



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or its of record in the offices of the Texas Board of Nursing.
Stephanie P. Thomas
Executive Director of the Board

**In the Matter of
Permanent Registered Nurse
License Number 240364
Issued to CYNTHIA S. SARINANA,
Respondent**

§ **BEFORE THE TEXAS**
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§ **BOARD OF NURSING**

ORDER OF TEMPORARY SUSPENSION

**TO: CYNTHIA SARINANA
13102 LARKYORKE
SAN ANTONIO, TX 78233**

A public meeting of the Texas Board of Nursing was held on December 4, 2018 at 333 Guadalupe, Room 3-460, Austin, Texas, in which the Temporary Suspension of Permanent Registered Nurse License Number 240364, issued to CYNTHIA S. SARINANA was considered pursuant to Section 301.4551, TEXAS OCCUPATIONS CODE. Staff of the Texas Board of Nursing appeared and presented evidence and information concerning the conduct of CYNTHIA S. SARINANA and whether her continued practice as a nurse would constitute a continuing and imminent threat to the public welfare.

After review and due consideration of the evidence and information presented, the Board finds that the following charges are substantiated:

CHARGE I.

On or about September 15, 2018, Respondent failed to comply with the Confidential Agreed Order for Peer Assistance Program issued to her on September 15, 2017, by the Texas Board of Nursing. Non-compliance is the result of Respondent's failure to comply with Stipulation Number Three (III), of the order which reads, in pertinent part:

...within one (1) year of entry of this Order:

A Board-approved course in Texas nursing jurisprudence and ethics that shall be a minimum of six (6) hours in length.

CHARGE II.

On or about October 22, 2018, Respondent failed to comply with the Confidential Agreed Order for Peer Assistance Program issued to her on September 15, 2017, by the Texas Board of Nursing. On or about October 22, 2018, Respondent produced a specimen for a random drug screen that resulted positive for Ethyl Glucuronide and Ethyl Sulfate, metabolites of alcohol (Ethanol). Noncompliance is the result of Respondent's failure to comply with Stipulation Number One (I), Subsection (D), of the order which reads, in pertinent part:

RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

On or about November 5, 2018, TPAPN referred Respondent's case to the Board.

The Texas Board of Nursing further finds that, given the nature of the charges concerning her fitness to practice, the continued practice of nursing by CYNTHIA S. SARINANA constitutes a continuing and imminent threat to public welfare and that the temporary suspension of Permanent Registered Nurse License Number 240364, is justified pursuant to Section 301.4551, TEXAS OCCUPATIONS CODE.

NOW, THEREFORE, IT IS ORDERED that Permanent Registered Nurse License Number 240364, issued to CYNTHIA S. SARINANA, to practice nursing in the State of Texas be, and the same is/are, hereby SUSPENDED IMMEDIATELY in accordance with Section 301.4551, TEXAS OCCUPATIONS CODE.

IT IS FURTHER ORDERED that a probable cause hearing be conducted in accordance with Section 301.455(c) not later than seventeen (17) days following the date of the entry of this Order, and a final hearing on the matter be conducted in accordance with 301.455(d) not later than the 61st day following the date of the entry of this order.

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Entered this 4th day of December, 2018.

TEXAS BOARD OF NURSING

BY: 

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR

d455(2018.11.21)

**In the Matter of
Permanent Registered Nurse
License Number 240364
Issued to CYNTHIA S. SARINANA,
Respondent**

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**BEFORE THE TEXAS
BOARD OF NURSING**

FORMAL CHARGES

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, CYNTHIA S. SARINANA, is a Registered Nurse holding license number 240364 which is in current status at the time of this pleading.

Written notice of the facts and conduct alleged to warrant adverse licensure action was sent to Respondent at Respondent's address of record and Respondent was given opportunity to show compliance with all requirements of the law for retention of the license prior to commencement of this proceeding.

CHARGE I.

On or about September 15, 2018, Respondent failed to comply with the Confidential Agreed Order for Peer Assistance Program issued to her on September 15, 2017, by the Texas Board of Nursing. Non-compliance is the result of Respondent's failure to comply with Stipulation Number Three (III), of the order which reads, in pertinent part:

...within one (1) year of entry of this Order:

A Board-approved course in Texas nursing jurisprudence and ethics that shall be a minimum of six (6) hours in length.

A copy of the Findings of Fact, Conclusions of Law, and Agreed Order September 15, 2017, is attached and incorporated, by reference, as part of this Order.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B).

CHARGE II.

On or about October 22, 2018, Respondent failed to comply with the Confidential Agreed Order for Peer Assistance Program issued to her on September 15, 2017, by the Texas Board of Nursing. On or about October 22, 2018, Respondent produced a specimen for a random drug screen that resulted positive for Ethyl Glucuronide and Ethyl Sulfate, metabolites of alcohol (Ethanol). Noncompliance is the result of Respondent's failure to comply with Stipulation Number One (I), Subsection (D), of the order which reads, in pertinent part:

RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current.

On or about November 5, 2018, TPAPN referred Respondent's case to the Board.

A copy of the Findings of Fact, Conclusions of Law, and Agreed Order September 15, 2017, is attached and incorporated, by reference, as part of this Order.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(10), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(9)&(11)(B).

NOTICE IS GIVEN that staff will present evidence in support of the recommended disposition of up to, and including, revocation of Respondent's license(s) and/or privilege(s) to practice nursing in the State of Texas pursuant to the Nursing Practice Act, Chapter 301, Texas Occupations Code and the Board's rules, 22 TEX. ADMIN. CODE §§ 213.27 - 213.33.

NOTICE IS GIVEN that all statutes and rules cited in these Charges are incorporated as part of this pleading and can be found at the Board's website, www.bon.texas.gov.

NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on adopted policies related to Substance Use Disorders and Other Alcohol and Drug Related Conduct, which can be found under the "Discipline & Complaints; Board Policies & Guidelines" section of the Board's website, www.bon.texas.gov.

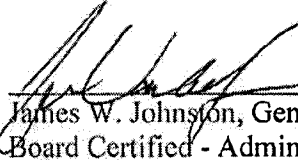
NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on the Disciplinary Matrix, located at 22 TEX. ADMIN. CODE §213.33(b), which can be found under the "Discipline & Complaints; Board Policies & Guidelines" section of the Board's website, www.bon.texas.gov.

NOTICE IS ALSO GIVEN that Respondent's past disciplinary history, as set out below and described in the Order(s) which is/are attached and incorporated by reference as part of these charges, will be offered in support of the disposition recommended by staff: Order(s) of the Board dated September 15, 2017.

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Filed this 4th day of December, 2018.

TEXAS BOARD OF NURSING



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Board Certified - Administrative Law
Texas Board of Legal Specialization
State Bar No. 10838300

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Attachment(s): Order(s) of the Board dated September 15, 2017.

D(2018.11.21)

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § CONFIDENTIAL
Registered Nurse License Number 240364 § AGREED ORDER FOR
issued to CYNTHIA S. SARINANA § PEER ASSISTANCE PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CYNTHIA S. SARINANA, Registered Nurse License Number 240364, 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)(10),(12)&(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 July 28, 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 an Associate Degree from San Antonio College, San Antonio, Texas, on May 1, 1977. Respondent was licensed to practice professional nursing in the State of Texas on September 1, 1977.
5. Respondent's professional nursing employment history includes:

9/1977 - 9/1985	Unknown	
10/1985 - 1/1992	Utilization Review Nurse / Director	Nix Medical Center San Antonio, Texas

Respondent's professional nursing employment history includes:

2/1992 - 2/1993	Account Executive	Hill-Rom, Inc. Charleston, South Carolina
2/1993 - 2/1994	Assistant Administrator	ABC Home Health San Antonio, Texas
2/1994 - 10/2000	Account Executive	Hill-Rom, Inc. Charleston, South Carolina
11/2000 - 12/2000	Unknown	
1/2001 - 3/2002	Field Case Manager	Allegiance Medical Case Management Dallas, Texas
3/2002 - 7/2003	Field Case Manager	Concentra Integrated Services San Antonio, Texas
7/2003 - 6/2006	Senior Clinical	Healthcare Quality Solutions Tampa, Florida
7/2006 - 3/2007	Account Executive	Intrepid USA Home Health Services San Antonio, Texas
3/2007 - 7/2013	Manager	KCI, Inc. San Antonio, Texas
8/2013 - 5/2014	Not employed in nursing	
6/2014 - 9/2014	Independent Consultant	Tissue Regenex San Antonio, Texas
10/2014 - 6/2016	Not employed in nursing	
7/2016 - 12/2016	Quality Management Nurse Consultant	Aetna San Antonio, Texas
1/2017 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Quality Management Nurse Consultant with Aetna, San Antonio, Texas, and had been in that position for one (1) month.

7. On or about August 4, 2016, while employed as a Quality Management Nurse Consultant with Aetna, San Antonio, Texas, Respondent lacked fitness to practice professional nursing in that she was admitted to Methodist Specialty and Transplant Hospital for four (4) days after experiencing a three (3) day relapse of alcoholism. Additionally, Respondent admitted to participating in a ninety (90) day alcohol treatment program in January of 2016. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
8. On or about September 27, 2016, while employed as a Quality Management Nurse Consultant with Aetna, San Antonio, Texas, Respondent lacked fitness to practice professional nursing in that she admits to putting her head on her desk, falling asleep, and feeling disoriented when she was awoken. Respondent further admits to consuming prescribed medication for extreme anxiety during this time. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
9. On or about October 20, 2016, while employed as a Quality Management Nurse Consultant with Aetna, San Antonio, Texas, Respondent lacked fitness to practice professional nursing in that she admits to experiencing anxiety, consuming prescribed medication, and feeling slightly disoriented. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
10. In response to Finding of Fact Number Seven (7), Respondent states in January of 2016 she completed a self-admit ninety (90) day alcohol treatment program. While in the program she began working the Alcoholics Anonymous (AA) program and obtained an AA sponsor. Respondent adds she returned to the workforce in July of 2016, which resulted in extreme anxiety. After a three (3) day relapse, she self-admitted to Methodist Specialty and Transplant Hospital on August 4, 2016, for a four (4) day stay. Respondent states since discharge from the hospital on August 8th, she has been actively involved in AA and has not drank alcohol or used any non-prescribed medication. In response to Finding of Fact Number Eight (8), Respondent states she recalls feeling ill with nausea and a severe headache while at work and putting her head on her desk. Her recollection is that she did momentarily fall asleep and was awakened by her manager. Respondent adds she was taking prescribed medication for extreme anxiety during this time and remembers being a little disoriented when she first awoke. In response to Finding of Fact Number Nine (9), Respondent states she continued to have anxiety, took prescribed medication, and felt slightly disoriented.

Respondent states while she continues to see a psychiatrist for anxiety and depression, both have decreased considerably and several medications have been discontinued. Respondent adds she is committed to the AA program and remaining sober. She works the program on

a daily basis, attends three (3) to four (4) AA meetings weekly, she is on step twelve (12) of the program, and works/talks with her AA sponsor consistently.

11. Respondent's conduct as described in the preceding Finding(s) of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
12. Respondent's conduct as described in the preceding Finding(s) of Fact resulted from or was significantly influenced by Respondent's substance use disorder.
13. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or substance use disorder.
14. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

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)(T) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4),(5)&(10)(A).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 240364, heretofore issued to CYNTHIA S. SARINANA.
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.
6. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

TERMS OF ORDER

I. PEER ASSISTANCE PROGRAM REQUIREMENTS

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL comply

with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

- A. Within forty-five (45) days following the date of entry of this Order, RESPONDENT SHALL apply to TPAPN;
- B. Within ninety (90) days following the date of entry of this Order, RESPONDENT SHALL sign and execute the TPAPN participation agreement and complete the enrollment process, which SHALL include payment of a non-refundable participation fee payable to TPAPN in the amount of five hundred dollars (\$500.00);
- C. Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing;
- D. RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep all applicable license(s) to practice nursing in the State of Texas current; and
- E. RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

II. COMPLIANCE WITH LAW AND APPLICABILITY

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.

- 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 will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) within one (1) year of entry of this Order:

A Board-approved course in Texas nursing jurisprudence and ethics that 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. Home study courses and video programs will not be approved.

In order to receive credit for completion of this/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

IV. CONFIDENTIALITY REQUIREMENTS

While RESPONDENT remains in compliance with the terms of this Order, this Order shall remain confidential in accordance with the authority outlined in Section 301.466(d), Texas Occupations Code. However, should Respondent fail to successfully complete the terms of this Order or should Respondent commit a subsequent violation of the Nursing Practice Act or Board Rules, this Order shall be treated as prior disciplinary action and will become public information.

V. EFFECT OF NONCOMPLIANCE

SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary

action including TEMPORARY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

VI. 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 RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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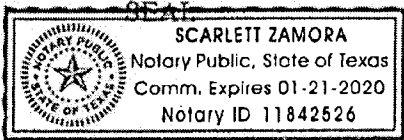
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RESPONDENT'S CERTIFICATION

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 violation(s) alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the entry of this Order and all conditions of said Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing, 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(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 12th day of September, 2017.
Cynthia S. Sarinana
CYNTHIA S. SARINANA, Respondent


Sworn to and subscribed before me this 12th day of September, 2017.



Scarlett Zamora
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 and enter the Confidential Agreed Order for Peer Assistance Program that was signed on the 12th day of September, 2017, by CYNTHIA S. SARINANA, Registered Nurse License Number 240364, and said Order is final.

Effective this 15th day of September, 2017.



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