

Department of Health & Human Services
Centers for Medicare & Medicaid Services

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STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: 675096	(X2) MULTIPLE CONSTRUCTION A. Building B. Wing	(X3) DATE SURVEY COMPLETED 07/23/2026
NAME OF PROVIDER OR SUPPLIER Avir at Hillsboro		STREET ADDRESS, CITY, STATE, ZIP CODE 411 Old Brandon Road Hillsboro, TX 76645	
For information on the nursing home's plan to correct this deficiency, please contact the nursing home or the state survey agency.			
(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (Each deficiency must be preceded by full regulatory or LSC identifying information)		
F 0839 Level of Harm - Minimal harm or potential for actual harm Residents Affected - Few	Employ staff that are licensed, certified, or registered in accordance with state laws. **NOTE- TERMS IN BRACKETS HAVE BEEN EDITED TO PROTECT CONFIDENTIALITY** Based on interviews and record review the facility failed to ensure professional staff were licensed, certified, or registered in accordance with applicable State laws for 1 (CNA A) of 3 CNA's reviewed for proficiency of nurse aides. The facility failed to ensure CNA A had an active CNA license before allowing her to perform CNA tasks, working a total of 83.88 hours between [DATE] and [DATE], with an expired CNA license. This deficient practice had the potential to affect all residents in the facility who CNA A worked with when CNA A failed to maintain a current nurse aide certification. Findings included: Review of an initial EMR check conducted by the facility on [DATE] revealed CNA A was employable and had a nurse aide certification that expired on [DATE]. Review of the Texas HHS TULIP nurse aide search revealed CNA A's nurse aide license was most recently issued on [DATE]. Her initial certification was issued on [DATE]. Review of a company-wide staff list provided by the ADM, identified as a staff list provided to the facility by corporate HR, contained names of staff members whose professional licenses were due to expire within the month the list was provided to the facility's electronic mail. CNA A's name, nurse aide license number, and date of expiration ([DATE]) were on this list. A verbal request was made to HR on [DATE] at 8:59pm for all shifts worked by CNA A in the month of [DATE]. Review of an employee timecard report identified as CNA A's timecard dated [DATE]-[DATE] revealed CNA A worked from 6pm-6am on [DATE] for a total of 12 hours. A verbal request was made to the ADM on [DATE] at 9:15pm for all shifts worked by CNA A in the month of [DATE]. Review of an employee timecard report identified as CNA A's timecard dated [DATE]-[DATE] revealed CNA A worked: 6pm-6am on [DATE] and [DATE] for a total of 24 hours 6:13pm-6:06am on [DATE] for a total of 11.88 hours. 6pm-6am on [DATE], [DATE], [DATE] for a total of 36 hours. In an interview on [DATE] at 8:36 PM with CNA A, she stated that her CNA license had lapsed on [DATE], but she was permitted by the facility to still work on the floor as a CNA, until she got it reinstated on [DATE]. She stated she was working night shift as a CNA giving showers, assisting with ADLs, and performing basic CNA tasks. CNA A made a comment that they (direct care staff) were supposed to document tasks in an electronic system, but she had not been added to the system yet, so she had to chart under other aides logins. She stated that she had received paychecks from this facility for the month of June, during the time her CNA license was lapsed, while working as a CNA, and performing CNA tasks. She stated that her paycheck for the dates of [DATE]-[DATE] she was paid for working 65.88 hours as a CNA. In an interview on [DATE] at 9:39 PM with HR, she stated that she was responsible for ensuring staff with expired licenses were not put on the schedule by informing the nurse (ADON) not to put them in the schedule. She stated she would also alert the DON and ADM about the CNA's license expiring from a list she received from corporate HR. She stated that the CNAs had 2 months prior to their license expiration to get their education modules done and get their license renewed. She stated that CNA A was a 'very different case' because the facility had (continued on next page)		

Any deficiency statement ending with an asterisk (*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE	TITLE	(X6) DATE
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F 0839 Level of Harm - Minimal harm or potential for actual harm Residents Affected - Few	a customer service issue with CNA A, where a family member was going to remove a resident from the facility because of CNA A's actions. The facility tried to investigate the incident, but CNA A kept showing up for work without management's knowledge due to still being a part of a staff group chat, where HR believed shifts were texted out that needed coverage, and CNA A showed up to cover them without responding to the texts, and after management left the facility for the day. HR made a comment of Maybe that is why the state gives CNAs a 30-day grace period meaning that if all the renewal paperwork was turned in, the CNA would get a 30-day grace period allowing them to work the floor while they awaited the renewal confirmation. She stated this was her understanding since COVID. HR stated that she submitted CNA A's '5506 NAR form' to the State after CNA A completed her required education. HR stated the facility did not have any guidance from HHSC pertaining to CNA licenses having a 30-day grace period to renew, after expiration. In an interview on [DATE] at 10:25 PM with the DON, she stated that she became the DON approximately 3 weeks ago, and prior to that she had been the weekend supervisor. She stated that HR had told her about several staff who could not work until they got their professional licenses renewed, but at the moment, she could not recall which staff it recently was. She stated she was not familiar with a rule that the CNAs could work 30 days while waiting for their license renewal. She stated she had recently heard it from HR as a new rule, but no memorandums from HHSC were provided to her as proof. She stated that she was not aware that CNA A had managed to work 83.88 hours on the floor as a CNA with an expired license. The DON stated she had told CNA A not to come into work because there was a family complaint about her recently, but she was not suspended while her license was getting renewed. In an interview on [DATE] at 10:40 PM with the ADM, she stated that Corporate sent out spreadsheets monthly, identifying employees who had a professional license due to expire within that month. She stated that facility HR was an included recipient on these emails. She stated the facility's process for monitoring CNA certification status and expiration dates was that HR managed that process. She stated that it was the responsibility of the CNAs and HR to verify that their nurse aide license maintained active status on the NAR. She stated that HR ran a check once a month to see whose professional license was expiring, but the facility also got an email from Corporate about whose license was due to expire. She stated the facility's policy and procedure on maintaining professional licensure was located in their employee handbook. She stated that there was a complaint from a FM and the facility addressed it by taking CNA A off the schedule and suspending her login credentials, and she was a PRN staff anyway. She was not on the schedule and just showed up to work. The ADM provided a spreadsheet that listed CNA A, indicated, by Corporate, that her CNA license was expiring. Review of the facility's Employee Handbook dated [DATE] reflected: LicensureThe Company adheres to federal, state, and local regulations and laws that govern all health care facilities and monitors its facilities to ensure ongoing compliance. Employment positions requiring annual certification or licensure are verified and monitored to ensure status, with copies of all current licenses retained in company files. Each licensed or certified employee is expected to maintain his/her ongoing education requirements. The Company will support the employees' efforts in this regard by providing reasonable accommodations flexibility in the work schedule that may be necessary to fulfill these educational obligations.		