



COMMONWEALTH of VIRGINIA

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Executive Director

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NOTICE OF INFORMAL CONFERENCE

July 7, 2010

Letitia C. Salazar, C.N.A., R.M.A.
251 N. Laburnum Ave., Apt. 3
Richmond, VA 23222

CERTIFIED MAIL
7160 3901 9848 6290 8180

Re: VA Certificate No.: 1401-097081
Expiration Date: March 31, 2011

VA Registration No.: 0031-000718
Expiration Date: April 30, 2011

Dear Ms. Salazar:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), **on August 10, 2010, at 10:30 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee ("Committee"), which is comprised of at least two members of the Virginia Board of Nursing ("Board"), will inquire into allegations that you may have violated certain laws and regulations governing nurse aide and medication aide practice in Virginia.

Specifically:

1. During the course of your employment with Westminster Canterbury, Richmond, Virginia, you may have violated § 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, and 18 VAC 90-25-100(2)(e) of the Regulations Governing Certified Nurse Aides in that:

a. On or about December 28, 2009, by your own admission, you pre-poured medications and documented them as being administered before they were given.

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

2. You may have violated § 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 in that you falsified the following employment applications:

a. Westminster Canterbury dated April 17, 2007. You failed to disclose your prior employment at Lakewood Manor.

b. Meadow Glen of Richmond dated February 19, 2010. You failed to disclose your employment at Westminster Canterbury and Lakewood Manor. Further, you 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, your employment was terminated from the two facilities that you failed to list.

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

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

e. Masonic Home dated April 1, 2010. You failed to disclose your employment at Westminster Canterbury and Lakewood Manor.

f. Heritage Green dated April 22, 2010. You failed to disclose your employment at Westminster Canterbury and Lakewood Manor.

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

In its deliberations, the Committee may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

- If the Committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the Committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice as a nurse aide and a medication aide in the Commonwealth;
- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you;

- The Committee may modify a previous order; or
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

If the Committee finds that there is sufficient evidence to find you in violation of the above charge(s) and § 54.1-3007(8) of the Code, the Committee shall make a finding of abuse, neglect, or misappropriation of patient property, which will be entered in the Virginia Nurse Aide Registry pursuant to 42 CFR § 483.156(b)(2) and (c)(1)(iv)(D) of the Code of Federal Regulations. According to 42 CFR § 483.13(c)(1)(ii)(B), such a finding will prohibit your future employment as a certified nurse aide in any long term care facility that receives Medicare or Medicaid reimbursement.

If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4515, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, by August 3, 2010. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the original notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice, can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Sincerely,



Brenda Krohn, R.N., M.S.
Deputy Executive Director
Nurse Aide Registry Manager

BK/lba

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division
Special Conference Committee Members
Tammie D. Jones, Adjudication Specialist
Kelli Moss, Investigator (Case no. 130925/130928)