

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE:

LETITIA C. SALAZAR, C.N.A., R.M.A.

CONSENT ORDER

Pursuant to §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), an informal conference was held before a Special Conference Committee (“Committee”) of the Board of Nursing (“Board”) on August 10, 2010, in Henrico County, Virginia, to inquire into evidence that Letitia C. Salazar, C.N.A., R.M.A., may have violated certain laws and regulations governing the practice of medication aides and nurse aides in Virginia. Ms. Salazar was present and was not represented by legal counsel.

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

FINDINGS OF FACT

1. Letitia C. Salazar, C.N.A., R.M.A., was issued Certificate No. 1401-097081 to practice as a nurse aide by the Virginia Board of Nursing on March 20, 2003. Said certificate is set to expire on March 31, 2011. Ms. Salazar was issued Registration No. 0031-000718 to practice as a medication aide on September 18, 2008. Said registration is set to expire on April 30, 2011.

2. By letter dated July 7, 2010, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Salazar notifying her that an informal conference would be held on August 10, 2010. The Notice was sent by certified and first class mail to 251 N. Laburnum Avenue, Apt. 3, Richmond, Virginia 23222, the address of record on file with the Board of Nursing.

3. During the course of her employment as a medication aide at Westminster Canterbury, Richmond, Virginia:

a. On December 28, 2009, by her own admission, Ms. Salazar pre-poured medications and documented them as being administered before they were given.

b. On January 26, 2010, Ms. Salazar failed to check blood pressures and apical pulses on residents with physician orders to do so prior to administration of medication.

c. Ms. Salazar admitted that she did not know the difference between apical and radial pulses; however, her personnel records indicate that she took a training course on apical pulse on November 10, 2009, at Westminster Canterbury. Further, despite her admission to the above incidents, Ms. Salazar still feels that she was doing a good job.

4. Ms. Salazar falsified the following employment applications:

a. Westminster Canterbury dated April 17, 2007. Ms. Salazar failed to disclose her prior employment at Lakewood Manor.

b. Meadow Glen of Richmond dated February 19, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor. Further, she answered “no” to the question, “have you ever been fired or resigned from a position after being notified you would be fired,” when, in fact, her employment was terminated from the two facilities that she failed to list.

c. Greenfield Assisted Living dated March 22, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor. Further, she answered “no” to the question, “have you ever been discharged or asked to resign from a job,” when, in fact, her employment was terminated from the two facilities that she failed to list.

d. Windsor Assisted Living dated March 24, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor. Further, she answered “no” to the question, “have you ever been dismissed or forced to resign from an employment,” when, in fact, her employment was terminated from the two facilities that she failed to list.

e. Masonic Home dated April 1, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor.

f. Heritage Green dated April 22, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor.

g. Our Lady of Hope dated May 7, 2010. Ms. Salazar failed to disclose her employment at Westminster Canterbury and Lakewood Manor.

CONCLUSIONS OF LAW

1. Finding of Fact Nos. 3(a) and (b) constitute a violation of § 54.1-3007(2), (5) and (8) of the Code, 18 VAC 90-60-120(2)(d), (f), (l) and (m) of the Regulations Governing the Registration of Medication Aides.

2. Finding of Fact No. 4 constitutes a violation of § 54.1-3007(2) of the Code, 18 VAC 90-60-120(2)(e) of the Regulations Governing the Registration of Medication Aides, and 18 VAC 90-25-100(2)(d) of the Regulations Governing Certified Nurse Aides.

CONSENT

Letitia C. Salazar, C.N.A., R.M.A., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to a formal fact finding hearing before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to a formal hearing;

5. She admits to the Findings of Fact contained herein and waives her right to contest such Findings of Fact in any subsequent proceeding before the Board;

6. She consents to the entry of the following Order affecting her right to practice as a nurse aide and as a medication aide in Virginia.

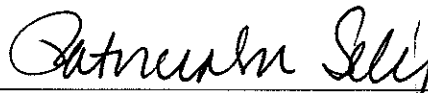
ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. Certificate No. 1401-097081 and Registration No. 0031-000718 of Letitia C. Salazar, C.N.A., R.M.A., is INDEFINITELY SUSPENDED for a period of not less than one year.
2. The certificate and registration will be recorded as suspended and no longer current.
3. At such time as Ms. Salazar shall petition the Board for reinstatement of her certificate and/or registration, an administrative proceeding will be convened to determine whether she is capable of resuming safe and competent practice as a nurse aide and/or medication aide. Ms. Salazar shall be responsible for any fees that may be required for the reinstatement and renewal of the certificate and/or registration prior to issuance of the certificate and/or registration to resume practice.

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 upon request.

FOR THE BOARD



Patricia M. Selig, R.N., F.N.P., Ph.D.
President, Virginia Board of Nursing

ENTERED: 11/17/10

SEEN AND AGREED TO:

Letitia C. Salazar CNA, RMA
Letitia C. Salazar, C.N.A., R.M.A.

COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Henrico, TO WIT:

Subscribed and sworn to before me, John S. DeLando, a Notary Public, this 3rd day of September, 2010.

My commission expires June 30 2011.

Registration Number 7139621.

John S. DeLando
NOTARY PUBLIC - COMMONWEALTH OF VIRGINIA
JOHN S. DELANNO
COUNTY OF HENRICO
ID # 7139621
My Commission Expires
June 30, 2011

SEP 14 2010
11:00 AM
HENRICO COUNTY