

**State of Vermont
Vermont Board of Nursing**

In re: Dennise Williams
License Number: 026.0050648
Docket Number: 2014-658

Order to Remove Conditions

On April 10, 2023, the Vermont Board of Nursing considered Dennise Williams's request for Removal of Conditions imposed pursuant to a Stipulation & Consent Order under Docket Number 2014-658. Ms. Williams has met the conditions. After review of the compliance file, the State does not object to removal of all conditions.

Order:

The Board hereby removes all conditions from Dennise Williams's RN license.

Vermont Board of Nursing

DocuSigned by:

Jennifer Laurent

EB4744045740477

Jennifer Laurent, Chair

Date: April 10, 2023

Date of Entry: 4, 10, 23

STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING

IN RE:)
Dennise Williams f/k/a Dennise Demers) Docket No. 2014-658
License No. 026.0050648)

**STATE'S RESPONSE TO RESPONDENT'S
REQUEST TO REMOVE CONDITIONS**

After review of Respondent's compliance file, the State has no objection to Respondent's request to remove all conditions from Respondent's RN license 026.0050648. The State has attached to this response a proposed Order should the Board decide to grant Respondent's request.

Dated this 16th day of March, 2023.

STATE OF VERMONT
SECRETARY OF STATE

By: /s/ Jennifer B. Colin
Jennifer B. Colin
State Prosecuting Attorney
Jennifer.Colin@vermont.gov

STATE OF VERMONT



Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402

From: Dennise Williams
To: SOS - Docket Clerk
Subject: request to remove conditions on nursing license
Date: Monday, March 6, 2023 6:36:06 AM
Attachments: Dennise Williams, RN signature.docx

EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.

Hello,

I have worked long and hard to remain compliant and meet the requirements of my conditioned Nursing license. At this time I would like to request the Vermont Board of Nursing remove all the conditions on my Vermont Nursing license.
I have asked my supervisor to send over her final reports to support this request.

Sincerely,

Dennise
Williams

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:

**DENNISE D. WILLIAMS
f/k/a DENNISE D. DEMERS
License No. 026.0050648**

Docket No. 2014-658

THIRD MODIFICATION STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through State Prosecuting Attorney Jennifer B. Colin, and Respondent Dennise D. Williams, formerly known as Dennise D. Demers, RN, who hereby stipulate and agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. §129(a); 3 V.S.A. §129a; 3 V.S.A. §814(d); 26 V.S.A. §1582; the Administrative Rules of the Board of Nursing (the "ARBN"); and the Rules of the Office of Professional Regulation.

Stipulated Facts

2. Dennise D. Demers (the "Respondent") of Hardwick, Vermont is licensed by the State of Vermont as a Registered Nurse under license number 026.0050648. This license was originally issued on or about October 22, 2009 and is currently set to expire on or about March 31, 2021.
3. On June 14, 2016, the Board entered a Modification Stipulation and Consent Order in the above docket number reinstating Respondent's license with conditions (the "2016 Order"). Respondent had previously surrendered her license after several serious medication administration errors. See Attachment 1, incorporated by reference herein.
4. The 2016 Order required Respondent to obtain an independent evaluation prior to obtaining nursing employment. Such evaluation must indicate Respondent does not pose a risk to the safety, health, or welfare of Respondent's potential patients. Respondent has satisfied this condition.

5. On October 28, 2019, Respondent requested modification of paragraphs A.2. and A.10 of the October 2016 Order. The State assented to Respondent's request with conditions and the Board approved the Second Modification Stipulation and Consent Order, entered December 10, 2019 (also attached in Attachment 1, incorporated by reference herein). The modifications allowed Respondent to work no more than 45 hours per week and also permitted Respondent's direct supervision while working at Community Health Services of Lamoille Valley to be conducted by an RN in good standing 75% of the time and an MD up to 25% of the time as necessary.
6. In February 2020, Respondent petitioned the Board after changing jobs, seeking the same modification regarding supervision by an MD to apply to her new work setting at Hardwick Area Health Center. The State assents to this modification.

Understandings

7. Respondent admits the facts above are true and the conditions set forth below are necessary to protect the public.
8. Respondent understands that the Nursing Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
9. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
10. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
11. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
12. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
13. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing and waives any right to appeal from this Stipulation and Consent Order.
14. Respondent agrees that the Order set forth below may be entered by the Board.

ORDER

Based on the Stipulation above, it is ORDERED AND ADJUDGED as follows:

- A. The Board of Nursing hereby MODIFIES the Modification Stipulation and consent Order, entered June 14, 2016, and the Second Modification Stipulation and Consent Order, entered December 10, 2019, under Docket No. 2014-658, (Attachment 1) as follows:
 1. Paragraph A.10. of the Order, page 6, shall read: Practice Under Supervision. While Respondent is employed at the Hardwick Area Health Center, she shall practice as a nurse only in a setting where she has direct supervision by a licensed registered nurse in good standing with the Board for at least 75% of her supervised practice. The other 25% of her direct supervised practice may be supervised by an M.D. as necessary. Should Respondent's position at Hardwick Area Health Center no longer require a small amount of supervision by an M.D., or should Respondent no longer work for Hardwick Area Health Center, Respondent must have direct supervision for her entire shift by a licensed registered nurse that is in good standing with the Board.
- B. All other provisions of the Modification Stipulation and Consent Order under Docket No. 2014-658 entered June 14, 2016, and the Second Modification Stipulation and Consent Order entered December 10, 2019 remain in full force and effect.
- C. Notwithstanding any provision above, the Respondent must continue to meet all Board requirements for maintaining a license, license renewal and license reinstatement.
- D. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).
- E. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

AGREED TO:

STATE OF VERMONT
SECRETARY OF STATE

Dated: 8/3/2020

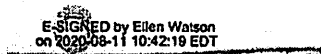
By: /s/ Jennifer B. Colin
Jennifer B. Colin
State Prosecuting Attorney

Dated: 7/30/20

RESPONDENT
By: 
Dennise D. Williams

APPROVED AND SO ORDERED:

Dated: August 11, 2020

VERMONT BOARD OF NURSING
By: 
E-SIGNED by Ellen Watson
on 2020-08-11 10:42:19 EDT
Chairperson

Date of Entry: 8/11/2020

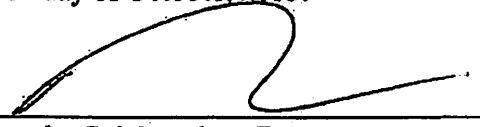
STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING

IN RE:)
DENNISE DEMERS) DOCKET NO. 2014-658
License No. 026.0050648)

NOTICE OF APPEARANCE

NOW COMES Brooks G. McArthur, Esq., and hereby enters his appearance on behalf of Respondent, Dennise Demers, in the above-captioned matter.

DATED at Burlington, Vermont, this 30th day of October, 2015.



Brooks G. McArthur, Esq.

ANSWER

NOW COMES Respondent, Dennise Demers, by and through her attorney, Brooks G. McArthur, and hereby answers the charges as follows:

1. Admit.
2. Admit.
3. Admit.
4. Insufficient knowledge or information therefore denied.
5. Insufficient knowledge or information therefore denied.
 - a. Insufficient knowledge or information therefore denied.
 - b. Insufficient knowledge or information therefore denied.

- c. Insufficient knowledge or information therefore denied.
- d. Insufficient knowledge or information therefore denied.
- e. Insufficient knowledge or information therefore denied
- 6. Insufficient knowledge or information therefore denied.
- 7. Insufficient knowledge or information therefore denied.
- 8.
 - a. Deny.
 - b. Deny.
 - c. Deny.
 - d. Deny

DATED at Burlington, Vermont, this 30th day of October, 2015.

RESPONDENT,
DENNISE DEMERS

By: 

Brooks G. McArthur, her attorney

**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE: DENNISE D. DEMERS License No. 026.0050648	)))	Docket No. 2014-658
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SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Dennise D. Demers, RN:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. § 1582; the Administrative Rules of the Board of Nursing (the "ARBN"); and the Rules of the Office of Professional Regulation.

Statement of Facts

2. Dennise D. Demers (the "Respondent") of Hardwick, Vermont is licensed by the State of Vermont as a Registered Nurse under license number 026.0050648. This license was originally issued on or about October 22, 2009 and is currently set to expire on or about March 31, 2017. Respondent's license is currently conditioned pursuant to docket number 2011-789/M2013-33.
3. At all times relevant, Respondent was employed at Berlin Health and Rehab (the "Facility"), located in Berlin, Vermont.
4. On September 29, 2014, Respondent withdrew Vicodin from the Pyxis machine for Patient 1. Administration of the Vicodin is not documented in the Medication Administration Record.
5. On September 30, 2014, RN V.B. observed Respondent in her wasting of a number of pills for Patient 1, who was not present on the unit at the time. V.B. was unable to determine the identity of each of the pills, but documented that she witnessed the waste of 2 tablets of Vicodin.

STATE OF VERMONT



Prosecuting Attorney
Office of
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89 Main Street
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- a. V.B. became concerned that she unwittingly signed for medication that was not actually wasted.
 - b. V.B. asked two staff people to help her look in the sharps container for the wasted Vicodin. Two sharps containers were searched, including the one where the Respondent allegedly wasted the Vicodin and the additionally the sharps container from the med cart Respondent used on September 30, 2014.
 - c. The search revealed no Vicodin; but, there were two potassium pill which are similar in size, shape, and color to Vicodin. Potassium was not ordered for any patient in the unit.
 - d. Respondent completed a pain assessment for Patient 1 on September 30, 2014 when Patient 1 was not present on the unit and Respondent had not seen or spoken with Patient 1.
 - e. Respondent admitted that she does not always do rounds on her patients before preparing their medications.
6. In September of 2014 Respondent administered Tramadol to Patient 2. Review of the MAR shows Patient 2 received thirteen doses of Tramadol and that Respondent administered Tramadol on twelve times.
 7. Respondent performed a pain assessment for Patient 3 on August 14, 2014 at approximately 8 am and 2 pm. As a result of Respondent's assessment she gave Patient 3 Tramadol twice on August 14, 2014. Staff at the facility reported that Patient 3 is non-communicative and is unable to respond to a pain assessment. Respondent is the only nurse who administered Tramadol to Patient 3 in August of 2014.

Charges

8. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of:
 - a. 26 V.S.A. § 1582(a)(7) (Engages in conduct of a character likely to deceive, defraud or harm the public);
 - b. 3 V.S.A. § 129a(a)(7) (Willfully making or filing false reports or records in the practice of the profession; willfully impeding or obstructing the proper making or filing of reports or records; or willfully failing to file the proper reports or records);
 - c. 3 V.S.A. § 129a(b)(1) and (2) (Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional

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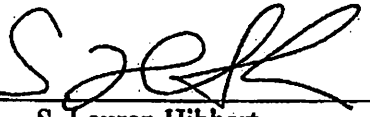
conduct, whether actual injury to a client, patient, or customer has occurred. Failure to practice competently includes: (1) performance of unsafe or unacceptable patient or client care; or (2) failure to conform to the essential standards of acceptable and prevailing practice); and

- d. 3 V.S.A. § 129a(a)(3) (Failing to comply with provisions of federal or state statutes or rules governing the practice of the profession).

WHEREFORE, the license of Dennise D. Demers should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 20 day of October, 2015.

STATE OF VERMONT
SECRETARY OF STATE

By: 
S. Lauren Hibbert
State Prosecuting Attorney

STATE OF VERMONT



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