

**LOUISIANA STATE BOARD OF
SOCIAL WORK EXAMINERS**

IN THE MATTER OF

COMPLAINT NUMBER 2014-107

MICHELLE FREDERICK

LICENSE NO. 3025

CONSENT AGREEMENT AND ORDER

WHEREAS, Michelle Frederick, (“Ms. Frederick”) is a credentialed social worker subject to the jurisdiction and rules and regulations of the Louisiana State Board of Social Work Examiners (the “Board”); and

WHEREAS, pursuant to a complaint and an administrative investigation, Ms. Frederick has indicated her desire to resolve this matter through a Consent Agreement and Order as provided for in Rule No. 907 of the Board’s Rules, Standards and Procedures and La. R.S. 49:955(D) of the Louisiana Administrative Procedure Act; and

WHEREAS, Ms. Frederick has admitted the following:

1. Ms. Frederick is a Licensed Clinical Social Worker (“LCSW”), licensed by the Board to engage in the practice of social work in the State of Louisiana pursuant to the Social Work Practice Act, La. R.S. 37:2701 *et seq.*, as evidenced by License No. 3025.
2. At the time of the facts and matters alleged herein, Ms. Frederick was employed as a social worker with Children’s Bureau of New Orleans, located in New Orleans, Louisiana.

Michelle Frederick 2014-107

Initial: 

3. Ms. Frederick worked for Children's Bureau of New Orleans from July 1, 2013 to January 24, 2014.
4. Ms. Frederick was responsible for completion of quarterly reports necessary for the funding of her position with her employer. Ms. Frederick, despite several requests from her employer, failed to complete the quarterly report which was due on January 15, 2014.
5. On January 24, 2014, Ms. Frederick was terminated from her position with Children's Bureau of New Orleans.
6. On January 24, 2014, her employer notified Ms. Frederick of the requirement to return all client files. Ms. Frederick agreed to terminate the clients by phone and return the client files by January 28, 2014.
7. Despite numerous requests by the employer, Ms. Frederick did not return the client files until March 17, 2014.
8. The failure of Ms. Frederick to timely return the client records was detrimental or potentially detrimental to the welfare and best interest of the clients.

WHEREAS, by failing to timely return client files to her employer, Ms. Frederick has violated Rules 111(G)(5) and 111(G)(6), which is cause for disciplinary action pursuant to La. R.S. 37:2717(A)(5);

WHEREAS, by failing to timely return client files to her employer, Ms. Frederick's actions are detrimental or potentially detrimental to the client, which is cause for disciplinary action pursuant to La. R.S. 37:2717(A)(7);

WHEREAS, by failing to timely return client files to her employer, Ms. Frederick's actions constitute a willful violation of the Social Work Practice Act and constitute unethical or unprofessional conduct, which is cause for disciplinary action pursuant to La. R.S. 37:2717(A)(7) and La. R.S. 37:2717(A)(11);

WHEREAS, Ms. Frederick has indicated her desire to resolve this matter through a Consent Agreement and Order;

WHEREAS, the undersigned Assistant Attorney General has confirmed the respondent's desire to resolve this matter through a Consent Agreement and Order;

IT IS HEREBY ORDERED that in consideration of the foregoing and pursuant to the authority vested in the Board by La. R.S. 49:955(D), the Board orders and Ms. Frederick accepts the following administrative action which is a final decision pursuant to La. R.S. 49:958:

1. Ms. Frederick shall be on probation for a period of two years.
2. Ms. Frederick shall complete one (1) hour of supervision of her social work practice every other week during her twenty-four (24) months of probation by a LCSW-BACS pre-approved by the Board. Ms. Frederick shall submit to the Board the name of the potential supervisor and his/her resume within fifteen (15) days of resuming the practice of social work. The potential supervisor shall submit a letter stating his/her acceptance of the provision of said supervision and stating he/she is not, nor previously been, professionally or personally affiliated with Ms. Frederick prior to this request for supervision. The supervisor shall submit quarterly supervision reports to the Board documenting dates met for

supervision, topics addressed and progress made in supervision. Ms. Frederick shall be responsible for all costs associated with supervision.

3. Ms. Frederick shall complete a total of nine (9) hours of continuing education: three (3) hours of continuing education on the subject of record keeping; three (3) hours of continuing education on the subject of record documentation; and three (3) hours of continuing education on the subject of ethics. This continuing education is in addition to the annual hours of continuing education required to maintain her LCSW. Ms. Frederick shall provide the Board with evidence of attendance within two (2) years after all parties sign this Consent Agreement and Order.
4. Ms. Frederick shall pass the Board's Open Book Examination on the Social Work Practice Act and Rules, Standards & Procedures within ninety (90) days after the date that all parties sign this Consent Agreement and Order. This exam is available on the Board's website at www.labswe.org.
5. Ms. Frederick shall pay all legal and investigative costs associated with Complaint No. 2014-107 in the amount of Two Thousand Six Hundred Eighty-six dollars and 03/100 (\$ 2,686.03) within one (1) year from the date all parties sign this Consent Agreement and Order. The payments shall be made on a quarterly basis with the first payment due within ninety (90) days from the date all parties sign this Consent Agreement and Order. There shall be no pre-payment penalty.
6. Ms. Frederick specifically acknowledges that failure to comply with the terms of this Consent Agreement and Order may result in a denial, revocation, or

suspension of any license, certificate, or registration issued by, or applied for, in accordance with La. R.S. 37:2717.

Waiver of Rights. Licensee is aware that she has the right to consult with an attorney of her choice and understands she has the right to an administrative hearing on the facts in this case. She understands and agrees that by signing this Agreement, she is waiving her rights to a hearing. Further, she understands and agrees that she is relieving the prosecutor of any burden it has of proving the facts admitted above. Licensee further understands and agrees that by signing this Agreement she is voluntarily and knowingly giving up her right to present oral and documentary evidence, to present rebuttal evidence, to cross-examine witnesses against her, and to appeal the Board's decision.

Effect of Non Acceptance of Agreement. Licensee and the prosecutor agree that this Consent Agreement and Order is subject to the approval of the Board. They agree that, if the Board rejects this agreement, it will be void, and an Administrative Complaint may be filed. If this agreement is rejected by the Board it will not constitute a waiver of licensee's right to a hearing on the matters alleged in an administrative complaint and the admissions contained herein will have no effect. Licensee agrees that, if the Board rejects this agreement, the Board may decide the matter after a hearing, and its consideration of this agreement shall not alone be grounds for claiming that the Board is biased against him/her, that it cannot fairly decide the case, or that it has received ex parte communication.

Address of Board. All payments ordered and any reports required by this Consent Agreement and Order shall be addressed to: Louisiana State Board of Social Work Examiners, 18550 Highland Road, Suite B, Baton Rouge, Louisiana 70809.

IT IS HEREBY FURTHER ORDERED that this Consent Agreement and Order shall take effect immediately upon its adoption by the Board and is a public record of the Board. The terms of this Consent Agreement and Order may be published and reported, including but not limited to, the LABSWE Newsletter, the Association of Social Work Boards (ASWB), and the National Practitioner Data Bank-Healthcare Integrity and Protection Data Bank (NPDB-HIPDB).

REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK

The prosecutor acknowledges negotiation and preparation of this Consent Agreement and Order in order to resolve, with prejudice, all matters for which the social worker could be charged under Complaint 2014-107, and further certifies that this Consent Agreement and Order is consistent with the evidence, adequately addresses the complaint, and represents a true and correct statement of that which could be proven at a hearing of this matter.

DATED: 9/24/14

Madeline Carbonette
Madeline Carbonette
Assistant Attorney General
Prosecutor

I, Michelle Frederick, have read the Consent Agreement and Order, understand it, and agree to be bound by its terms and conditions. I specifically acknowledge that failure to comply with the terms of the Consent Agreement and Order may result in revocation or suspension of my license. The admissions contained herein will be considered proven and the only issue will be failure to follow the terms of the Consent Agreement and Order.

DATED: 9-21-14

Michelle Frederick, LCSW
Michelle Frederick, LCSW

SUBSCRIBED AND SWORN TO before me this 21st day or September, 2014, at New Orleans, Louisiana.

Deborah M. Henson
Notary Public
Print Name:
My commission expires:

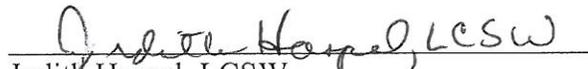
DEBORAH M. HENSON
NOTARY PUBLIC ID# 90299
PARISH OF ORLEANS
STATE OF LOUISIANA
MY COMMISSION IS ISSUED FOR LIFE

ORDER

The Louisiana State Board of Social Work Examiners, having examined the Consent Agreement and Order, Case No. 2014-107, adopted the Consent Agreement and Order in this matter.

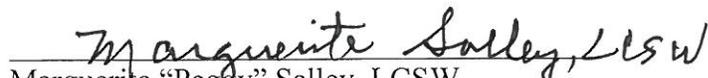
DATED this _____th day of _____, 2014 in Baton Rouge, Louisiana.

LOUISIANA STATE BOARD OF SOCIAL WORK
EXAMINERS


Judith Haspel, LCSW


Lisa Lipsey, LCSW


Carla Moore, LMSW


Marguerite "Peggy" Salley, LCSW


Robert Showers, RSW


Parker Sternbergh, LCSW