



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.  
*Patricia P. Plummer*  
 Executive Director of the Board

BOARD OF VOCATIONAL NURSE EXAMINERS

\* STATE OF TEXAS

VS.

\*

ARON LINN SALAZAR

\*

\* COUNTY OF TRAVIS

**AGREED BOARD ORDER**

On this day came to be considered by the Board of Vocational Nurse Examiners the matter of ARON LINN SALAZAR, an Applicant for Licensure by, examination hereinafter called Applicant.

By letter, the Board of Vocational Nurse Examiners sent preliminary notice to Applicant of its intent to take disciplinary action with respect to said Application for Licensure, as a result of a subsequent investigation. Said investigation produced evidence indicating that Applicant has been convicted of a crime of the grade of a misdemeanor that involves moral turpitude, in violation of the Health Occupations Code, Chapter 302, Section 302.402 (a) (3) (B), in the following manner:

- a. On or about July 15, 1999, Applicant submitted his Application for Licensure by Examination to the Board of Vocational Nurse Examiners for the State of Texas. On said Application, Applicant answered "yes" to the question(s) asking: "Have you ever been convicted of a misdemeanor other than a minor traffic violation?"
- b. On or about April 5, 1999, Applicant was convicted of the Misdemeanor offense of: DRIVING WHILE INTOXICATED, in the County Court of Midland County, Texas under Cause Number 77356. As a result of said conviction; Applicant was placed on probation for six (6) months.
- c. Applicant has been convicted of a crime, which the Board considers to be directly related to the duties and responsibilities of a Licensed Vocational Nurse. Said conviction is inconsistent with the basic duties and responsibilities inherent in the occupation of vocational nursing in that said occupation requires knowledge and familiarity of drugs, and compliance with drug laws.

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By Applicant's signature on this Order, Applicant neither admits nor denies the truth of the matters previously set out in this Order with respect to the above mentioned investigation. By Applicant's signature on this Order, Applicant acknowledges that they have read and understood this Order and have approved it for consideration by the Board.

By their notarized signature on this Order, Applicant does hereby waive the right to a formal Complaint, Notice of Hearing, and a Public Hearing held before an Administrative Law Judge with the State Office of Administrative Hearings, and to judicial review of this disciplinary action. Notice of this disciplinary action will appear in the Board's newsletter sent to Texas employers.

#### **ORDER OF THE BOARD**

NOW THEREFORE, IT IS ORDERED, that ARON LINN SALAZAR is hereby allowed to take the examination for licensure, and upon obtaining a passing score, be issued a license to practice vocational nursing in the State of Texas. Said license shall be suspended, with said suspension stayed and placed on probation for a period of eighteen (18) months.

The probation of said license is subject to the following stipulations, to wit:

1. That is Applicant's place of employment, name, address or telephone number changes, Applicant is to notify the Board office immediately, or no later than ten (10) days after said change has occurred. Said notification shall be in the form of a written letter or report.
2. That Applicant shall comply with Federal, State, and local laws, and all the provisions of the Vocational Nurse Act and Rules and Regulations of the Board.
3. That by copy of this Board Order Applicant shall provide notice of Board disciplinary action to his/her immediate nursing supervisor(s) and Director(s) of Nursing, throughout the term of probation.

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4. That Applicant shall be responsible for causing his/her immediate nursing supervisor(s) to submit satisfactory reports directly to the Board office on a monthly basis for the first six (6) months of probation. Thereafter, and throughout the remainder of said probation, Applicant shall be responsible for causing his/her immediate nursing supervisor(s) to submit satisfactory reports directly to the Board office on a quarterly basis.
5. That any period(s) of nursing unemployment must be documented in writing by Applicant and submitted to the Board office, as provided in Stipulation No. four (4).
6. That if Applicant is employed as a private duty, temporary agency, or home health nurse, Applicant shall cause his/her nurse supervisor(s) to conduct and document weekly supervisory reviews and/or supervised visits of all medical records of patients assigned to Applicant. While so employed, Applicant shall be responsible for causing his/her nurse supervisor(s) to submit said required documentation in the form of satisfactory reports directly to the Board office, as provided in Stipulation No. five (5).
7. That Applicant shall work only under the supervision of a licensed medical professional (M.D., R.N., L.V.N.) who is physically present on the work premises during Applicant's shift assignment(s), throughout the term of probation.
8. That Applicant shall not be employed by a nurse registry, temporary nurse employment agency, home health agency, or as a private duty nurse, throughout the term of probation.
9. That Applicant shall not be the only licensed medical professional in the facility throughout the term of probation.
10. That Applicant shall attend weekly meetings of Alcoholics Anonymous (AA), and shall be responsible for causing his/her program sponsor to submit satisfactory reports directly to the Board office on a monthly basis for the first six (6) months of probation. Thereafter, and throughout the remainder of said probation, Applicant shall be responsible for causing his/her program sponsor to submit satisfactory reports directly to the Board office on a quarterly basis.
11. That Applicant shall and hereby agrees to remain free of alcohol and all unprescribed controlled substances. Any controlled or legend medication must be prescribed by a physician knowledgeable about the disease of addiction, as well as Applicant's history, and it is incumbent upon Applicant to insure such physician knowledge. In all such cases, the prescribed drugs must be verified in writing to the Board by the prescribing physician.
12. That Applicant shall submit to monthly blood alcohol screen(s) upon demand of the Board staff for the first six (6) months of probation. Thereafter, and throughout the remainder of said probation, Applicant shall submit to random periodic blood alcohol drug screen(s) upon demand of the Board staff throughout the term of probation. Applicant shall submit to a drug screening panel consisting of the following: Alcohol, Amphetamines, Barbiturates, Benzodiazepines, Cannabinoids, Cocaine, Hydrocodone, Meperidine, Opiates, Propoxyphene, PCP, Morphine, Codeine, Methadone, and Methaqualone. Said screen(s) shall be properly monitored with adherence to chain of custody procedures. A positive result shall be legally confirmed by Gas Liquid Chromatography/Mass Spectrometry (GCMS). The results of said screen(s) shall be borne by Respondent. The report of a positive drug screen shall be considered a violation of probation.

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13. That Applicant shall provide the Board a telephone number by which Applicant may be contacted between the hours of 8:00 a.m. and 5:00 p.m. on weekdays. Applicant must maintain with the Board, during the term of this probation, a current telephone number in order for the Board to request random blood alcohol and urine drug screens, as provided in Stipulations No. twelve (12). An inability to contact Respondent by telephone to request said required drug screens shall be considered a violation of probation.

14. That Applicant shall obtain counseling (LCDC) shall be responsible for causing his/her counselor to submit satisfactory reports directly to the Board office on a monthly basis for the first six (6) months of probation. Thereafter, and throughout the remainder of said probation, Applicant shall obtain counseling and be responsible for causing his/her counselor to submit satisfactory reports directly to the Board office on a quarterly basis. The receipt of an unfavorable and/or untimely report shall be considered a violation of probation.

15. That Applicant shall pay a Probation Monitoring fee in the amount of thirty (\$30.00) dollars in the form of a cashier's check or money order, payable to the Board of Vocational Nurse Examiners. Said fee shall be paid quarterly, due on the 15th of each quarter, commencing the quarter following the date of the Board's endorsement of the Order, and continuing thereafter until the successful completion of Applicant's probation. Said fee shall be sent to the Board office, addressed to the "Board of Vocational Nurse Examiners, 333 Guadalupe, Suite 3-400, Austin, TX 78701". Failure by Respondent to make any quarterly payment on time shall constitute a violation of probation.

This Agreed Order shall not be effective or take effect and become enforceable in accordance with its terms until endorsed by a majority of the Board present and voting, at its next regularly called session.

Dated this the 15 day of October, 1999

Aron Linn Salazar  
Signature of Applicant

1306 Wright St.  
Current Address

Big Spring, TX 79720  
City, State and Zip

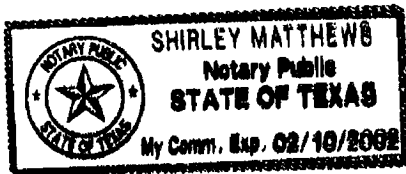
915 1268-1943  
Area Code and Telephone Number

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The State of Texas  
County of Howard

Before me, the undersigned authority, on this day personally appeared ARON LINN SALAZAR, who being duly sworn by me stated that he or she executed the above for the purpose therein contained, and that he or she understood same.

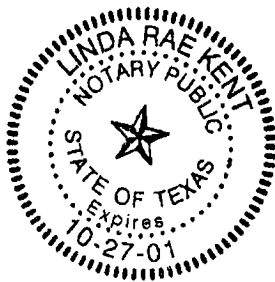
SWORN TO AND SUBSCRIBED before me this the 15<sup>th</sup> day of October, 1999.



Shirley Matthews  
NOTARY PUBLIC IN AND FOR  
THE STATE OF TEXAS  
My Commission Expires 2/10/2002

Mary M. Strange  
Mary M. Strange, RN  
Agent for the Board of  
Vocational Nurse Examiners

SWORN TO AND SUBSCRIBED before me, the undersigned authority, on this the 21<sup>st</sup> day of October, 1999.



Linda Rae Kent  
NOTARY PUBLIC IN AND FOR  
THE STATE OF TEXAS

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**WHEREFORE, PREMISES CONSIDERED,** the Board of Vocational Nurse  
Examiners for the State of Texas does hereby ratify and adopt the Agreed Order that was signed  
on the 15<sup>th</sup> day of October, 1999 by Aron Linn Salazar, Exam Applicant and that Said Order is  
Final.

Effective this 6<sup>th</sup> day of December, 1999.

  
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Mary M. Strange, RN  
Executive Director  
On Behalf of Said Board

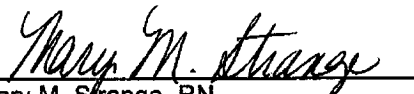
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**CERTIFICATE OF SERVICE**

I hereby certify that on the 10th day of December, 1999, a true and correct copy of the foregoing  
**BOARD ORDER** was served by placement in the U.S. Mail, first class, and addressed to the  
following person(s):

ARON SALAZAR  
1306 WRIGHT ST  
BIG SPRING, TX 79720



Mary M. Strange, RN  
Executive Director  
Agent for the Board of Vocational Nurse Examiners



00174655

**BOARD OF VOCATIONAL NURSE EXAMINERS**

333 GUADALUPE STREET, SUITE 3-400

AUSTIN, TEXAS 78701

512/305-8100

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August 17, 2001

ARON SALAZAR  
2811 W LOOP 250 NO. 803  
MIDLAND TX 79705

Dear Mr. Salazar:

You have successfully completed your term of probation as stipulated by the Board of Vocational Nurse Examiners.

All pertinent information will remain in your permanent records. We urge you in the future to promote and uphold the ethical standards a Licensed Vocational Nurse should practice.

If you have any questions concerning this matter, please do not hesitate to contact our office.

Sincerely,

A handwritten signature in cursive script that reads "Carolyn Hudson".

Carolyn Hudson  
Probation Monitor, Enforcement Division

/ch