.

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 cause pursuant to Section 301.452(b)(8), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 883432, heretofore issued to CHANTEL RENEE ALFRED.
4. 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** 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 the effective date 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 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.

- C. **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.

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. **EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT 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. 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 individual who supervises the RESPONDENT 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.

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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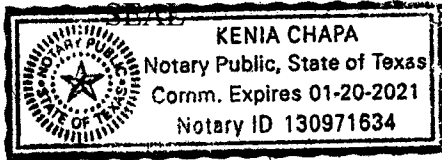
RESPONDENT'S CERTIFICATION

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 18th day of APRIL, 2017.

Chantel Renee Alfred
CHANTEL RENEE ALFRED, Respondent

Sworn to and subscribed before me this 18 day of APRIL, 2017.



[Signature]
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 18th day of April, 2017, by CHANTEL RENEE ALFRED, Registered Nurse License Number 883432, and said Order is final.

Effective this 9th day of May, 2017.



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

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NOV 02 2016

LOUISIANA STATE BOARD OF NURSING
BATON ROUGE, LOUISIANA

IN THE MATTER OF:
CHANTEL BUCK ALFRED
15514 Satsuma Point Court
Houston, TX 77049

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Louisiana State
RN 139582 of Nursing
CONSENT ORDER

RESPONDENT

TERMS AGREED TO BY LICENSEE

I, CHANTEL BUCK ALFRED, (Respondent), voluntarily agree to sign and have witnessed terms of agreement for the purpose of avoiding formal administrative proceedings with the Louisiana State Board of Nursing.

I, CHANTEL BUCK ALFRED, declare that I freely, knowingly and voluntarily enter into this agreement. I understand that I have a right to a hearing in this matter and I freely waive such right. I understand that I have a right to legal counsel prior to entering into this agreement.

I acknowledge that the Louisiana State Board of Nursing makes the following FINDINGS OF FACT:

1. On August 11, 2011, Respondent was licensed by examination to practice as a Registered Nurse in Louisiana.
2. Between December 12, 2011 and October 1, 2014, Respondent was employed as a full time Registered Nurse in the Behavioral Health Unit at Christus St. Patrick Hospital located in Lake Charles, Louisiana. Respondent returned as a PRN Registered Nurse in the Behavioral Health Unit on December 16, 2014.

On February 20, 2015, while caring for Patient #1 (LR), Respondent failed to practice nursing within the legal standards by falsely charting in the medical records. Specifically:

- On February 20, 2015 at 21:08, Respondent falsely charted on MAR pain reassessment 3/10.
- On February 20, 2015 at 22:00, Respondent falsely charted in Nursing Notes: appears sleeping, ID Band on/Validated, resting quietly in bed with eyes closed. No acute distress noted.
- On February 21, 2015 at 00:08, Respondent falsely charted in Nursing Notes: appears sleeping, ID Band on/Validated, resting quietly in bed with eyes closed. No acute distress noted.

On February 21, 2015 at approximately 01:51, it was discovered by another employee that Patient #1 (LR) was not in his room. Patient #1 (LR)'s window was open and sheets were tied together reaching the ground.

3. On February 26, 2015, Respondent was terminated from her Registered Nurse position at Christus St. Patrick for false documentation on February 20, 2015 and February 21, 2015.

To facilitate submission of this Consent Agreement, I do not offer any defense to the FINDINGS OF FACT. I agree that the Board has jurisdiction of this matter pursuant to L.R.S. 37:911, et seq. I admit to all of the above facts and I agree that there is sufficient evidence upon which to predicate a finding of violation of the provisions of L.R.S. 37:921. I agree that the Board may treat the allegations of fact and law as true, which finding shall have the same force and effect as if evidence and argument were presented in support of the allegations and, based thereon, the Board found the allegations to be true. I specifically waive my right to contest these findings in any subsequent proceedings before the Board. I understand that this Consent Order shall constitute a public record and is disciplinary action by the Board. I understand that this will be reported to the National Practitioners Data Bank (NPDB) as E3, Filing False Reports or Falsifying Records.

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LOUISIANA STATE BOARD OF NURSING
BATON ROUGE, LOUISIANA

NOV 16 2016

IN THE MATTER OF:
CHANTEL BUCK ALFRED
15514 Satsuma Point Court
Houston, TX 77049

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Louisiana State
Board of Nursing
CONSENT ORDER

RESPONDENT

TERMS AGREED TO BY LICENSEE

NPDB Narrative: Respondent's Registered Nurse license is suspended with stay of said suspension and probated for a minimum of two (2) years after Respondent falsified the medical records of a patient assigned to her care when she falsely charted her nursing assessments and observations of a patient who had previously escaped through the window of his hospital room.

I further acknowledge and attest that I have fully cooperated with the Louisiana State Board of Nursing in resolving this matter and intend to comply with all stipulations of this Order.

In order to avoid further administrative proceedings, I hereby consent to accept and abide by the following ORDER of the Board: That the Registered Nurse's license of the registrant is suspended with stay and probated for a minimum of two (2) years with the following stipulations:

1. Prior to beginning or returning to work, inform all nursing employers of these disciplinary measures and of the probationary status of license. Respondent is responsible to submit a copy of all pages of this agreement to each employer and nursing supervisor.
2. Within 5 days, shall cause all employers to submit to the Board, signed Employer's Agreement from each employer.
3. Have all immediate nursing supervisors submit a performance evaluation report quarterly, commencing from the first date of employment. Quarterly reports are due on or before the first day of January, April, July and October.
4. Work in a restrictive environment as a member of a treatment team rather than alone or with a few employees. Additionally, not be employed in any unsupervised setting. Must be directly supervised by an on-site registered nurse or other healthcare professional that is higher on the organizational chart than Respondent. Not be employed in agency/pool/staffing, home health services, or nursing homes.
5. Immediately (within 72 hours) inform the Board in writing of any change in address.
6. Immediately inform the Board in writing of all places of employment. If employment changes, the Board shall be immediately (within 72 hours) notified in writing.
7. If unemployed, inform the Board in writing on a quarterly basis.
8. Shall engage in the practice of professional nursing in Louisiana for a minimum of twenty four (24) hours per week for a minimum twelve (12) consecutive months.
9. Within three (3) months, submit written evidence of completion of LSBN staff approved continuing education hours in the areas of Documentation: A Critical Aspect of Client Care (5.4 hours), Righting a Wrong: Ethics & Professionalism in Nursing (3.0 hours), and Ethics of Nursing Practice (4.8 hours). See LSBN website, Monitoring - Resources for CE Courses.
10. Within four (4) months, submit payment of \$200.00 to the Board as cost of Consent Order at a rate of \$50.00 per month beginning November 1, 2016.
11. Within ten (10) months, submit payment of \$1,500.00 to the Board as fine, at a rate of \$150.00 per month beginning November 1, 2016.
12. By the first of each month, submit a monthly probation fee of twenty-five dollars (\$25.00) to the Board, beginning November 1, 2016.
13. Not have any further misconduct, criminal violations or convictions, or violations of any health care regulations reported to the Board related to this or any other incidents.


Initials

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RN Louisiana State Board of Nursing
15514
CONSENT ORDER

LOUISIANA STATE BOARD OF NURSING
BATON ROUGE, LOUISIANA

IN THE MATTER OF:
CHANTEL BUCK ALFRED
15514 Satsuma Point Court
Houston, TX 77049
RESPONDENT

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TERMS AGREED TO BY LICENSEE

14. Failure to comply with the above orders, receipt of an unfavorable report, or non-receipt of reports on or before the date due shall result in the immediate suspension of Respondent's license. This suspension can be imposed by action of the Executive Director subject to the discretionary review of the Board.

I, CHANTEL BUCK ALFRED, understand that this agreement is effective immediately upon signature of the Executive Director. It is also understood that this agreement does not preclude the Board of Nursing from requiring a formal hearing of my case. I further understand that should the Consent Agreement not be accepted by the Board, I agree that presentation to and consideration of the Consent Agreement, the documentary evidence and information by the Board shall not unfairly or illegally prejudice the Board or any of its members from participation in hearings or other proceedings pertaining to these or other matters regarding this Respondent.

Dated this 30 day of October, 2016

Chantel Buck Alfred
CHANTEL BUCK ALFRED

[Signature]
Witness

Phillip [Signature]
Witness

LOUISIANA STATE BOARD OF NURSING

Karen C. Lyon 11/4/16
Karen C. Lyon, PhD, APRN, ACNS, NEA Date
Executive Director