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MAY 15 2024

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

Secretary of State
Professional Regulation

In re: Therese Armstrong) Docket No. 2024-84
License no. 026.0077496)

Pre-Charge Voluntary Surrender Stipulation and Order

The matter captioned above arises from a complaint made to the Office of Professional Regulation. The parties to the case hereby agree to an expedited resolution of the matter as follows:

Stipulated Facts and Violations

1. Therese Armstrong ("Respondent") of Bennington, Vermont is licensed by the State of Vermont as a Registered Nurse ("RN") under license number 026.0077496. This license was first issued on August 17, 2011 and expires on March 31, 2025.
2. For approximately four weeks, beginning on or around June 26, 2023, Respondent was employed as a nurse at an elder care facility in Bennington, Vermont.
3. During this time, Respondent made numerous medication errors predominately related to her difficulty in retaining information. Respondent struggled to remember staff and patients' names and faces. Because of her inability to safely perform her nursing duties, the facility terminated Respondent's employment.
4. On November 17, 2023, Respondent met with an OPR investigator and explained that she was having medical issues that included memory and cognition. She believed her medication errors at the facility were a result of the memory and cognitive issues she was having.
5. These acts constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(a)(5) (Practicing the profession when medically or psychologically unfit to do so) and 3 V.S.A. § 129a(b)(1) (Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional 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).

Understandings

6. Respondent admits the facts above are true and desires to voluntarily surrender her RN license.

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89 Main Street
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Montpelier, VT
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7. Respondent understands that this Pre-Charge Voluntary Surrender Stipulation and Order will be reviewed and the Board may accept or reject the Order set forth below. If the Board rejects all or any portion of the Order, then this entire document shall be null and void.
8. Respondent specifically waives any claim that any disclosures made to the Board during its review of this agreement prejudice Respondent's right to a fair and impartial hearing if this agreement is not accepted and proceeds to a merits hearing before the same Board.
9. Respondent has read this document fully and agrees it contains the entire agreement between the parties.
10. This Pre-Charge Voluntary Surrender Stipulation and Order is entered into voluntarily by Respondent after the opportunity to consult with legal counsel. Respondent has not been coerced by anyone into signing this Pre-Charge Voluntary Surrender Stipulation and Order.
11. Respondent voluntarily waives the right to a contested hearing and waives any right to appeal this Pre-Charge Voluntary Surrender Stipulation and Order.
12. Respondent is of sound mind and is not under the influence of drugs or alcohol when signing this Pre-Charge Voluntary Surrender Stipulation and Order.
13. Respondent agrees the Order set forth below may be entered, will be a binding Order upon Respondent, and will be made public.
14. Respondent agrees that the Board may enter the Acceptance of Voluntary Surrender and Order set forth below.

ORDER

Based upon the above stipulation, it is **ORDERED AND ADJUDGED** as follows:

- A. The Board of Nursing hereby **ACCEPTS** Respondent's **VOLUNTARY SURRENDER** of her license.
- B. Any future application for licensure shall be subject to the licensing requirements of that particular profession. If a future application for licensure in the State of Vermont is approved, that license shall be **CONDITIONED** pursuant to whatever terms are found to be reasonable at the time of Respondent's application for licensure, considering the stipulated facts above.
- C. This Stipulation Voluntary Surrender and Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).
- D. This Stipulation Voluntary Surrender and Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future

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disciplinary matter.

AGREED TO:

Dated: 5/20/24

STATE OF VERMONT
SECRETARY OF STATE

By: Rachel Heath
Rachel Heath
Prosecuting Attorney
(802) 828-0041
Rachel.heath@vermont.gov

RESPONDENT

Dated: 5/10/24

By: Therese Armstrong
Therese Armstrong

APPROVED AND SO ORDERED:

Dated: 6/10/24

By: Jennifer Laurent
DocuSigned by:
EB1741935719477
Board Chairperson

Date of Entry: 6/10/24

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