

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: KEISHA M. BROOKS, L.P.N.**  
**License No.: 0002-072926**

**ORDER**

Pursuant to §§ 2.2-4020, 54.1-110 and 54.1-2400(11) of the Code of Virginia (1950), as amended ("Code"), a formal administrative hearing was held before a panel of the Board of Nursing ("Board") on July 15, 2013, in Henrico County, Virginia, to inquire into evidence that Keisha M. Brooks, L.P.N., may have violated certain laws and regulations governing practical nursing practice in Virginia. The case was presented by David W. Kazzie, Adjudication Specialist, Administrative Proceedings Division. Braden Curtis, Assistant Attorney General, was present as legal counsel for the Board. Ms. Brooks was present and was not represented by legal counsel. The proceedings were recorded by a certified court reporter.

Upon consideration of the evidence presented, the Board adopted the following Findings of Fact and Conclusions of Law.

**FINDINGS OF FACT**

1. Keisha M. Brooks, L.P.N., was issued License No. 0002-072926 to practice practical nursing in the Commonwealth of Virginia on February 2, 2006. Said license expires on July 31, 2014. Ms. Brooks' primary state of residence is Virginia.
2. On August 24, 2011, the Board entered an Order of Reprimand against Ms. Brooks for failing to disclose prior work history on an application for employment with the Hermitage of Richmond, Richmond, Virginia, for falsely stating the dates of employment for prior work history and for failing to disclose prior work history on her application for employment with Meadow Glen of Richmond, Richmond, Virginia.
3. On her July 6, 2011, application for employment with The Pediatric Connection, Richmond, Virginia:

a. Ms. Brooks failed to disclose her employment with and termination from Meadow Glen of Richmond, Richmond, Virginia.

b. Ms. Brooks failed to disclose her previous employment with The Hermitage, Richmond, Virginia, which lasted from November 2008 until February 2009.

c. Ms. Brooks falsified the dates of her employment with Westminster Canterbury, Richmond, Virginia, and Elizabeth Adam Crump Manor, Richmond, Virginia.

Further, Ms. Brooks admitted to the Board that she failed to disclose these previous employments and falsified this information on her application to The Pediatric Connection.

4. During the course of her employment with The Pediatric Connection, Ms. Brooks falsified time sheets by reporting home visits with Client A of eight hours each on June 19, 2012, and July 19-20, and July 23-27, 2012, even though she did not work those days. Ms. Brooks also admitted to the Board that time sheets she submitted for at least two dates were fraudulent.

5. During the course of her employment with The Pediatric Connection, Ms. Brooks failed to prepare any nursing notes documenting her home visits with Client A from April 17, 2012 through July 31, 2012.

6. Ms. Brooks' employment with The Pediatric Connection was terminated.

#### **CONCLUSIONS OF LAW**

The Board concludes that:

1. Findings of Fact Nos. 3(a), 3(b), 3(c) and 4 constitute violations of § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing ("Regulations").

2. Finding of Fact No. 5 constitutes a violation of § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations.

**ORDER**

WHEREFORE, the Virginia Board of Nursing, effective upon entry of this Order, hereby ORDERS as follows:

1. Keisha M. Brooks, L.P.N., is hereby REPRIMANDED.
2. Keisha M. Brooks, L.P.N., is hereby placed on INDEFINITE PROBATION for not less than

two years of actual nursing employment:

- a. The period of probation shall begin on the date that this Order is entered and shall continue Indefinitely. After two years of active employment as a licensed practical nurse, Ms. Brooks may request that the Board end this probation.

- b. Ms. Brooks shall inform the Board in writing within ten (10) days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Brooks shall provide the name and address of each employer to the Board.

- c. Ms. Brooks shall inform the Board in writing within ten days of the date she begins nursing practice, or changes employment, or if any interruption in nursing practice occurs. Additionally, Ms. Brooks shall provide the name and address of each employer to the Board.

- d. Ms. Brooks shall inform her current nursing employer and each future nursing employer that the Board has placed her on probation and shall provide each employer with a complete copy of this Order. If Ms. Brooks is employed through a staffing agency, she shall inform her supervisor in each facility where assigned that she is on probation.

- e. Performance Evaluations shall be provided, at the direction of Ms. Brooks, by all nursing employer(s), as provided by the Compliance Division. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

- f. Ms. Brooks shall provide evidence that she has completed the following NCSBN online

courses within 90 days of entry of the Order: *Documentation: A Critical Aspect of Client Care; Ethics of Nursing Practice; Professional Accountability & Legal Liability for Nurses; Disciplinary Actions: What Every Nurse Should Know*; and *Righting a Wrong: Ethics and Professionalism in Nursing* within 90 days of entry of the Order.

g. Ms. Brooks shall practice nursing only in a supervised employment setting satisfactory to the Board for the first two years after being placed on probation. This employment setting shall provide on-site supervision by a physician or professional nurse who works the same shift, on the same level of the building, and holds an unrestricted license. For all current nursing, and before beginning or changing nursing employment during this period, Ms. Brooks shall have current and all prospective employers provide a written description of the employment setting to the Board office for approval.

h. Ms. Brooks shall submit quarterly "Self-Reports" which include a current address, telephone number, and verification of all current employment. These reports shall also include any changes in employment status. The first report must be received in the Board office no later than 60 days from the date this Order is entered. Subsequent reports must be received quarterly by the last day of the months of March, June, September and December until the period of probation ends.

i. Ms. Brooks shall return all copies of her license to practice as a practical nurse to the Board office within ten days of the date of entry of this Order along with a payment of a fee of \$15.00. Upon receipt, the Board shall issue a new license marked "Valid in Virginia Only; Probation with Terms."

j. Ms. Brooks shall conduct herself as a licensed practical nurse in compliance with the requirements of Title 54.1, Chapter 30 of the Code, and the Board of Nursing Regulations.

k. Any violation of the stated terms and conditions contained in this Order, or failure to comply with all terms of this Order within five years of the date of entry of the Order, shall be reason for suspending or revoking the license of Ms. Brooks and an administrative proceeding may be held to determine whether her license shall be suspended or revoked.

1. This Order is applicable to Ms. Brooks' multistate licensure privileges, if any, to practice practical nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Brooks shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

Pursuant to §§ 2.2-4023 and 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as public record and shall be made available for public inspection or copying on request.

FOR THE BOARD



Jay P. Douglas, R.N., M.S.M., C.S.A.C.  
Executive Director  
Virginia Board of Nursing

August 8<sup>TH</sup>, 2013

ENTERED

Certified True Copy

By 

Virginia Board of Nursing

**NOTICE OF RIGHT TO APPEAL**

As provided by Rule 2A:2 of the Supreme Court of Virginia, you have 30 days from the date you are served with this Order in which to appeal this decision by filing a Notice of Appeal with Jay P. Douglas, R.N., M.S.M., C.S.A.C., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. The service date shall be defined as the date you actually received this decision or the date it was mailed to you, whichever occurred first. In the event this decision is served upon you by mail, three days are added to that period.