



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.  
Kristin K. Benton, DNP, RN  
Executive Director  
Texas Board of Nursing

**In the Matter of  
Permanent Vocational Nurse  
License Number 315978  
Issued to CINDY THEDFORD,  
a.k.a CINDY ARROYO,  
Respondent**

**§ BEFORE THE TEXAS  
§ BOARD OF NURSING  
§ ELIGIBILITY AND  
§ DISCIPLINARY COMMITTEE**

**ORDER OF THE BOARD**

TO: Cindy Thedford  
a.k.a Cindy Arroyo  
18733 FM 2493  
Flint, TX 75762

During open meeting held in Austin, Texas, on May 12, 2026, the Texas Board of Nursing Eligibility and Disciplinary Committee (hereinafter "Committee") heard the above-styled case, based on the failure of the Respondent to appear as required by 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that notice of the facts or conduct alleged to warrant disciplinary action has been provided to Respondent in accordance with Texas Government Code § 2001.054(c) and Respondent has been given an opportunity to show compliance with all the requirements of the Nursing Practice Act, Chapter 301 of the Texas Occupations Code, for retention of Respondent's license(s) to practice nursing in the State of Texas.

The Committee finds that the Formal Charges were properly initiated and filed in accordance with section 301.458, Texas Occupations Code.

The Committee finds that after proper and timely Notice regarding the violations alleged in the Formal Charges was given to Respondent in this matter, Respondent has failed to appear in accordance with 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that the Board is authorized to enter a default order pursuant to Texas Government Code § 2001.056.

The Committee, after review and due consideration, adopts the proposed findings of fact and conclusions of law as stated in the Formal Charges which are attached hereto and incorporated by

reference for all purposes and the Staff's recommended sanction of revocation by default. This Order will be properly served on all parties and all parties will be given an opportunity to file a motion for rehearing [22 TEX. ADMIN. CODE § 213.16(j)]. All parties have a right to judicial review of this Order.

All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.

NOW, THEREFORE, IT IS ORDERED that Permanent Vocational Nurse License Number 315978, previously issued to CINDY THEDFORD, a.k.a CINDY ARROYO, to practice nursing in the State of Texas be, and the same is/are hereby, REVOKED.

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

Entered this 12<sup>th</sup> day of May, 2026.

TEXAS BOARD OF NURSING

*Kristin K. Benton, DNP, RN*

BY: \_\_\_\_\_

KRISTIN K. BENTON, DNP, RN  
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

Attachment: Formal Charges filed March 16, 2026

d17r(2026.04.10)

Re: Permanent Vocational Nurse License Number 315978  
Issued to CINDY THEDFORD a.k.a CINDY ARROYO  
DEFAULT ORDER - REVOKE

CERTIFICATE OF SERVICE

I hereby certify that on the 14<sup>th</sup> day of May, 2026, a true and correct copy of the foregoing

DEFAULT ORDER was served and addressed to the following person(s), as follows:

Via USPS Certified Mail, Return Receipt Requested,

Copy Via USPS First Class Mail

Cindy Thedford  
a.k.a Cindy Arroyo  
18733 FM 2493  
Flint, TX 75762

*Kristin K. Benton, DNP, RN*

BY: \_\_\_\_\_

KRISTIN K. BENTON, DNP, RN  
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

**In the Matter of  
Permanent Vocational Nurse  
License Number 315978  
Issued to CINDY THEDFORD,  
a.k.a CINDY ARROYO,  
Respondent**

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

### **FORMAL CHARGES**

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, CINDY THEDFORD, a.k.a CINDY ARROYO, is a Vocational Nurse holding license number 315978, which is in delinquent 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 February 13, 2025, Respondent's Privilege to Practice (PTP) vocational nursing from the State of Texas was suspended by the State of Colorado due to her failure to comply with an Order from the Colorado Board of Nursing requiring her to complete a mental and/or physical examination. A copy of the Order of Suspension from the Colorado Board of Nursing, dated February 13, 2025, is attached and incorporated herein by reference as part of this Order.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(8), and 304.0015, Article 5, Texas Occupations Code.

#### **CHARGE II.**

On or about July 22, 2025, Respondent's Privilege to Practice (PTP) vocational nursing from the State of Texas was voluntarily relinquished in the State of Colorado through a Stipulation and Final Agency Order issued by the Colorado Board of Nursing. A copy of the Stipulation and Final Agency Order from the Colorado Board of Nursing, dated July 22, 2025, is attached and incorporated herein by reference as part of this Order.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(8), and 304.0015, Article 5, Texas Occupations Code.

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](http://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](http://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 August 5, 2016, April 20, 2017, and November 13, 2018, and Order(s) of the Colorado Board of Nursing dated February 13, 2025 and July 22, 2025.

Filed this 16th day of March, 2026.

TEXAS BOARD OF NURSING

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James W. Johnston, General Counsel  
Board Certified - Administrative Law  
Texas Board of Legal Specialization  
State Bar No. 10838300  
John Vanderford, Deputy General Counsel  
State Bar No. 24086670  
JoAnna Starr, Assistant General Counsel  
State Bar No. 24098463  
Jacqueline A. Strashun, Assistant General Counsel  
State Bar No. 19358600  
Eugene A. Clayborn, Assistant General Counsel  
Board Certified - Administrative Law  
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Kristin Giaquinta Schoen, Assistant General Counsel  
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Aaron Jupe, Assistant General Counsel  
State Bar No. 24139905  
Caroline Livingston, Assistant General Counsel  
State Bar No. 24140051

1801 Congress Avenue, Suite 10-200  
Austin, Texas 78701  
P: (512) 305-8657  
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Attachment(s): Order(s) of the Board dated August 5, 2016, April 20, 2017, and November 13, 2018, and Order(s) of the Colorado Board of Nursing dated February 13, 2025 and July 22, 2025.

D(2026.02.17)

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of  
Vocational Nurse License Number 315978  
issued to CINDY ARROYO

§ CONFIDENTIAL  
§ AGREED ORDER FOR  
§ PEER ASSISTANCE PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CINDY ARROYO, Vocational Nurse License Number 315978, 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), 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 12, 2016.

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 is currently licensed to practice as a vocational nurse in the State of Texas.
4. Respondent received a Certificate in Vocational Nursing from Tyler Junior College, Tyler, Texas on August 21, 2013. Respondent was licensed to practice vocational nursing in the State of Texas on September 17, 2013.
5. Respondent's nursing employment history is unknown.

6. On or about March 24, 2016, Respondent submitted a Delinquent (Expired) License Renewal Form to the Texas Board of Nursing in which she answered "Yes" to the question:

"In the past 5 years have you been diagnosed with or treated or hospitalized for schizophrenia or other psychotic disorder, bipolar disorder, paranoid personality disorder, antisocial personality disorder, or borderline personality disorder? (You may answer "no" if you have completed and/or are in compliance with TPAPN for mental illness OR you've previously disclosed to the Texas Board of Nursing and have remained compliant with your treatment regime and have had no further hospitalization since disclosure.)"

Respondent has been diagnosed with Bipolar Disorder I, mixed severe with psychosis. Respondent was hospitalized from November 29, 2015 through January 29, 2016, at UT Health Northeast, Tyler, Texas for the reasons: Danger to Others, Danger of Deterioration.

7. In response to Finding of Fact Number Six (6), Respondent did not respond, but did have care givers provide a health status update.
8. 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.
9. Respondent's conduct as described in the preceding Finding(s) of Fact resulted from or was significantly influenced by Respondent's mental disorder.
10. 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 §217.12(5).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(12), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 315978, heretofore issued to CINDY ARROYO, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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;
- 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](http://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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RESPONDENT'S CERTIFICATION

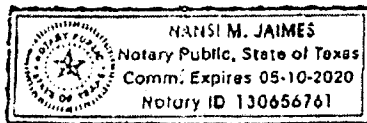
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer 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 2 day of August, 2016.

Cindy Arroyo  
CINDY ARROYO, Respondent

Sworn to and subscribed before me this 2 day of August, 2016.

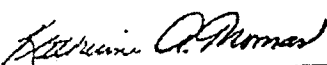
SEAL



Mansi M. James  
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 2nd day of August, 2016, by CINDY. ARROYO, Vocational Nurse License Number 315978, and said Order is final.

Effective this 5th day of August, 2016.

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



Respondent's vocational nursing employment history continued:

12/2014 - 05/2015	LVN	Colonial Manor Tyler, Texas
05/2015 - 11/2015	LVN	Hubener Creek San Antonio, Texas
12/2015 - 07/2016	Unknown	
08/2016 - 11/2016	LVN	Reunion Plaza Senior Care Center Tyler, Texas
09/2016 - Present	LVN	Providence Park Rehabilitation & Skilled Nursing Tyler, Texas

6. On August 5, 2016, Respondent was issued a Confidential Agreed Order for Peer Assistance Program by the Texas Board of Nursing. Respondent has not successfully completed the terms of the Order. A copy of the Findings of Fact, Conclusion of Law, and Order of the Board, dated August 5, 2016, is attached and incorporated, by reference, as part of this Order.
7. On or about November 14, 2016, Respondent became non-compliant with the Confidential Agreed Order for Peer Assistance Program issued to her by the Texas Board of Nursing on August 5, 2016. Respondent's non-compliance is the result of her failure to comply with Stipulation Number One (I.), Section (B.) of the Order, dated August 5, 2016, which reads:  
  
"(I.) (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."  
  
8. In response to Finding of Fact Number Seven (7), Respondent states she's been under medical attention since November 2015 and has been taking her medication as directed. Her paperwork was not submitted in time because her physician stated she wasn't prepared. He has since signed off and is waiting on the next steps. She states her license is important to her and she wants to be reconsidered for the Texas Peer Assistance Program (TPAPN).
9. On November 22, 2016, Respondent was assessed by Board Certified Psychologist, Dr. Douglas Christ, who noted Respondent had a mental illness diagnosis, but states her mood has become normal with no anxiety, no psychosis, her thinking is clear, she has vastly improved and is good to resume work as a nurse. He did not note any treatment recommendations and states she has been well for about two (2) months.

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(9)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 315978, heretofore issued to CINDY ARROYO.
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. 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.

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. 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 the effective date of this Order, unless otherwise specifically indicated:

- A. 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.
- B. 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/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](http://www.bon.texas.gov/compliance).*

### IV. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of

sixty-four (64) hours per month for four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three (3) months will not count towards completion of this requirement. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- D. **Nursing Performance Evaluations:** 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 nurse who supervises the RESPONDENT and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

V. THERAPY

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

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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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.

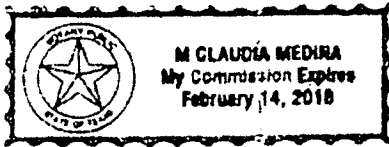
Signed this 20<sup>th</sup> day of March, 2017.

Cindy Arroyo  
CINDY ARROYO, Respondent

Sworn to and subscribed before me this 20<sup>th</sup> day of March, 2017.

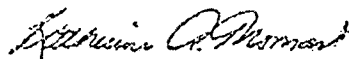
SEAL

M. Claudia Medina  
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 20th day of March, 2017, by CINDY ARROYO, Vocational Nurse License Number 315978, and said Order is final.

Effective this 20th day of April, 2017.



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

I do hereby certify that to the best of my knowledge, accurate, and true copy of the document which is on file or a record in the files of the Texas Board of Nursing.  
 Katherine A. Thomas  
 Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of	§	AGREED
Vocational Nurse License Number 315978	§	
issued to CINDY ARROYO	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CINDY ARROYO, Vocational Nurse License Number 315978, 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)&(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 August 20, 2018.

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 vocational nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Tyler Junior College, Tyler, Texas, on August 1, 2013. Respondent was licensed to practice vocational nursing in the State of Texas on September 17, 2013.
5. Respondent's nursing employment history includes:
 

9/2013 - 11/2014	Charge Nurse	Chandler Nursing Center Chandler, Texas
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Respondent's nursing employment history continued:

12/2014 - 5/2015	Charge Nurse	Colonial Manor Tyler, Texas
5/2015 - 11/2015	Charge Nurse	Hubner Creek San Antonio, Texas
12/2015 - 7/2016	Unknown	
8/2016 - 11/2016	Charge Nurse	Reunion Plaza Senior Care Center Tyler, Texas
9/2016 - 2/2017	Charge Nurse	Providence Park Tyler, Texas
2017 - 2018	Charge Nurse	Stone Bridge Unknown
10/2017 - 1/2018	Charge Nurse	Lindale Health Care Lindale, Texas
2/2018 - 3/2018	Unknown	
4/2018 - 6/2018	Charge Nurse	Waterton Healthcare and Rehabilitation Tyler, Texas
7/2018 - Present	Charge Nurse	Twin Oaks Jacksonville, Texas

6. On or about August 5, 2016, Respondent was required to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN) through a Confidential Agreed Order by the Board. Respondent has not successfully completed the terms of the Order. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order dated August 5, 2016, is attached and incorporated by reference as part of this Order.
7. On or about April 20, 2017, Respondent was issued the sanction of Warning with Stipulations through an Agreed Order by the Board. Respondent has not successfully completed the terms of the Order. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order dated April 20, 2017, is attached and incorporated by reference as part of this Order.
8. At the time of the incident in Finding of Fact Number Seven (7), Respondent was employed as a Charge Nurse with Waterton Healthcare and Rehabilitation, Tyler, Texas, and had been in that position for two (2) months.

9. On or about June 3, 2018, while employed as a Charge Nurse with Waterton Healthcare and Rehabilitation, Tyler, Texas, Respondent failed to contact the physician to obtain parameters to manage the diabetes when she admitted Resident PE into the facility, including when to hold ordered insulin, and interventions for hypoglycemia. Respondent's conduct was likely to injure the resident from ineffective treatment and deprived the resident's physician the opportunity to institute timely medical interventions.
10. On or about June 3, 2018, while employed as a Charge Nurse with Waterton Healthcare and Rehabilitation, Tyler, Texas, Respondent failed to seek direction from the physician and her Supervisor whether to hold the morning insulin of the aforementioned Resident PE when she obtained a low blood glucose (BG) of 68 mg/dl at 6:30 am. Instead, Respondent administered Novolog, a fast acting insulin, to the aforementioned resident, failed to re-assess the resident and obtain a BG when she was notified at 7:50 am that the resident had not eaten breakfast, and was sleeping, and again failed to re-assess the resident and obtain a BG when the Certified Nursing Assistants (CNA) later reported that the resident was unresponsive. At 11:30 am the resident was unresponsive with a BG of 60 mg/dl; Respondent administered glucose gel into the patient's mouth, and thirty (30) minutes later the resident's BG was 48mg/dl, 911 was called, and a paramedic obtained a BG of 36 mg/dl, and she was transported to a hospital. The resident was admitted to the Intensive Care Unit, was intubated, and discharged ten (10) days later. Respondent's conduct was likely to injure the resident based upon incomplete assessment information, from unrecognized clinical changes, and deprived the resident of timely interventions.
11. In response to the incidents in Findings of Fact Numbers Eight (8) and Nine (9), Respondent states that the resident was alert and showed no signs of hypoglycemia in the morning, and a blood glucose of 60mg/dl was obtained. Respondent relates she then followed orders to give 15 units of Novolog before meals. Respondent indicates she didn't realize how fast Novolog acts, and should have rechecked the blood glucose after administering it. Respondent explains that a CNA came and notified her that the resident didn't eat breakfast, and she failed to recheck the blood glucose. Respondent adds that around 11 am, the blood glucose was 60mg/dl, so she decided to hold the 15 units of Novolog. Respondent adds that soon after the resident was unresponsive with a blood glucose of 48mg/dl, so she immediately administered glucose gel, and notified the physician. Respondent relates she got orders to send the resident to the hospital due to being unresponsive and low blood glucose.

#### 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)(C),(1)(D),(1)(M),(1)(P)&(2)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 315978, heretofore issued to CINDY ARROYO, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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, subject to ratification by the Texas Board of Nursing, that Vocational Nurse License Number 315978, previously issued to CINDY ARROYO, to practice nursing in Texas is hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully

complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

#### IV SUPERCEDING ORDER

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Order SHALL supercede all previous stipulations required by any Order entered by the Texas Board of Nursing.

#### V. 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 the effective date of this Order, unless otherwise specifically indicated:

- A. 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.
- B. A Board-approved course in physical assessment with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing

assessments on mock patients or mannequins WILL NOT be accepted. 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. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.

- C. **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/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](http://www.bon.texas.gov/compliance).*

## VI. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to **accepting** an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of

Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.

- C. Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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.
- D. Indirect Supervision:** For the remainder of the stipulation/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational 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.
- E. Nursing Performance Evaluations:** 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

## VII. THERAPY

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor with credentials approved

by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

**VIII. FURTHER COMPLAINTS**

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

**IX. 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.

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RESPONDENT'S CERTIFICATION

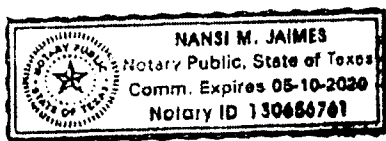
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said 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 October, 2018.

Cindy Arroyo  
CINDY ARROYO, Respondent

Sworn to and subscribed before me this 3<sup>rd</sup> day of October, 2018.

SEAL



[Signature]  
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 3<sup>rd</sup> day of October, 2018, by CINDY ARROYO, Vocational Nurse License Number 315978, and said Order is final.

Effective this 13<sup>th</sup> day of November, 2018.



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

BEFORE THE STATE BOARD OF NURSING

STATE OF COLORADO

Case No. 2024-6893



I do hereby certify that  
the foregoing to be a true copy  
of the document which  
is on file or a record  
in my office  
*Garris* 2/10/25  
Authorized Signature

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**ORDER OF SUSPENSION FROM THE PRACTICE OF NURSING, PURSUANT TO SECTION 12-255-119(8)(a), C.R.S.**

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IN THE MATTER OF THE PRIVILEGE TO PRACTICE PRACTICAL NURSING IN THE STATE OF COLORADO OF CINDY THEDFORD, ON TEXAS MULTISTATE LICENSE NUMBER 18733,

Respondent.

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TO: Cindy Thedford, PN Privilege to Practice ("Respondent")

Pursuant to section 12-255-119(8)(a), C.R.S., Respondent's privilege to practice nursing in the State of Colorado is hereby suspended by the Board effective **February 13, 2025**, based on the following:

1. Respondent was licensed to practice practical nursing in the State of Texas on September 17, 2013, and was issued multistate license number 315978. Respondent has been licensed at all relevant times therein and is now so licensed.
2. On October 24, 2024, the State Board of Nursing ("Board"), reviewed all matters set forth in Case Number 2024-6893. Specifically, the Board considered information involving the Respondent's mental and/or physical condition. Based on the material reviewed and the totality of the circumstances of this case, the Board has reasonable cause to believe that Respondent is unable to practice nursing with reasonable skill and safety to patients because of a condition listed in section(s) 12-255-120(1)(i) and/or (j)(I)(II), C.R.S. Thus, the Board ordered Respondent to submit to a mental and/or physical examination pursuant to section 12-255-119(8)(a), C.R.S.
3. On November 12, 2024, the Board issued an Order ("Order") requiring the Respondent to submit to a mental and/or physical examination to be conducted by Peer Assistance Services ("PAS") to determine if Respondent is able to practice nursing with reasonable skill and safety to patients.
4. The Order directed Respondent to contact and schedule an examination with PAS within three (3) calendar days of the date of the Order, and the examination was to be conducted within thirty (30) days of the date of the Order. The Order directed the Respondent to appear for all appointments with PAS evaluator(s) or with any additional evaluators as recommended by PAS, to provide any information requested by PAS, to schedule timely appointments as requested by PAS, and to otherwise cooperate fully with PAS in a timely manner. Respondent was further ordered to comply with any and all requests deemed necessary by PAS to determine if Respondent is able to practice nursing with reasonable skill and safety to patients because of a condition described in section 12-255-120(1)(i) and/or (j)(I)(II), C.R.S.

5. On or about January 7, 2025, Peer Assistance Services informed the Board that the Respondent failed to attend an appointment for a mental and/or physical examination. As of the date of this Order, Respondent has not completed a mental and/or physical examination which is a violation of section 12-255-119(8)(a), C.R.S.

6. Respondent thereby failed to comply with the November 12, 2024, Board Order for an examination. Respondent's failure to comply with the requirements set forth in the Order is a violation of the Order and is grounds for discipline pursuant to section 12-255-120(1)(g), C.R.S.

7. In accordance with section 12-255-119(8)(a), C.R.S., the Board is authorized to suspend Respondent's privilege to practice nursing in the State of Colorado until Respondent fully complies with the Board's Order for an examination.

**THEREFORE, IT IS ORDERED**, in accordance with section 12-255-119(8)(a), C.R.S., that the privilege to practice as a practical nursing of Cindy Thedford is suspended, effective 5:00 P.M., on February 13, 2025. Any such suspension shall remain in effect until lifted by the Board and Respondent has received written notice from the Board that the suspension has been vacated. The Board shall lift the suspension upon review of evidence establishing that the Respondent has resumed compliance with the November 12, 2024, Board Order.

COMMENCING AT 5:00 P.M. ON February 13, 2025, RESPONDENT SHALL NOT ENGAGE IN OR PERFORM ANY ACT REQUIRING A LICENSE TO PRACTICE practical NURSING.

DATED AND SIGNED this 10th day of February 2025.

FOR THE STATE BOARD OF NURSING

*Roberta Hills*

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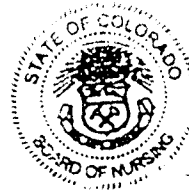
Roberta Hills  
Program Director



BEFORE THE STATE BOARD OF NURSING

STATE OF COLORADO

Case No. 2024-6893



I do hereby certify the foregoing to be a true copy of the document which is on file or is of record in my office

*A. D. [Signature]* 07/22/2025  
Authorized Signature

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**STIPULATION AND FINAL AGENCY ORDER**

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IN THE MATTER OF DISCIPLINARY PROCEEDINGS REGARDING THE MULTISTATE LICENSURE PRIVILEGE TO PRACTICE PRACTICAL NURSING IN THE STATE OF COLORADO PURSUANT TO THE ENHANCED NURSE LICENSURE COMPACT ASSOCIATED WITH TEXAS, PN LICENSE NUMBER PN 315978, ISSUED TO CINDY THEDFORD, LPN,

Respondent.

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IT IS HEREBY STIPULATED by and between the State Board of Nursing, Inquiry Panel B (the "Board"), and Cindy Thedford LPN ("Respondent"), as follows:

1. Respondent was licensed to practice as a practical nurse in the State of Texas, a party state to the Enhanced Nurse Licensure Compact, sections 24-60-3801 and -3802, C.R.S., on September 17, 2013.

2. The Board has jurisdiction over the person of Respondent and the subject matter of this Stipulation and Final Agency Order ("Order").

3. It is the intent of the parties and the purpose of this Order to provide for a settlement of all matters set forth in case number 2024-6893 only, without the necessity of holding a formal disciplinary hearing. This Order constitutes the entire agreement between the parties, and there are no other agreements or promises, written or oral, which modify, interpret, construe, or affect this Order.

4. Respondent understands and acknowledges that:

a. Respondent has the right to be represented by an attorney of Respondent's choice, and Respondent has voluntarily chosen to proceed without representation;

b. Respondent has the right to a formal disciplinary hearing pursuant to sections 12-255-119 and 24-4-105, C.R.S.;

c. By entering into this Order, Respondent knowingly and voluntarily waives the right to a hearing, admits the facts contained in this Order, and relieves the Board of its burden of proving such facts;

d. By entering into this Order, Respondent knowingly and voluntarily waives the right to present a defense by oral and documentary evidence, and to cross-examine witnesses who would testify on behalf of the Board; and

e. By entering into this Order, Respondent knowingly and voluntarily waives the right to seek judicial review of this Order.

5. Respondent admits the following:

a. Respondent was licensed to practice as a practical nurse in the State of Texas on September 17, 2013, and was issued multistate license number PN 315978. Respondent has been licensed at all relevant times therein and is now so licensed.

b. On or about September 2, 2024, Respondent accepted a shift through NURSA Staffing to practice at Briarwood Health Care Center ("Briarwood"), Denver, Colorado. Respondent was assigned to practice on 2West which is the Long Term Care unit.

c. Approximately two to three hours after Respondent's shift ended, another nurse noticed there were numerous discrepancies in the narcotic book that were entered by the Respondent during her shift. Briarwood conducted an investigation which revealed discrepancies as follows:

i) Respondent signed out narcotics for residents who don't receive narcotics.

ii) Narcotics were signed out for a resident who was in the hospital and not at the facility during Respondent's shift.

iii) There were narcotics wasted by Respondent but the procedure for wasting was not followed as no second nurse wasted the narcotics with Respondent.

iv) Upon interviewing residents of whom narcotics were signed out for, the residents stated they did not receive the narcotics as documented by the Respondent.

v) A message was sent to Respondent from the Briarwood Director of Nursing to inquire about the discrepancies and Respondent did not reply.

d. On or about November 12, 2024, the Board issued an Order ("Order") pursuant to Section 12-255-119(8)(a), C.R.S. requiring Respondent to undergo an evaluation at Peer Assistance Services ("PAS").

e. Pursuant to the terms of the Order, Respondent was required to contact PAS to schedule the evaluation within three (3) days, and to complete the evaluation within thirty (30) days from the effective date of the Order.

f. In the Order, Respondent was informed that failure to comply with the terms of the Order would constitute grounds for discipline pursuant to

sections 12-255-120(1)(g), C.R.S, and 12-255-119(8)(a), C.R.S.

- g. On or about January 7, 2025, Peer Assistance Services informed the Board that the Respondent failed to attend an appointment for a mental and/or physical examination.
- h. In accordance with section 12-255-119(8)(a), C.R.S., and due to Respondent's non-compliance with the Board's order to complete a mental and/or physical examination, an Order of Suspension was issued to the Respondent on February 10, 2025, with an effective date of February 13, 2025.
- i. Based upon the evidence presented in case 2024-6893, the Board has reasonable cause to believe that Respondent may have a behavioral health, physical health, and/or substance use disorder that could affect Respondent's ability to practice nursing with reasonable skill and safety to patients or that may endanger the health or safety of individuals under Respondent's care without treatment and monitoring.

6. By virtue of the facts admitted in paragraph 5 above, Respondent admits, and the Board hereby finds, that Respondent is subject to discipline pursuant to section 12-255-120(1)(g), C.R.S.

7. The Board is authorized by section 12-255-119(4)(c)(III), C.R.S., to order appropriate disciplinary sanctions as set forth in this Order.

8. The Board is authorized to suspend, revoke, or otherwise discipline any licensee's multistate licensure privilege as provided in section 12-255-107(1)(c) and 24-60-3802, Art. II (h), C.R.S., for any of the following:

12-255-120. Grounds for discipline. (1) "Grounds for discipline," as used in this article 255, means any action by any person who:

(g) Has violated any order or rule of the board pertaining to nursing practice or licensure;

9. Respondent hereby relinquishes the multistate licensure privilege to practice as a practical nurse in the State of Colorado, and requests that this Order be accepted by the Board with the same force and effect as an order entered as a result of a formal disciplinary hearing. The Board finds that it is in the public interest to accept said relinquishment with the full force and effect of a revocation ordered by the Board. Additionally, while this Order is in effect, Respondent agrees to not practice nursing in the State of Colorado pursuant to the Enhanced Nurse Licensure Compact, sections 24-60-3801 and -3802, C.R.S.

10. Respondent understands that in the future in order to again practice practical nursing pursuant to the Enhanced Nurse Licensure Compact, Respondent must

make a written request for multistate licensure privilege in the State of Colorado.

11. If Respondent requests multistate licensure privilege in the State of Colorado at any future time, Respondent will be required to comply with all licensure criteria which exist at the time of the application and such terms and conditions as deemed necessary by the Board to assure the public health, safety, and welfare.

12. The decision whether or not to grant Respondent's request for multistate licensure privilege shall rest exclusively in the discretion of the Board.

13. Both parties acknowledge that the terms of this Order were mutually negotiated and determined.

14. Both parties acknowledge that they understand the legal consequences of this Order, both parties enter into this Order voluntarily, and both parties agree that no term or condition of this Order is unconscionable.

15. This Order shall become an order of the Board when accepted and signed by the Program Director or authorized Board representative.

16. This Order shall become effective upon (a) mailing by first-class mail to Respondent at Respondent's address of record with the Board, or (b) service by electronic means on Respondent at Respondent's electronic address of record with the Board. Respondent hereby consents to service by electronic means if Respondent has an electronic address on file with the Board.

17. Upon becoming effective, this Order shall become a permanent part of the record and shall be open to public inspection and publicized pursuant to the Board's standard policies and procedures. Additionally, this Order shall be reported to the National Council of State Boards of Nursing, the National Practitioner Data Bank, and as otherwise required by state or federal law.

RESPONDENT

*[Handwritten Signature]*  
CINDY HENNINGSON, LPN

APPROVED

ROBERTA HILLS  
Program Director  
State Board of Nursing  
1500 Broadway, Suite 170  
Denver, Colorado 80202



Approved this 17th day of  
July, 2025.

The FOREGOING Stipulation and Final Agency Order is effective upon service to Respondent, on this 22nd day of July, 2025.