



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
Vocational Nurse License Number 301418	§	
issued to LORRIE ANN MCMILLAN	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LORRIE ANN MCMILLAN, Vocational Nurse License Number 301418, 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 August 8, 2018.

### 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 vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Shreveport-Bossier Vocational Technical, Shreveport, Louisiana, on December 13, 2004. Respondent was licensed to practice vocational nursing in the State of Texas on July 7, 2011.
5. Respondent's nursing employment history includes:

07/11 - 05/18                      Unknown

06/18 - Present                      LVN                      Heritage House  
Marshall, Texas

6. On or about May 18, 2018, Respondent's Louisiana practical nurse license was placed on Probation for a minimum of one (1) year through a Consent Agreement/Order issued by the Louisiana State Board of Practical Nurse Examiners, Metairie, Louisiana. A copy of the Louisiana State Board of Practical Nurse Examiners' Consent Agreement/Order dated May 18, 2018, is attached and incorporated, by reference, as part of this Order.
7. On or about August 1, 2018, Respondent's Louisiana practical nurse license was Suspended for a minimum of one (1) year through a Consent Agreement/Order issued by the Louisiana State Board of Practical Nurse Examiners, Metairie, Louisiana. A copy of the Louisiana State Board of Practical Nurse Examiners' Consent Agreement/Order dated August 1, 2018, 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 Vocational Nurse License Number 301418, heretofore issued to LORRIE ANN MCMILLAN, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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, subject to ratification by the Texas Board of Nursing, that Vocational Nurse License Number 301418, previously issued to LORRIE ANN MCMILLAN, to practice nursing in Texas is hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements 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. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

## 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

## IV. 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](http://www.bon.texas.gov/compliance).*

## V. **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 eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) 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:** 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. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly 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. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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. **Indirect Supervision:** For the remainder of the stipulation/probation period, 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.
- E. **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 eight (8) quarters [two (2) years] of employment as a nurse.

**VI. FURTHER COMPLAINTS**

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

**VII. 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, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, 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 7<sup>th</sup> day of SEPT, 2018.  
Lorrie Ann McMILLAN  
LORRIE ANN MCMILLAN, Respondent

Sworn to and subscribed before me this 7<sup>th</sup> day of SEPT, 2018.

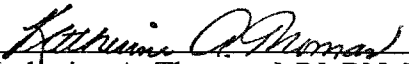
SEAL

Warren E. Bryant  
Notary Public in and for the State of LA

WARREN E. BRYANT  
NOTARY PUBLIC ID# 1712  
OF CADD  
MY COMMISSION IS FOR LIFE  
3730 CLEVELAND AVE.  
SHREVEPORT, LA 71109

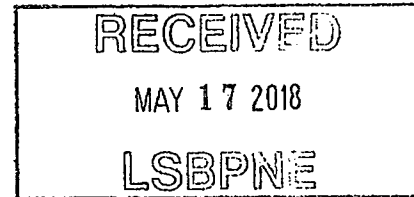
WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 7th day of September, 2018, by LORRIE ANN MCMILLAN, Vocational Nurse License Number 301418, and said Order is final.

Effective this 25th day of October, 2018.

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



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: **Lorrie Mc Millan**  
**5205 Foxglove Drive**  
**Bossier, LA 71112**

**License #250162**

**Date offered: April 26, 2018**

**Date offer expires: May 16, 2018**

### **CONSENT AGREEMENT/ORDER**

The Louisiana State Board of Practical Nurse Examiners does hereby offer this consent agreement/order to **Lorrie Mc Millan, license #250162**, based on the following:

#### **FINDINGS OF FACT**

1. The board received a report from Heritage Manor, Stratmore indicating that on August 4, 2017, the respondent was found sleeping in the dictation room behind the nurses' station. Her medication cart was unlocked with her keys in the narcotic drawer. She had several medications pre-poured in medicine cups stacked on top of her med cart, also unattended.
2. The board received information from Heritage Manor of Westwood that the respondent was terminated from employment on 8/9/13, for excessive absences or tardiness. On 8/2/13, she received an employee warning report due to an incident that occurred on 7/26/13. It was reported that the control count for Ultram was 35 at the beginning of her shift. She indicated that she administered a resident's 9 am and 1 pm dose of Ultram; however, the control count remained the same at the end of her shift. On 8/8/13, she was written up for substandard work quality, carelessness, and violation of safety rules. The consulting pharmacist notified the administrator and ADON that she attended med pass with the respondent and found 2 medication cards inside the med cart for a resident that had been discontinued. When questioned by the pharmacist, the respondent stated that she had given the discontinued medications because they were in the medication cart. The respondent admitted that the cards should have been removed from the cart when discontinued and that she should have followed the medication administration record when giving medications. It was also reported that she gave a resident 2 tablets of Calcium Carbonate when the order called for only one tablet. The pharmacist also reported finding several pre-poured medications on the med cart during her med pass. On 2/20/13, she received a warning for reading and texting while at the medication cart.

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3. The board received information from The Bradford that the respondent was terminated on 12/29/16, for taking a resident's property without permission and/or soliciting cigarettes from resident with a diagnosis of dementia and/or impaired cognition. On 10/10/14, she received a warning for not attending mandatory monthly meetings. On 2/6/15, she was counseled for failing to notify the physician of a resident's critical lab results.

### CONCLUSIONS OF LAW

Based on the evidence submitted, the board has concluded that Ms. Mc Millan (respondent) is in violation of the following provisions of Louisiana Revised Statutes, 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;

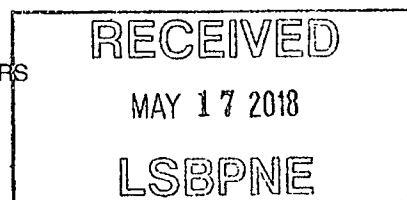
And 978 A (8) Violate any provisions of this Part and B.

As further defined in the Louisiana Administrative Code, Title 46, Part XLVII. Nurses, Subpart 1, Practical Nurses, Section 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;
  - h. misappropriating personal items of an individual or the agency;
  - i. falsifying records;
  - j. intentionally committing any act that adversely affects the physical or psychosocial welfare of the patient;
  - l. leaving a nursing assignment without properly notifying appropriate personnel;
  - 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.



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In lieu of a formal hearing in the matter, the respondent consents to accept and abide by the following orders of the board:

That the respondent's license be placed on probation for a minimum period of one (1) year with the following stipulations:

1. **License:**

- A. The license of the respondent will be stamped "PROBATION".
- B. The respondent shall return his/her current practical nursing license to the board office with the signed agreement, so the license can be stamped with the mandatory probation stamp.

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. **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, due within 90 days from the date this order is executed.
- B. The respondent is to submit a \$500.00 annual probation monitoring fee, payable by cashier's check or money order only.
- C. The probation monitoring fee is due within three (3) months of receiving a probated license and annually thereafter until the probation is satisfactorily completed.
- D. Failure to pay this fine/fee in the time allotted will result in the immediate suspension of the respondent's practical nursing license.



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4. **Notify board of change of address/telephone number/employment:**

- A. The respondent shall notify the board in writing within **ten (10) days** of any change in personal address, telephone number, or employment. Changes in employment include accepting a new job, as well as resignation, or termination.

5. **Courses:**

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

- **Documentation for Nurses (minimum 30 CEUs);**
- **Medication Errors and How to Avoid Them (minimum 15 CEUs);**
- **Nursing Procedures (minimum 30 CEUs);**
- **Patient Advocacy and Ethical Nursing Practice (minimum 8 CEUs).**

Evidence of completion of the course(s) is due in the board within **ninety (90) days** of the date of this order.

6. **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** from the date this order is executed.
  - 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.



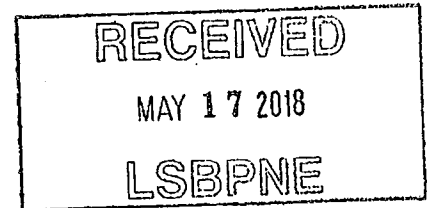
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- E. The probationary period will not commence or progress until and unless the respondent is employed and delivering direct patient care as a licensed practical nurse.
- F. Failure to maintain stable employment may be grounds for termination of probation.
- 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.
- 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. 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 of the date of the prescription(s).

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### Violations

The respondent is hereby notified and by signature *Archuleta* acknowledges and agrees that failure to comply with any and/or all sections of this order 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.

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## CONSENT AGREEMENT/ORDER ACCEPTANCE

I, Lorrie Mc Millan, the undersigned respondent, agree that the board has jurisdiction over the matter and specifically waive my right to contest these findings in any subsequent proceedings before the board. I understand that this agreement shall constitute as public record and is considered disciplinary action by the board. I also understand that this action will be reported as mandated to all state and federal agencies.

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

I voluntarily agree to sign and have witnessed the terms of this agreement for the purpose of avoiding a formal hearing with the Louisiana State Board of Practical Nurse Examiners.

I do say that I freely, knowingly and voluntarily enter into this agreement. I understand that I have a right to a hearing in the matter and I freely waive such right. I understand that I have a right to legal counsel prior to entering into this agreement.

I understand that this agreement is effective immediately upon signature of the executive director and will become an order of the board. It is understood that this agreement does not preclude the Board of Practical Nurse Examiners from requiring a formal hearing of my case. I further understand that should this agreement not be accepted by the board, I agree that presentation to and consideration of this agreement, the documenting evidence and information obtained 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.

I further agree that if at any point during the execution of this agreement, I violate the stipulations set forth, my license will be suspended. In order for my license to be reinstated, I must demonstrate, to the satisfaction of the board that I pose no danger to the practice of nursing or to the public and that I can safely and competently perform the duties of a practical nurse. The board, in reinstating my license, will require a period of probation, along with supportive conditions or stipulations as outlined in this agreement to ensure that patients and the public are protected.

Lorrie Mc Millan, RN  
Signature of licensee/applicant

Sandra Hancey  
Signature of witness #1

M. Lynn Ansardi, RN  
Signature of witness #2

M. LYNN ANSARDI, RN  
EXECUTIVE DIRECTOR

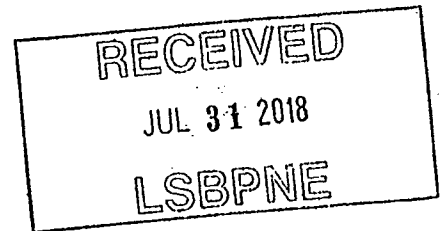
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In the matter of: **Lorrie Mc Millan**  
**5205 Foxglove Drive**  
**Bossier, LA 71112**

**License #250162**

**Date offered: June 27, 2018**

**Date offer expires: July 27, 2018**

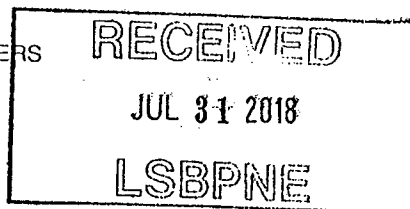
### **CONSENT AGREEMENT/ORDER**

The Louisiana State Board of Practical Nurse Examiners does hereby offer this consent agreement/order to **Lorrie Mc Millan, license #250162** based on the following:

#### **FINDINGS OF FACT**

1. The respondent was issued a license to practice practical nursing in the state of Louisiana on February 1, 2005.
2. On May 18, 2018, the respondent entered into a voluntary consent agreement placing her license on probation for minimum period of one year due to the following allegations:
  - *The board received a report from Heritage Manor, Stratmore indicating that on August 4, 2017, the respondent was found sleeping in the dictation room behind the nurses' station. Her medication cart was unlocked with her keys in the narcotic drawer. She had several medications pre-poured in medicine cups stacked on top of her med cart, also unattended.*
  - *The board received information from Heritage Manor of Westwood that the respondent was terminated from employment on 8/9/13, for excessive absences or tardiness. On 8/2/13, she received an employee warning report due to an incident that occurred on 7/26/13. It was reported that the control count for Ultram was 35 at the beginning of her shift. She indicated that she administered a resident's 9 am and 1 pm dose of Ultram; however, the control count remained the same at the end of her shift. On 8/8/13, she was written up for substandard work quality, carelessness, and violation of safety rules. The consulting pharmacist notified the administrator and ADON that she attended med pass with the respondent and found 2 medication cards inside the med cart for a resident that had been discontinued. When questioned by the pharmacist, the respondent stated that she*





*had given the discontinued medications because they were in the medication cart. The respondent admitted that the cards should have been removed from the cart when discontinued and that she should have followed the medication administration record when giving medications. It was also reported that she gave a resident 2 tablets of Calcium Carbonate when the order called for only one tablet. The pharmacist also reported finding several pre-poured medications on the med cart during her med pass. On 2/20/13, she received a warning for reading and texting while at the medication cart.*

- *The board received information from The Bradford that the respondent was terminated on 12/29/16, for taking a resident's property without permission and/or soliciting cigarettes from resident with a diagnosis of dementia and/or impaired cognition. On 10/10/14, she received a warning for not attending mandatory monthly meetings. On 2/6/15, she was counseled for failing to notify the physician of a resident's critical lab results.*
2. While holding a probated license, the respondent was terminated from Northwest LA War Veterans Home for falsification of medication documentation. On May 24, 2018, a resident in the respondent's care sustained a fall. At 0600 the respondent completed an incident report and documented in the medical chart the following: "writer witnessed patient slid out of recliner onto floor, no head injury noted". However, video surveillance revealed the resident fell forward out of his wheelchair which was unwitnessed by staff. The respondent failed to initiate neurochecks on the resident. The resident was observed at 0746 with a hematoma to the forehead.

### **CONCLUSIONS OF LAW**

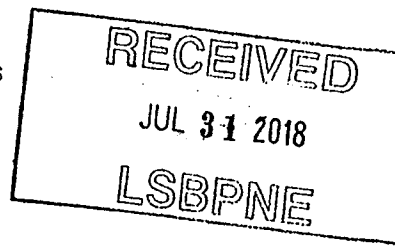
Based on the evidence submitted, the board has concluded that **Ms. Mc Millan**, (respondent) is in violation of the following provisions of Louisiana Revised Statutes, Title 37, Chapter 11. Nurses, Part II. Practical Nurses, Section 969 A. (4):

- (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.**

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

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(504) 838-5791  
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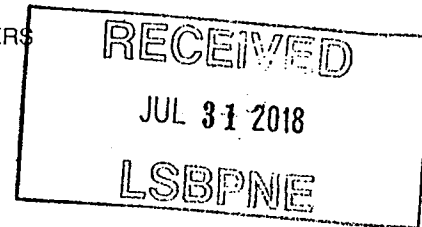
3. being unfit, or incompetent by reason of negligence, habit or other causes;
8. being guilty of unprofessional conduct;
  - a. failure to practice practical nursing in accordance with the standards normally expected;
  - b. failure to utilize appropriate judgment in administering nursing practice;
  - c. failure to exercise technical competence in carrying out nursing care;
  - i. falsifying records;
  - j. intentionally committing any act that adversely affects the physical or psychosocial welfare of the patient;
  - 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.

In lieu of a formal hearing in the matter, the respondent consents to accept and abide by the following orders of the board:

That the license of the respondent, **Lorrie McMillan, license #250162**, be suspended for a minimum period of **one (1) year** from the date of this notice.

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** from the date this order is executed.
  - 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:

- **Documentation for Nurses (minimum 30 CEUs);**
- **Medication Errors and How to Avoid Them (minimum 15 CEUs);**
- **Nursing Procedures (minimum 30 CEUs);**
- **Patient Advocacy and Ethical Nursing Practice (minimum 8 CEUs);**
- **Assessments (minimum 30 CEUs);**
- **Communication in Nursing (minimum of 30 CEUs).**

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

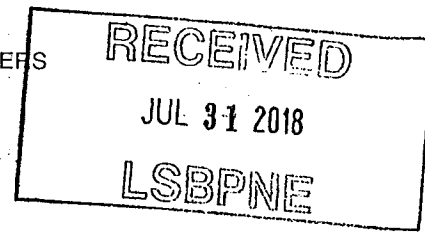
5. **Fines/Fees:**

A. 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 two (2) years. During this probationary period the respondent shall follow **stipulations #2, 3, 5, 6, 7, 8 and 9 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).

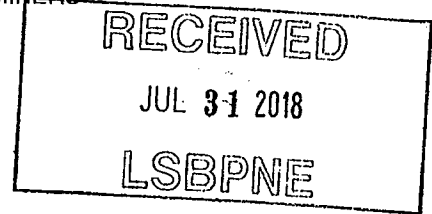
i. If the respondent is already employed as an lpn, the respondent and the current employer shall enter into the board's **Employer's Agreement** (form(s) issued by board). The signed form(s) shall be submitted to the board office within **ten (10) days** from the date this order is executed.

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.

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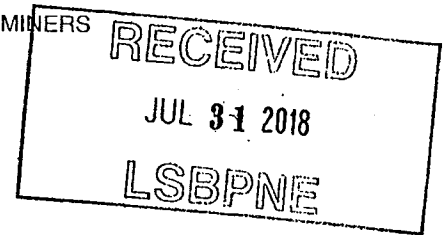


- C. Probation will run concurrent with employment as an lpn.
- D. The respondent must be employed a minimum of 80 hours per month.
- E. The probationary period will not commence or progress until and unless the respondent is employed and delivering direct patient care as a licensed practical nurse.
- 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.
- 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.

A handwritten signature in dark ink, appearing to be "Lorrie Mc Millan", written over a circular stamp.

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**Violations**

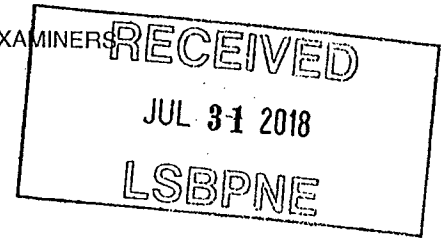
The respondent is hereby notified and by signature *Shenelle*,  
acknowledges and agrees that failure to comply with any/or all sections of this order may result  
in any or all of the following:

- 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.

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## CONSENT AGREEMENT/ORDER ACCEPTANCE

I, Lorrie Mc Millan, the undersigned respondent, agree that the board has jurisdiction over the matter and specifically waive my right to contest these findings in any subsequent proceedings before the board. I understand that this agreement shall constitute as public record and is considered disciplinary action by the board. I also understand that this action will be reported as mandated to all state and federal agencies.

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

I voluntarily agree to sign and have witnessed the terms of this agreement for the purpose of avoiding a formal hearing with the Louisiana State Board of Practical Nurse Examiners.

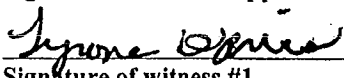
I do say that I freely, knowingly and voluntarily enter into this agreement. I understand that I have a right to a hearing in the matter and I freely waive such right. I understand that I have a right to legal counsel prior to entering into this agreement.

I understand that this agreement is effective immediately upon signature of the executive director and will become an order of the board. It is understood that this agreement does not preclude the Board of Practical Nurse Examiners from requiring a formal hearing of my case. I further understand that should this agreement not be accepted by the board, I agree that presentation to and consideration of this agreement, the documenting evidence and information obtained 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.

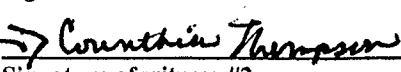
I further agree that if at any point during the execution of this agreement, I violate the stipulations set forth, my license will be suspended. In order for my license to be reinstated, I must demonstrate, to the satisfaction of the board that I pose no danger to the practice of nursing or to the public and that I can safely and competently perform the duties of a practical nurse. The board, in reinstating my license, will require a period of probation, along with supportive conditions or stipulations as outlined in this agreement to ensure that patients and the public are protected.

  
Signature of licensee/applicant

7-27-18  
Date

  
Signature of witness #1

7-27-18  
Date

  
Signature of witness #2

7-27-18  
Date

  
M. LYNN ANSARDI, RN  
EXECUTIVE DIRECTOR

8.1.2018  
Date