BEFORE THE TEXAS BOARD OF NURSING
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TEXAS BOARD OF NURSING
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.
Executive Director of the Board

In the Matter of Registered Nurse	§	AGREED
License Number 739933	§	
issued to TAMARA JEAN SALAZAR	§	ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Bo produced evidence indicating that TAMARA JEAN SALAZAR, hereinafter referred tc Respondent, Registered Nurse License Number 739933, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on October 5, 2010, at the office of the Texas Board of Nursing, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent participated Telephonically. Respondent was represented by Jon E. Porter, Attorney at Law. In attendance were Denise Benbow, MSN, RN, Executive Director's Designee; Board Member; Deborah Hughes Bell, CLU, ChFC, Consumer Member; Lance Brenton, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Mike Abul- Saud, RN, Investigator.

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.

2. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.

3. Respondent's license is currently delinquent in the State of Texas.

4. Respondent received an Associate Degree in Nursing from Riverside City College, Riverside, California, on June 10, 2000. Respondent was licensed to practice professional nursing in the State of Texas on April 5, 2007.

5. Respondent's professional nursing employment history includes:

9/00-5/02	Staff Nurse Loma Linda University Medical Center Loma Linda, California
10/01-9/03	Staff Nurse Riverside Community Hospital Riverside, California
9/03-5/04	Staff Nurse Premier Nursing Services Long Beach, California
6/05- 3/07	Unknown
4/07-8/07	Staff Nurse Hendick Medical Center Abilene, Texas
8/07-Present	Unknown

6. At the time of the incidents in Findings of Fact Numbers Seven (7), Nine (9), Eleven (11), and Thirteen (13), Respondent was employed as a Registered Nurse with Hendrick Medical Center, Abilene, Texas, and had been in this position for approximately three (3) months.

7. On or about May 30, 2007, while employed with Hendrick Medical Center, Abilene, Texas, Respondent administered Coreg to Patient MR# 769301 in excess of physician's order. Respondent administered Coreg "25mg" po to Patient MR# 769301, instead of Coreg "12.5mg" po, as ordered. Respondent's action was likely to injure the patient in that the administration of Coreg in excess frequency or dosage of the physician's order could result in the patient suffering from adverse effects.

8. In response to Finding of Fact Number Seven (7), Respondent states that she misread the medication order as printed on the Medication Administration Record (MAR). Respondent states that the medication order was ambiguous, with the larger dose of Coreg 25mgs printed in bold font, while the intended dose of 12.5mgs was printed in small print. Additionally, the medication was dispensed in a 25mg dose; a systems problem which added to the confusion. Respondent adds that the patient suffered no ill effect from her error.

9. On or about June 27, 2007, while employed with Hendrick Medical Center, Abilene, Texas, Respondent failed to administer Doxycycline 100 mg po to Patient MR# 770235 as ordered. Instead, Respondent administered Doxycycline Intravenously (IVPB) to said patient.

Respondent's actions exposed Patient MR# 770235 to the risk of harm due to unnecessary administration of medication intravenously.

10. In response to finding of Fact Number Nine (9), Respondent states systems errors contributed to this error. The pharmacy sent a Doxycycline (IVPB) to the floor, her Charge nurse gave her the medication, and all other medications for the patient was via intravenous delivery as the patient had great difficulty swallowing. Therefore, she believed the physician had changed the medication administration route. The medical records reflect that the patient was not harmed by the medication administration route.

11. On or about June 28, 2007, while employed with Hendrick Medical Center, Abilene, Texas, Respondent failed to administer Ifex 3700 mg Intravenously (IV) to Patient MR# 00522826 in a timely manner in that Respondent prepared said medication for infusion, but failed to start the infusion pump. Subsequently, the patient did not receive Ifex 3700 mg until the next scheduled dose. Respondent's actions denied Patient MR# 00522826 of the intended therapeutic effects of the medication.

12. In response to Finding of Fact Number Eleven (11), Respondent states that after connecting the medication administration tubing and pump to the patient's Percutaneuosly Inserted Central Catheter (PICC) line, the infusion pump sounded error alarms probably due to line occlusion. Respondent states that she then flushed the PICC line several times until the problem was corrected. Respondent adds that she left the patient's room after ensuring that the medication was infusing. Respondent adds that when she returned later, she discovered that someone had turned off the infusion pump for unknown reasons. The medication was restarted at the next shift, causing a delay in administration of the medication by approximately two hours. Ifex is administered once a day and not a time specific mediation. The patient did not suffer any harm as a result of the delay.

13. Respondent currently resides outside the United States of America with her spouse, who is on military assignment, and does not plan to return for a period of at least two (2) years . Respondent's license shall be placed on inactive status until her return.

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 to prove violation of Section 301.452(b)(13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(B), (1)(C), (1)(D).

4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 739933, heretofore issued to TAMARA JEAN SALAZAR, including revocation of Respondent's license to practice professional nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a WARNING WITH STIPULATIONS, and RESPONDENT SHALL 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.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privilege, if any, to practice nursing in compact states.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED and ORDERED that RESPONDENT's license in the State of Texas SHALL be placed on inactive status until she returns to live in the United States. Should the RESPONDENT reactivate her license, the following stipulations shall apply:

(1) RESPONDENT SHALL deliver the wallet-sized license issued to TAMARA JEAN SALAZAR, to the office of the Texas Board of Nursing within ten (10) days from the date of reactivating her license.

(2) RESPONDENT SHALL, within one (1) year of reactivation of her license,

successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It 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. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html.*

(3) RESPONDENT SHALL, within one (1) year of reactivating her license, successfully complete a course in medication administration. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic

portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html.*

(4) RESPONDENT SHALL, within one (1) year of reactivating her license, successfully complete 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 program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address: http://ncsbn.hivelive.com/hives/a0f6f3e8a0/summary.*

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(6) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by

the Board, to the Board's office within five (5) days of employment as a nurse.

(7) For the duration of the stipulation, RESPONDENT SHALL be supervised by a Registered 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.

(8) 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 Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for one (1) year of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license and RESPONDENT shall be eligible for multistate licensure privileges, if any, to practice nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to follow the terms and conditions of said Order to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and 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 revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 19th day of November, 2010.

Tamara Jean Salazar

TAMARA JEAN SALAZAR, Respondent

Sworn to and subscribed before me this 19th day of November, 2010.

SEAL

NOTARY PUBLIC AUTHORIZED UNDER 10 U.S.C. SECTION 1044a

Title 10 U.S.C. § 1044a
100 ARW/JA
RAF MILDENHALL, UK

Notary Public in and for the State of

AMANDA K. ROERICK, SrA, USAF
Paralegal
NOTARY BY FEDERAL STATUTE
Title 10 U.S.C. § 1044a

Approved as to form and substance

Jon E. Porter, Attorney for Respondent

Signed this 22nd day of November, 2010.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 19th day of November, 2010, by TAMARA JEAN SALAZAR, Registered Nurse License Number 739933, currently in delinquent status, and said Order is final.

Effective this 14th day of December, 2010.

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