BEFORE THE TEXAS BOARD OF NURSING

****

In the Matter of	§
Vocational Nurse License Number 84320	§
issued to FRED GUERRA	§

BOARD OF NURSING TEXAS
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.
Katherine A. Thomas
Executive Director of the Board

ORDER OF THE BOARD

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, accepted the voluntary surrender of Vocational Nurse License Number 84320, issued to FRED GUERRA, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c), Texas Occupations Code.

Respondent waived representation by counsel, informal proceedings, notice and hearing.

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Respondent's license to practice vocational nursing in the State of Texas is currently in delinquent status.

2. Respondent waived representation by counsel, informal proceedings, notice and hearing.

3. Respondent received a Certificate in Vocational Nursing from St. Philips College, San Antonio, Texas, on December 1, 1977. Respondent was licensed to practice vocational nursing in the State of Texas on October 16, 1979.

4. Respondent's nursing employment history includes:

1979 - 1984	LVN	State Hospital San Antonio, Texas
1985 - 1987	LVN	Retama Manor South San Antonio, Texas

Respondent's nursing employment history continued:

1987 - 1989	LVN	Southwest Care Center San Antonio, Texas
1989 - 1991	LVN	Casa De Amistad San Antonio, Texas
1991 - 1992	LVN	Morningstar San Antonio, Texas
1992 - 1994	LVN	Four Seasons San Antonio, Texas
1994 - 1997	LVN	Woodlawn Hills San Antonio, Texas
1997 - 1999	LVN	Williamsburg San Antonio, Texas
1999 - 2010	LVN	Mission Oaks San Antonio, Texas
6/10 - present	Not employed in nursing	

5. On June 9, 2010, the Board accepted the voluntary surrender of Respondent's license to practice vocational nursing in the State of Texas. A copy of the June 9, 2010, Agreed Order, Findings of Fact, and Conclusions of Law is attached and incorporated, by reference, as part of this Order.

6. On April 19, 2012, Respondent's license to practice vocational nursing in the State of Texas was Reinstated by the Texas Board of Nursing. A copy of the April 19, 2012, Reinstatement Agreed Order, Findings of Fact, Conclusions of Law is attached and incorporated, by reference, as part of this Order.

7. On or about May 31, 2013, Respondent failed to comply with the Reinstatement Agreed Order issued to him on April 19, 2012, by the Texas Board of Nursing. Noncompliance is the result of his failure to comply with Stipulation Number Two (2) of the Agreed Order which states, in pertinent part:

> (2) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing jurisprudence and ethics....

8. On or about May 31, 2013, Respondent failed to comply with the Reinstatement Agreed Order issued to him on April 19, 2012, by the Texas Board of Nursing. Noncompliance is the result of his failure to comply with Stipulation Number Three (3) of the Agreed Order which states, in pertinent part:

> (3) PETITIONER SHALL, within one (1) year of relicensure, successfully complete the course "Sharpening Critical Thinking Skills,"...

9. Formal Charges were filed on February 25, 2015.

10. Formal Charges were mailed to Respondent on February 25, 2015.

11. On October 27, 2015, the Board received a notarized statement from Respondent voluntarily surrendering the right to practice nursing in Texas. A copy of Respondent's notarized statement, dated October 22, 2015, is attached and incorporated herein by reference as part of this Order.

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(s) of 22 TEX. ADMIN. CODE §217.12(11)(B).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1) and (10), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 84320, heretofore issued to FRED GUERRA, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.

6. Under Section 301.453(d), Texas Occupations Code, the Board may impose conditions for reinstatement of licensure.

7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TAC§§213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

NOW, THEREFORE, IT IS ORDERED that the voluntary surrender of Vocational Nurse License Number 84320, heretofore issued to FRED GUERRA, to practice nursing in the State of Texas, is/are accepted by the Executive Director on behalf of the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice vocational nursing, use the title of vocational nurse or the abbreviation LVN or wear any insignia identifying himself as a vocational nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a/an vocational nurse during the period in which the license/s is/are surrendered.

2. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order.

3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

Effective this 27th day of October, 2015.

TEXAS BOARD OF NURSING

By: Katherine A. Thomas

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

October 22, 2015

To the Texas Board of Nursing,

I , Fred Guerra have been a nurse for 33 yrs and it was a wonderful journey. I would like to surrender my License as a Vocational nurse License Number 84320.

Thank You,

Fred Guerra

Fred Guerra

State of TEXAS County of BEXAR
Subscribed and sworn before me on 10-23-15 (Date)

(Notary Signature)

ANABEL SAUCEDO
MY COMMISSION EXPIRES
January 2, 2019

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Vocational Nurse License Number 84320 issued to FRED GUERRA	§ § §	REINSTATEMENT AGREED ORDER

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

On this day came to be considered by the Texas Board of Nursing, hereinafter refe to as the Board, the Petition for Reinstatement of Vocational Nurse License Number 84320, hel FRED GUERRA, hereinafter referred to as Petitioner.

An informal conference was held on January 31, 2012, at the office of the Texas Board of Nursing, in accordance with Section 301.464, Texas Occupations Code.

Petitioner appeared in person. Petitioner was notified of his right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Mary Beth Thomas, PhD, RN, Director of Nursing, Executive Director's Designee; Jena Abel, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director of Enforcement; and Carolyn Hudson, Investigator.

FINDINGS OF FACT

1. Prior to institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license.

2. Petitioner waived notice and hearing, and consented to the entry of this Order.

3. Petitioner received a Certificate in Vocational Nursing from St. Philips College, San Antonio, Texas, on December 1, 1997. Petitioner was licensed to practice vocational nursing in the State of Texas on October 16, 1979.

4. Petitioner's vocational nursing employment history includes:

1979 - 1984	LVN	State Hospital San Antonio, Texas
1985 - 1987	LVN	Retama Manor South San Antonio, Texas

Petitioner's vocational nursing employment history continued:

1987 - 1989	LVN	Southwest Care Center San Antonio, Texas
1989 - 1991	LVN	Casa De Amistad San Antonio, Texas
1991 - 1992	LVN	Morningstar San Antonio, Texas
1992 - 1994	LVN	Four Seasons San Antonio, Texas
1994 - 1997	LVN	Woodlawn Hills San Antonio, Texas
1997 - 1999	LVN	Williamsburg San Antonio, Texas
1999 - 2010	LVN	Mission Oaks San Antonio, Texas
06/2010 - Present	Not employed in nursing	

5. On June 9, 2010, the Texas Board of Nursing accepted the voluntary surrender of Petitioner's license to practice vocational nursing in the State of Texas. A copy of the June 9, 2010, Order, Findings of Fact and Conclusions of Law is attached and incorporated, by reference, as a part of this Order.

6. On or about June 11, 2011, Petitioner submitted a Petition for Reinstatement of License to practice vocational nursing in the State of Texas.

7. Petitioner presented the following in support of his petition:

   7.1. Letter of support, from Christopher Diaz, RN, states that he worked with Petitioner for over ten (10) years, and he was a compassionate nurse as well as a patient advocate. Mr. Diaz states that Petitioner was a hard worker, dependable, and his bedside manner was excellent.

7.2. Letter of support, from Martha A. Ruiz, RN, states that she worked with Petitioner for over ten (10) years. Petitioner is dependable, hardworking and a courteous nurse. Ms. Ruiz states that Petitioner has great communication skills with the residents and his co-workers. Petitioner is a very knowledgeable nurse with many years of experience, and he is an asset to the nursing profession.

7.3. Letter of support, from Della Pinder, LVN Supervisor, states that she worked with Petitioner for four (4) years as his immediate supervisor. Petitioner was an exemplary employee with excellent nursing skills.. Ms. Pinder states that Petitioner had a good rapport with the clients and staff.

7.4. Letter of support, from Bertha Martinez, LVN, states that she worked with Petitioner for over eleven (11) years. Petitioner is a leader, self motivator, and an asset to the nursing profession. Ms. Martinez states that Petitioner is knowledgeable and compassionate with excellent communication skills.

7.5. Letter of support, from Mario A. Fuentes Jr., LVN, states that he worked under the supervision and alongside Petitioner for over five (5) years. Mr. Fuentes states that Petitioner was an excellent leader and he treated all employees and patients with the utmost respect and the highest quality of care.

7.6. Letter of support, from Greg Nakasone, LVN, states that he worked with Petitioner for nine (9) years. Mr. Nakasone states that Petitioner used good nursing judgment and followed the nursing codes in their entirety. Petitioner performs his nursing duties in a professional manner, and he is a team player. Mr. Nakasone states that Petitioner is an asset to the nursing field.

7.7. Verification of successful completion of twenty (20) Type I Continuing Education Contact Hours.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.

2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication.

3. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.

ORDER

IT IS THEREFORE AGREED, subject to ratification by the Texas Board of Nursing, that the petition of FRED GUERRA, Vocational Nurse License Number 84320, to practice vocational nursing in the state of Texas, be and the same is hereby GRANTED SUBJECT TO THE FOLLOWING CONDITIONS SO LONG AS THE PETITIONER complies 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 the stipulations contained in this Order:

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Petitioner to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Petitioner's multistate licensure privilege, if any, to practice vocational nursing in the State of Texas.

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

(1) PETITIONER SHALL NOT seek employment or practice nursing for compensation until he has paid all re-registration fees and is issued a license to practice vocational nursing in the State of Texas. Said license issued to FRED GUERRA, shall be subject to the following agreed post-licensure stipulations:

(2) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing jurisprudence and ethics. PETITIONER 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) contact 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. PETITIONER 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 PETITIONER's successful completion of the course. This course is to be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address: Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html.*

(3) PETITIONER SHALL, within one (1) year of relicensure, 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 Board-approved courses may be found at the following Board website address: http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html.*

IT IS FURTHER AGREED, SHOULD PETITIONER PRACTICE AS A VOCATIONAL NURSE IN THE STATE OF TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL 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 VOCATIONAL NURSE (LVN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) PETITIONER SHALL notify all future employers in vocational nursing of this Order of the Board and the stipulations on PETITIONER's license. PETITIONER 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.

(5) PETITIONER SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Petitioner by the Board, to the Board's office within five (5) days of employment as a vocational nurse.

(6) PETITIONER SHALL be supervised by a Registered Nurse or a Licensed Vocational Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as PETITIONER, 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. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(7) PETITIONER SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving PETITIONER, as well as documentation of any internal investigations regarding action by PETITIONER, to the attention of Monitoring at the Board's office.

(8) PETITIONER SHALL CAUSE each employer to submit, on forms provided to the Petitioner by the Board, periodic reports as to Petitioner's capability to practice vocational nursing. These reports shall be completed by the Registered Nurse or Licensed Vocational Nurse who supervises the PETITIONER. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) months for two (2) years of employment as a vocational nurse.

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

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PETITIONER'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. 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 agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license to practice vocational nursing in the state of Texas. 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 vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 28th day of February, 2012.

Fred Guerra

FRED GUERRA, Petitioner

Sworn to and subscribed before me this 28th day of February, 2012.

SEAL

Notary Public in and for the State of _____

BECKY GONZALES
Notary Public, State of Texas
My Commission Expires
2-13-2015

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 28th day of February, 2012, by FRED GUERRA, Vocational Nurse License Number 84320, and said Order is final.

Effective this 19th day of April, 2012.

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

BEFORE THE TEXAS BOARD OF NURSING

****

In the Matter of Vocational Nurse	§	AGREED
License Number 84320	§	
issued to FRED GUERRA	§	ORDER

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, accepted the voluntary surrender of Vocational Nurse License Number 84320, issued to FRED GUERRA, hereinafter referred to as Respondent. This action was taken in accordance with Section 301.453(c) of the Texas Occupations Code.

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

The Board makes the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was provided to 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 is currently licensed to practice professional nursing in the State of Texas.

4. Respondent received a Certificate in vocational Nursing from St. Philips college vocational Nursing Program, San Antonio, Texas, on December 1, 1979. Respondent was licensed to practice vocational nursing in the State of Texas on October 16, 1979.

5. Respondent's employment history is unknown.

6. On or about August 7, 1972, Respondent was arrested by the San Antonio Police Department, San Antonio, Texas, for ROBBERY BY ASSAULT WITH BUTCHER KNIFE (a Felony offense). On or about July 12, 1973, Respondent was convicted of ROBBERY BY ASSAULT (a Felony offense), in the Judicial District Court of Bexar County, Texas, under Cause Number 72170588. As a result of the conviction, Respondent was sentenced to confinement in the Institutional division of the Texas Department of Criminal Justice for a period of ten (10) years.

7. On or about December 5, 1977, Respondent submitted Applications for Examination to the Texas Board of Vocational Nurse examiners in which he provided false, deceptive, and/or misleading information, in that he answered "No" to the question:

"Have you ever been convicted of a felony in this State or in any other State of the United States?

Respondent failed to disclose that on or about July 12, 1973, Respondent was convicted of ROBBERY BY ASSAULT (a Felony offense), in the Judicial District Court of Bexar County, Texas, under Cause Number 72170588.

8. On or about September 11, 1979, Respondent submitted Applications for Re-Examination to the Texas Board of Vocational Nurse examiners in which he provided false, deceptive, and/or misleading information, in that he answered "No" to the question:

"Have you ever been convicted of a felony in this State or in any other State of the United States?"

Respondent failed to disclose that on or about July 12, 1973, Respondent was convicted of ROBBERY BY ASSAULT (a Felony offense), in the Judicial District Court of Bexar County, Texas, under Cause Number 72170588.

9. In response to Findings of Fact Numbers Six (6) through Eight (8), Respondent states that He was discharged from the Navy, and he had no skills, no money, and unable to find a job. he stayed with his brother for a while until they had a falling out, and then he began sleeping in friends' cars. Finally, he had had enough and committed the robbery offense. He was fortunate because he was only in jail for 4-5 months, and then was placed on probation. Additionally, he states that he did put his offense on his initial application but heard nothing of it. He stated back between 1987-1993 he received a letter that he was okayed to practice, but he no longer has the letter.

10. Respondent, by his signature to this Order, expresses his desire to voluntarily surrender his license to practice nursing in the State of Texas.

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 violations of Section 4528(c) Sec.10(a)(2),(3)&(9)(effective 9/1/1979) Texas Occupations Code.

4. The evidence received is sufficient cause pursuant to Section 301.453(a), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 84320, heretofore issued to FRED GUERRA, including revocation of Respondent's license to practice nursing in the State of Texas.

5. Under Section 301.453(c), Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.

6. Under Section 301.453(d), Texas Occupations Code, as amended, the Board may impose conditions for reinstatement of licensure.

7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

NOW, THEREFORE, IT IS AGREED and ORDERED that the VOLUNTARY SURRENDER of Vocational License Number 84320, heretofore issued to FRED GUERRA, to practice nursing in the State of Texas, is accepted by the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice vocational nursing, use the title "vocational nurse" or the abbreviation "LVN" or wear any insignia identifying himself as a vocational nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a vocational nurse during the period in which the license is surrendered.

2. RESPONDENT SHALL NOT petition for reinstatement of licensure until:

one (1) year has elapsed from the date of this Order.

3. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multi-state privilege, 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 waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

Signed this 7th day of June, 2010

Fred Guerra

FRED GUERRA, Respondent

Sworn to and subscribed before me this 7th day of June, 2010

SEAL

SEVERA C. SALAZAR NOTARY PUBLIC STATE OF TEXAS EXPIRES 10-20-2011

Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Executive Director on behalf of the Texas Board of Nursing does hereby accept the voluntary surrender of Vocational Nurse License Number 84320, previously issued to FRED GUERRA.

Effective this 9th day of June, 2010.

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