

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

IN RE:)
Kelly Cromis) **Docket No. 2025-117**
License No. 026.0019539)

STIPULATION AND CONSENT ORDER

NOW COME the State of Vermont, by and through State Prosecuting Attorney George Hasselback, and Respondent Kelly Cromis by and through her counsel Catherine Terrell, esq., who hereby Stipulate and Agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by a Registered Nurse (“RN”) pursuant to 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the “ARBN”); and the Rules of the Office of Professional Regulation (“OPR”).

Alleged Facts

2. Kelly Cromis (“Respondent”) of Bristol, VT, holds a license to practice as an RN under license number 026.0019539. This license was originally issued on June 20, 1990, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as an RN at a medical care facility located in Middlebury, VT (“the Facility”).
4. At all times relevant to this matter, Respondent was assigned as the lead RN in a general surgery unit.
5. On or about September 22, 2023, Respondent closed the General Surgery department at the Facility early without obtaining authorization from the Facility’s management to do so.
6. One of Respondent’s duties was to accept and process referrals from primary care providers and to enter these referrals into the Facility’s scheduling system.
7. As part of this duty, Respondent was responsible for labelling incoming referrals as “routine” or “urgent” so that further treatment of the patients could be scheduled appropriately.
8. On or about March 20, 2024, the Facility received a call from a primary care physician

inquiring about an urgent referral for care that was transmitted to the Facility on or about February 20, 2024.

9. The primary care physician was concerned that this urgent referral had not been acted upon in a timely manner.
10. The Facility investigated this situation and determined that Respondent had been the Facility's employee that had received the referral for processing and input into the Facility's scheduling system.
11. The Facility also discovered that Respondent incorrectly labelled this referral as "routine," despite it being labeled as "urgent."
12. On or about March 21, 2024, Respondent was placed on paid administrative leave by the Facility to facilitate an audit of other referrals recently received by the Facility.
13. This audit revealed that additional referrals to the Facility may have been mislabeled by Respondent.

Violation One: 3 V.S.A. § 129a(b)(2) Failure to conform to the essential standards of acceptable and prevailing practice.

14. Paragraphs 2 through 13 above are incorporated herein.
15. As an RN, practicing in the State of Vermont, Respondent is required to practice in conformance with the essential standards of acceptable and prevailing practice.
16. Paragraphs 2 through 13 demonstrate that Respondent failed to conform to the essential standards of practice in that the applicable standards of practice require that incoming patient referrals be correctly labeled as "routine" or "urgent," so that patients can be appropriately scheduled for further treatment, and Respondent incorrectly labelled multiple incoming patient referrals.
17. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(b)(2).

Understandings

1. This Stipulation is neither an admission of liability by Respondent nor a concession by the State of Vermont that its changes are not well-founded. To avoid delay, uncertainty, inconvenience, and the expense of protracted litigation, the Parties enter this full and final Stipulation pursuant to these Understandings and the Order below.
2. Respondent understands that the 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.
3. Respondent specifically waives any claim that any disclosures made to the Board during review of this agreement have prejudiced Respondent's right to a fair and impartial hearing if this agreement is not accepted and proceeds to a hearing on the merits before the same Board.
4. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
5. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
6. 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.
7. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
8. Respondent understands that they are responsible for all compliance costs associated with this Stipulation and Consent Order.
9. Respondent agrees the Board may enter the Order set forth below.

ORDER

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

- A. The Board hereby **REPRIMANDS** Respondent's license.
- B. The Board hereby **CONDITIONS** Respondent license for a **MINIMUM OF SIXMONTHS**, commencing on the date of entry. The **CONDITIONS** shall be as follows:
 1. Renewal. Respondent must comply with all requirements of license renewal.
 2. Re-issuance of License. Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."

3. Length of Time of Conditions Imposed. Respondent shall be subject to the conditions for a minimum of six (6) months in which Respondent works at least eighty (80) hours every calendar month as a nurse and until Respondent has fully completed all conditions as ordered. Part time hours of fewer than eighty (80) hours every calendar month shall be credited on a pro-rated basis. Respondent shall not work more than forty (40) hours per week.
4. Monitoring. The Office of Professional Regulation, through the Enforcement Case Manager, shall be responsible for monitoring Respondent's compliance with these Conditions. All reports or correspondence regarding compliance with these conditions shall be submitted to the Case Manager in accordance with the Conditions listed below.
5. Notification to Employers/Nursing School. Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any current or future setting in which Respondent practices as a nurse and inform them of Respondent's conditional license status. Within ten (10) days of the date of entry of this Consent Order or of any subsequent nursing employment, Respondent shall cause Respondent's immediate supervisor to submit to the Case Manager an employer agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order.

In the event Respondent is attending a nursing program which has a clinical portion that involves actual patient care, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to submit to the Case Manager a nursing program agreement form approved by the Board, acknowledging receipt of the Stipulation and Consent Order and the ability of the program to comply with the conditions in the Consent Order during clinical experience.

6. Reports from Employers/Program Director. Within one (1) month of the date of reinstatement or within one (1) month of the commencement of nursing employment and **monthly** thereafter, Respondent shall cause every nursing employer Respondent has worked for during the month to submit to the Board an evaluation of Respondent's work performance and attendance during that month. In the event Respondent is attending a nursing program, Respondent shall cause the Program Director to submit to the Case Manager, on a monthly basis, a written evaluation of Respondent's performance and attendance. These reports shall be submitted in writing on forms issued by the Board. All employer reports shall indicate satisfactory performance (i.e., consistently meeting all standards of nursing practice) and attendance.
7. Practice Under Supervision. Respondent shall practice as an RN only in a setting where Respondent is supervised for the entire shift by a licensed RN with more than ten (10) years of experience. The level of supervision required is Direct Supervision. Direct Supervision means the supervising RN is present at the same facility as Respondent.

8. Required Coursework. Respondent shall, within six (6) months following the entry of this Order, at their own expense, complete ten (10) hours of pre-approved courses, which must include the following topics: clinical judgment and sound professional decision-making. For pre-approval, Respondent must submit to the Case Manager the name of each course, the name of the sponsoring organization, and a description of the course content and/or syllabus. Respondent must achieve a passing score on the post-tests for the courses, and submit test results, workbooks completed in full and in a satisfactory manner, and certificates of completion to the Office of Professional Regulation.

Failure to complete the courses within the prescribed timeframe shall constitute a violation of this Order. The coursework may not be counted toward any continuing education requirement of licensure.

9. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
10. Out-of-State Practice. Before any out-of-state practice can be credited toward fulfillment of these terms and conditions, Respondent shall first obtain approval from the Board or its designee. The Board will approve out-of-state nursing practice so long as Respondent can still comply with the provisions of this Consent Order. If Respondent receives discipline on a nursing license held in another state during the conditioned period, Respondent must inform the Board of such, in writing, within ten (10) days of receiving such discipline.
11. Notification of Place of Employment/Personal Address/Telephone Number. Within ten (10) days of the date of entry of this Consent Order, Respondent shall notify the Case Manager, in writing, of Respondent's current place of employment, personal address, and telephone number. Respondent shall further notify the Case Manager, in writing, within forty-eight (48) hours of any change in employment (including resignation or termination), personal address, or telephone number.
12. Notification to Other States. In the event that Respondent is licensed in nursing in any other state(s), Respondent must inform the nursing licensing board of the state(s) in which Respondent is licensed of the conditional status of Respondent's Vermont nursing license within thirty (30) days of the date of entry of this Order.
13. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
14. Types of Employment Prohibited. Respondent shall not work in a supervisory role, as a private duty nurse, or personal care provider requiring a nursing or nursing assistant license, and must work in a facility that can provide the required supervision during the effective period of this Consent Order.
15. Costs. Respondent shall bear all costs of complying with this Consent Order.
16. Violation of this Order. If Respondent violates this Order, the Board, after giving

Respondent notice and an opportunity to be heard, may rescind or modify this Order and impose additional appropriate disciplinary actions. If a complaint of unprofessional conduct is made against Respondent during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is concluded.

17. Completion of Conditional License Period. Respondent shall submit a petition to the Docket Clerk to remove any and all conditions on Respondent's license. The State will assent to or oppose Respondent's petition. The Board will conduct a hearing if necessary. Respondent bears the burden and must present proof that Respondent has fully complied with the terms of this Order and these conditions are no longer necessary to protect the public.
- C. Notwithstanding any provision above, the Respondent must continue to meet all 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 applies to all licenses this [jurisdiction/Board] issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(I).
- F. 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: 3-6-2026

By: *George Hasselback*
George L. Hasselback
Prosecuting Attorney

RESPONDENT

Dated: 2/24/26

By: *[Signature]*
Kelly Cromis

APPROVED AS TO FORM:

Dated: 2/28/26

COUNSEL FOR RESPONDENT

By: Catherine A. Terrell
Catherine Terrell

APPROVED AND SO ORDERED:

Dated: 4/14/2026

VERMONT BOARD OF NURSING

Signed by:
By: William James Floyd III
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Chairperson

Date of Entry: 4/15/2026

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

IN RE:	)	
Kelly Cromis	)	Docket No. 2025-117
License No. 026.0019539	)	

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Kelly Cromis:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by a Registered Nurse (“RN”) pursuant to 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 3 V.S.A. § 814(d); 26 V.S.A. Chapter 28; the Administrative Rules of the Board of Nursing (the “ARBN”); and the Rules of the Office of Professional Regulation (“OPR”).

Statement of Facts

2. Kelly Cromis (“Respondent”) of Bristol, VT, holds a license to practice as an RN under license number 026.0019539. This license was originally issued on June 20, 1990, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as an RN at a medical care facility located in Middlebury, VT (“the Facility”).
4. At all times relevant to this matter, Respondent was assigned as the lead RN in a general surgery unit.
5. On or about September 22, 2023, Respondent closed the General Surgery department at the Facility early without obtaining proper authorization from the Facility’s management to do so.
6. One of Respondent’s duties was to accept and process referrals from primary care providers and to enter these referrals into the Facility’s scheduling system.
7. As part of this duty, Respondent was responsible for labelling incoming referrals as “routine” or “urgent” so that further treatment of the patients could be scheduled appropriately.

STATE OF VERMONT



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

8. On or about March 20, 2024, the Facility received a call from a primary care physician inquiring about an urgent referral for care that was transmitted to the Facility on or about February 20, 2024.
9. The primary care physician was concerned that this urgent referral had not been acted upon in a timely manner.
10. The Facility investigated this situation and determined that Respondent had been the Facility's employee that had received the referral for processing and input into the Facility's scheduling system.
11. The Facility also discovered that Respondent incorrectly labelled this referral as "routine," despite it being "urgent."
12. Due to the Respondent mislabeling the referral as "routine" as opposed to "urgent," further treatment of the patient was delayed by over one month.
13. On or about March 21, 2024, Respondent was placed on paid administrative leave by the Facility to facilitate an audit of other referrals recently received by the Facility.
14. This audit revealed that an additional eleven (11) other referrals to the Facility had been mislabeled by Respondent.
15. These additional errors delayed care for up to six (6) months for the patients involved.

Violation One: 26 V.S.A. § 1582(a)(3) Engaging in conduct of a character likely to deceive, defraud, or harm the public.

16. The State re-alleges and incorporates Paragraphs 2 through 15 above.
17. As an RN, practicing in the State of Vermont, Respondent is required to refrain from engaging in conduct of a character likely to deceive, defraud, or harm the public.
18. Paragraphs 2 through 15 demonstrate that Respondent engaged in conduct of a character likely to harm the public when she labeled incoming patient referrals to the Facility incorrectly, resulting in delays to patient treatment.
19. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 26 V.S.A. § 1582(a)(3).

Violation Two: 3 V.S.A. § 129a(b)(1) Performance of unsafe or unacceptable patient care.

20. The State re-alleges and incorporates Paragraphs 2 through 15 above.

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21. As an RN, practicing in the State of Vermont, Respondent is required to refrain from the performance of unsafe or unacceptable patient care.
22. Paragraphs 2 through 15 demonstrate that Respondent engaged in unsafe or unacceptable patient care when she labeled incoming patient referrals to the Facility incorrectly and this resulted in delays in patient treatment up to six (6) months.
23. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(b)(1).

Violation Three: 3 V.S.A. § 129a(b)(2) Failure to conform to the essential standards of acceptable and prevailing practice.

24. The State re-alleges and incorporates Paragraphs 2 through 15 above.
25. As an RN, practicing in the State of Vermont, Respondent is required to practice in conformance with the essential standards of acceptable and prevailing practice.
26. Paragraphs 2 through 15 demonstrate that Respondent failed to conform to the essential standards of practice in that the applicable standards of practice require that incoming patient referrals be correctly labeled as “routine” or “urgent,” so that patients can be appropriately scheduled for further treatment, and Respondent incorrectly labelled multiple incoming patient referrals that resulted in delays in patient treatment of up to six (6) months.
27. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. § 129a(b)(2).

Relief Requested

WHEREFORE, the license of Respondent should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 15th day of July, 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: George Hasselback
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STATE OF VERMONT



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