



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

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § AGREED ORDER  
Registered Nurse License Number 706437 § FOR  
issued to CECILE ANTOLIN SALGADO § KSTAR PILOT PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CECILE ANTOLIN SALGADO, Registered Nurse License Number 706437, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 21, 2017.

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(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Diploma in Nursing from Centro Escolar University, Manila, Philippines, on March 22, 1996. Respondent was licensed to practice professional nursing in the State of Texas on July 1, 2004.
5. Respondent's nursing employment history includes:

8/2004-8/2008	Registered Nurse	Seton Medical Center Austin, Texas
2/2008-Present	Registered Nurse	Cedar Park Regional Medical Center Cedar Park, Texas

Respondent's nursing employment history continued:

3/2010-Present          Registered Nurse          Seton Medical Center Williamson  
Round Rock, Texas

6. At the time of the incident, Respondent was employed as a Registered Nurse with Seton Medical Center Williamson, Round Rock, Texas, and had been in that position for seven (7) years and three (3) months.
7. On or about June 1, 2017, while employed as a Registered Nurse with Seton Medical Center Williamson, Round Rock, Texas, Respondent failed to notify the physician when Patient Number 7003013, who was status post decompressive craniectomy with the placement of an external ventricular drain (EVD), +experienced critically high intracranial pressure (ICP). Subsequently, the oncoming shift notified the neurosurgeon and the patient received diuretic medication and underwent a stat computerized tomography (CT) scan, which revealed extensive frontal intracerebral hemorrhage. Respondent's conduct exposed the patient to a risk of harm from a delay in necessary interventions to address the high pressure around the patient's brain.
8. In response to the incident in Finding of Fact Number Seven (7), Respondent states that when the patient returned to the intensive care unit after his surgical procedure, his blood pressure was elevated and so was his ICP. Respondent states that she attempted to page the neurosurgeon through the medical exchange, but the physician's name was not listed there. At that time, Respondent states that the critical care physician appeared at the bedside and was concerned that the patient had developed pneumonia, so there were other interventions to address. Respondent states that there was a new order to drain the EVD and check ICP every hour, but there was no parameter for physician notification. Respondent states that the patient was given fentanyl and hydralazine for his increased blood pressure, and she saw the ICP readings trending downward. Respondent states that she was caring for two patients that night and her other patient's family asked a lot of questions and would appear in this patient's doorway frequently. Respondent describes that the patient's remaining time on her shift after the surgery was two hours and forty-five minutes, in which time she did not ignore the elevated ICP, but knew that it would decrease when pain medication was administered. Respondent adds that she intended to call the physician, but she got distracted. In the future, Respondent states that she would ask for assistance in paging or calling the physician while she was taking care of other patient care responsibilities.

#### 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 §217.11(1)(A),(1)(B),(1)(D)&(1)(M).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 706437, heretofore issued to CECILE ANTOLIN SALGADO.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

### **TERMS OF ORDER**

#### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

#### **II. COMPLIANCE WITH LAW**

While under the terms of this Order, RESPONDENT agrees to 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.

#### **III. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PILOT PROGRAM**

IT IS AGREED and ORDERED that RESPONDENT SHALL, within one (1) year

of entry of this Order, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot Program and RESPONDENT SHALL:

- (A) Within forty-five (45) days of entry of this Order, apply to and enroll in the KSTAR Pilot Program, including payment of any fees and costs, unless otherwise agreed in writing;
- (B) Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- (C) Follow all requirements within the remediation plan, if any;
- (D) Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Pilot Program; and
- (E) Provide written documentation of successful completion of the KSTAR Pilot Program to the attention of Monitoring at the Board's office.

**IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS**

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Pilot Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of Respondent's license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

**V. RESTORATION OF UNENCUMBERED LICENSE(S)**

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

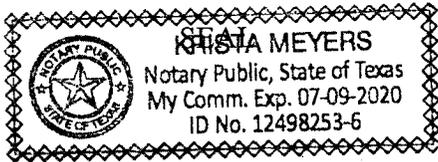
RESPONDENT'S CERTIFICATION

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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 when this Order becomes final and the terms of this Order become effective, 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 3<sup>rd</sup> day of March, 2018.

*Cecile Antolin Salgado*  
CECILE ANTOLIN SALGADO, Respondent

Sworn to and subscribed before me this 3 day of March, 2018.



*Krista Meyers*  
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 3rd day of March, 2018, by CECILE ANTOLIN SALGADO, Registered Nurse License Number 706437, and said Order is final.

Effective this 19<sup>th</sup> day of April, 2018.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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