

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

In re: HOLLY HAGER	}	
License No. 026.0033236	}	Docket No. 2016-207
	}	

FINDINGS, CONCLUSIONS OF LAW AND ORDER

Participating Board Members:

William “Jamie” Floyd, RN
Jennifer Lyon, RN
Deborah Belcher, Public Member
Daniel Coane, Public Member
Jill Neary, LPN
Marsha Arend, RN
Margaret Young, APRN
Andrew Kehl, APRN

Appearances:

Prosecuting the case: Ultan Doyle, Esq., who participated electronically
Petitioner: participated electronically and represented herself

Presiding Officer:

George K. Belcher

**FINDINGS OF FACT, CONCLUSIONS OF LAW,
AND ORDER**

This matter came before the Board of Nursing on April 13, 2026, with the Prosecutor; the Petitioner (hereinafter referred to as the “Respondent”); and the Board members all participating in person or by telephone or via electronic means pursuant to the Office of Professional Regulation Rules.

Findings of Fact

The Respondent filed a petition to remove conditions upon her nursing license on January 28, 2026. The State opposed the modification of the existing order and the removal of conditions. Based on the pleadings and the evidence, the Vermont Nursing Board finds as follows:

1. The Respondent is licensed as a Registered Nurse (RN) in the State of Vermont. The Respondent is subject to the regulatory authority of this Board. 3 V.S.A. §§ 129, 129a, 26 V.S.A. Chapter 28, the Administrative Rules of the Board of Nursing, and the Rules of the Office of Professional Regulation.

2. The Board of Nursing issued a final order on May 23, 2018, which suspended the license of the Respondent after finding that she had diverted or attempted to divert a student's prescription while working at a school. On October 11, 2018, the Board reinstated the Respondent's license subject to conditions. (This reinstatement was a stipulated order agreed to by the Respondent.) The conditions in the stipulated order were to be in place for a minimum period of three years. The conditions included substance abuse counselling, random screens for substance and alcohol abuse, reports from employers, restrictions on out-of-state practice and other conditions.
3. The Respondent found it difficult to secure employment under the conditions and her license lapsed on April 1, 2019.
4. The Respondent renewed her license on January 8, 2025, and recommenced working under the conditions of her license on that date.
5. Condition A. 2. of the 2018 Order of Conditions provides:
Length of Time Conditions Imposed. The conditions shall remain in place until Respondent has completed all conditions ordered. Respondent shall be subject to the conditions until Respondent completes a minimum of three (3) years of supervised nursing in which she works at least forty (40) hours every two weeks as a nurse. Part-time hours of less than forty (40) hours every two weeks shall be credited on a pro-rated basis. Respondent shall be prohibited from working more than forty (40) hours per week.
6. The Respondent has celebrated ten (10) years of sobriety and considers that she is a completely different person from the person she was in 2016.
7. During the period between 2018 and 2024 the Respondent began working as a "recovery coach" at Northwestern Vermont Regional Hospital. In 2024 she entered the "RN Recovery Program." In December of 2024, she was hired to work in the Emergency room at the hospital where she had worked as a recovery coach. The Respondent has worked in the Emergency Room from December of 2024 to the present.
8. Emily Milman is the Charge Nurse at the hospital Emergency Room where the Respondent works. Nurse Milman has worked with the Respondent regularly since December of 2024. She has supervised the Respondent and operated with the philosophy of "trust but verify" regarding the Respondent. Nurse Milman also had contact with the Respondent in the Respondent's coaching role and in her recovery program. Nurse Milman enthusiastically supported the request by the Respondent to remove the conditions upon the license of the Respondent. Nurse Milman had no concerns that the removal of the conditions would create a risk concerning the Respondent.
9. The Respondent is requesting that the conditions be removed because, in part: (1) the required, random urine screens sometimes cause her to be late for her shift at the ER; (2) the random screening process is at her expense and the tests are expensive; (3) the conditions limit her opportunities for overtime shifts; (4) the Respondent would like to return to school to secure her BS degree in nursing and the conditions create difficulty for that opportunity.

Conclusions of Law

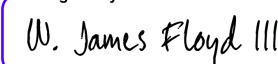
1. The Board has discretion to modify its orders pursuant to Vermont Board of Nursing Rule 2.4 and VRCP Rule 60(b).
2. Pursuant to the findings and conclusions above, the Board does order as follows.

Order

1. The conditions upon the license from the October 13, 2018 Order shall continue in force for six months from the date of this Order or until such earlier date as the parties agree. During the six-month time, the parties shall have an opportunity to negotiate what conditions, if any, should continue to be in force given the information and testimony presented at the hearing. It is hoped that the State and the Respondent can reach an agreement regarding the scope and necessity of further conditions and that they can file a stipulation if an accord is reached. In the event a stipulation is not reached, the Respondent may re-petition for modification of the Order and Conditions after the six-month period.

SO ORDERED.

Vermont Board of Nursing

By: 
3882E783001248E
William "Jamie" Floyd, RN
Chair

Date: 4/18/2026, 2026

OFFICE OF PROFESSIONAL REGULATION
DATE OF ENTRY: 4/20/2026

APPEAL RIGHTS

This is a final administrative determination by the Vermont Board of Nursing or Director of the Office of Professional Regulation. A party aggrieved by a final decision of a board or hearing authority may appeal this decision by filing a written Notice of Appeal with the Director of the Office of Professional Regulation, Vermont Secretary of State, 89 Main Street, Fl. 3, Montpelier, VT 05620-3402 within 30 days of the entry of this order. If an appeal is filed, the Director of the Office of Professional Regulation shall assign the case to an appellate officer. The review shall be conducted on the basis of the record created before the board. In cases of alleged irregularities in procedure before the board, not shown in the record, proof on that issue may be taken by the appellate officer. 3 V.S.A. §§ 129(d) and 130a.