

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

IN RE:)
Landon Brown) **Docket No. 2025-139**
License No. 075.0146884)

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, by and through State Prosecuting Attorney George Hasselback and Respondent Landon Brown (“Respondent”) who 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 nurses 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”).

Stipulated Facts

2. Landon Brown (“Respondent”) of Colchester, VT, holds a license to practice as an LNA under license number 075.0146884. This license was originally issued on February 14, 2025, and expires on November 30, 2026.
3. At all times relevant to this matter, Respondent was employed as an LNA at a rehabilitation center located in St. Alban’s, VT (“the Facility”).
4. On or about July 29, 2025, Respondent reported to the Facility for his assigned shift.
5. On that date, another LNA employed at the Facility noticed that Respondent was stumbling and falling asleep at work and reported this behavior to the Facility’s management.
6. The Facility’s management interviewed Respondent on that same day.
7. Respondent appeared to the Facility’s management to be under the influence of some controlled substance.
8. During that interview, Respondent admitted to taking Xanax (a controlled substance) prior to starting his shift.

STATE OF VERMONT



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

9. Respondent further admitted to not having a prescription for Xanax.
10. Respondent was terminated.
11. Subsequently, Respondent admitted to OPR investigators that he took Xanax that was not prescribed to him the evening before the shift in question, and then again on the morning prior to the shift in question.
12. Respondent further admitted that he had not been prescribed Xanax.
13. Respondent further admitted that he bought the Xanax that he took “off of the streets” or words to that effect.
14. Respondent further admitted that he is addicted to Xanax, opioids, alcohol, and marijuana.
15. Respondent further admitted that he believed his opioid addiction was “under control” because Respondent was undergoing Suboxone treatment at the time of the interview.
16. Respondent clarified that this was a medically assisted treatment program intended to treat opioid addiction that he had started in 2023.
17. On or about September 9, 2025, the Board indefinitely suspended Respondent’s license to practice nursing pending a hearing on the merits of this matter.

Violation One: 3 V.S.A. § 129a(a)(28) Engaging in conduct of a character likely to deceive, defraud, or harm the public.

18. The State re-alleges and incorporates Paragraphs 2 through 17 above.
19. As an LNA, 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.
20. Paragraphs 2 through 17 demonstrate that Respondent engaged in conduct of a character likely to harm the public in that he arrived for his assigned work shift under the influence of Xanax to the point that he was stumbling and falling asleep.
21. 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(a)(28).

Violation Two: 3 V.S.A. § 129a(a)(5): Practicing the profession when medically or psychologically unfit to do so.

22. The State re-alleges and incorporates Paragraphs 2 through 17 above.

STATE OF VERMONT



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

23. In Vermont, an LNA is prohibited from practicing the profession of nursing when medically or psychologically unfit to do so.
24. Paragraphs 2 through 17 above demonstrate that Respondent practiced the profession of nursing when medically or psychologically unfit to do so, when he arrived for his assigned work shift under the influence of Xanax to the point that he was stumbling and falling asleep, due in full or in part to an uncontrolled addiction to the same.
25. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline as Respondent has committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(5).

Understandings

26. Respondent admits the facts above are true and that the conditions below are necessary to protect the public.
27. 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.
28. 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.
29. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
30. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
31. 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.
32. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
33. Respondent understands that they are responsible for all compliance costs associated with this Stipulation and Consent Order.
34. Respondent agrees the Board may enter the Order set forth below.

STATE OF VERMONT



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

ORDER

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

A. The Board hereby **INDEFINITELY SUSPENDS** Respondent's license. Respondent must petition the Board for reinstatement.

1. Indefinite Suspension. Respondent must petition for reinstatement. No sooner than forty-five (45) days prior to requesting reinstatement, Respondent must, at her own cost:

a. Obtain an independent evaluation report by a licensed professional that the Case Manager pre-approves ("Independent Evaluator"). The Independent Evaluator must specialize in substance abuse treatment and verify receipt and review of the Summary Suspension Request, Specification of Charges, and this stipulation in the above-referenced dockets. The results of the Independent Evaluation must indicate that Respondent does not present a risk to the safety, health or welfare of Respondent's potential patients. The evaluation shall meet all Independent Evaluation Requirements, available here: https://outside.vermont.gov/dept/sos/office_professional_regulation/discipline_resources_reports/guidelines_independent_evaluations_requirements.pdf, and shall include any recommendations that would ensure Respondent is safe to practice. The evaluation must be submitted to the Case Manager.

b. Submit to the Enforcement Unit Case Manager the results of a minimum of three (3) random drug and alcohol tests:

i. When Respondent is ready to petition for reinstatement, Respondent shall contact the Case Manager to set up the drug and alcohol testing process and receive instructions. Once registered with the person or entity approved by the Case Manager, Respondent will have 45 days to submit a minimum of three (3) random drug and alcohol tests. The process by which Respondent learns whether they are selected to submit to a test on any given day will be governed by the policy of the pre-approved person or entity conducting the testing at that time.

ii. The drug and alcohol tests must be collected in an observed setting. The Case Manager must approve the person or entity that administers the drug and alcohol tests; and approve the lab qualified to analyze samples for forensic purposes. The results of the tests must be negative.

STATE OF VERMONT



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

- iii. Failure to appear for, refusal to provide, adulteration of, dilution of, or tampering with a sample for any test in anyway shall cause that test to be presumed positive; and
 - c. If Independent Evaluator recommends, enter into a treating professional agreement and substance abuse treatment plan with a treating professional(s) that the Case Manager approves and follow all recommendations. If treatment is recommended, Respondent must submit a treating professional agreement to the Case Manager before a reinstatement request will be considered.
2. If reinstated, Respondent's license **SHALL BE CONDITIONED** pursuant to whatever terms are reasonable at the time of Respondent's reinstatement request, taking into account the independent evaluation, drug screen results, this Stipulation and Consent Order, and any other relevant factors at that time. Respondent's license may also be warned or reprimanded if reinstated.
- B. Pursuant to 3 V.S.A. § 125(b)(11), a Disciplinary Action Surcharge in the amount of two-hundred and fifty dollars (\$250.00) is assessed against Respondent. Respondent shall remit payment within six (6) months of the date of entry of this Order. Payment of the surcharge may be on a payment plan if needed. Failure to remit payment may result in the non-renewal of Respondent's license.
 - C. Notwithstanding any provision above, the Respondent must continue to meet all Nursing 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. Under 3 V.S.A. 129(l), this stipulation and consent order applies to all licenses this Board issues to Respondent.
 - 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: 4/1/2026

By:

Signed by:

37C2E32E08AE43D
George Hasselback
Prosecuting Attorney

RESPONDENT

STATE OF VERMONT



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

Dated: 3/31/2026

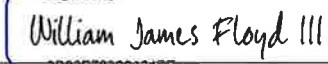
Signed by:

1027D3BF51F943D...
By: Landon Brown

APPROVED AND SO ORDERED:

VERMONT BOARD OF Nursing

Dated: 4/14/2026
Date of Entry: 4/15/2026

Signed by:

3B52E76300124BE...
By: William James Floyd III
Chairperson

STATE OF VERMONT



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

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

IN RE:)
Landon Brown) **Docket No. 2025-139**
License No. 075.0146884)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following charges against Respondent Landon Brown:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by Licensed Nursing Assistants (“LNAs”) 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. Landon Brown (“Respondent”) of Colchester, VT, holds a license to practice as an LNA under license number 075.0146884. This license was originally issued on February 14, 2025, and expires on November 30, 2026.
3. At all times relevant to this matter, Respondent was employed as an LNA at a rehabilitation center located in St. Alban’s, VT (“the Facility”).
4. On or about July 29, 2025, Respondent reported to the Facility for his assigned shift.
5. On that date, another LNA employed at the Facility noticed that Respondent was stumbling and falling asleep at work and reported this behavior to the Facility’s management.
6. The Facility’s management interviewed Respondent on that same day.
7. Respondent appeared to the Facility’s management to be under the influence of some controlled substance.
8. During that interview, Respondent admitted to taking Xanax (a controlled substance) prior to starting his shift.
9. Respondent further admitted to not having a prescription for Xanax.

STATE OF VERMONT



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

10. Respondent was terminated.
11. Subsequently, Respondent admitted to OPR investigators that he took Xanax that was not prescribed to him the evening before the shift in question, and then again on the morning prior to the shift in question.
12. Respondent further admitted that he had not been prescribed Xanax.
13. Respondent further admitted that he bought the Xanax that he took “off of the streets” or words to that effect.
14. Respondent further admitted that he is addicted to Xanax, opioids, alcohol, and marijuana.
15. Respondent further admitted that he believed his opioid addiction was “under control” because Respondent was undergoing Suboxone treatment at the time of the interview.
16. Respondent clarified that this was a medically assisted treatment program intended to treat opioid addiction that he had started in 2023.
17. On or about September 9, 2025, the Board indefinitely suspended Respondent’s license to practice nursing pending a hearing on the merits of this matter.

Violation One: 3 V.S.A. § 129a(a)(28) Engaging in conduct of a character likely to deceive, defraud, or harm the public.

18. The State re-alleges and incorporates Paragraphs 2 through 17 above.
19. As an LNA, 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.
20. Paragraphs 2 through 17 demonstrate that Respondent engaged in conduct of a character likely to harm the public in that he arrived for his assigned work shift under the influence of Xanax to the point that he was stumbling and falling asleep.
21. 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(a)(28).

Violation Two: 3 V.S.A. § 129a(a)(5): Practicing the profession when medically or psychologically unfit to do so.

22. The State re-alleges and incorporates Paragraphs 2 through 17 above.

STATE OF VERMONT



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

23. In Vermont, an LNA is prohibited from practicing the profession of nursing when medically or psychologically unfit to do so.
24. Paragraphs 2 through 17 above demonstrate that Respondent practiced the profession of nursing when medically or psychologically unfit to do so, when he arrived for his assigned work shift under the influence of Xanax to the point that he was stumbling and falling asleep, due in full or in part to an uncontrolled addiction to the same.
25. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline as Respondent has committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(5).

Relief Requested

WHEREFORE, the State of Vermont respectfully requests that the Board revoke, suspend, condition, or otherwise discipline Respondent's license.

DATED at Montpelier, Vermont this 24th day of September, 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: George Hasselback
George Lloyd Hasselback
Prosecuting Attorney
(802)828-0350
george.hasselback@vermont.gov

STATE OF VERMONT



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

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

IN RE: LONDON BROWN
License No. 075.0146884

DOCKET NO. 2025-139

**ORDER ON STATE OF VERMONT'S
REQUEST FOR SUMMARY SUSPENSION**

Participating Board Members:

William "Jamie" Floyd, RN, Acting Chair
Marsha Arend, RN
Deborah Belcher, Public Member
Matthew Choate, RN
Andrew Kehl, APRN

Melissa Loisel, LNA
Jennifer Lyon, RN
Jill Neary, LPN
Doug Sutton, Ad Hoc
Margaret Young, APRN

Appearances:

Prosecutor:	George Hasselback, Esq.
Respondent:	Did not appear

Presiding Officer: Wesley M. Lawrence

Exhibits Admitted: None

Based on the evidence before the Vermont State Board of Nursing ("Board") and following a September 8, 2025 hearing on the State's August 29, 2025 request for summary suspension of Respondent's license, held via Microsoft Teams and in person at the Office of Professional Regulation's ("OPR") Montpelier Hearing Room ("Hearing"), we find as follows:

Findings of Fact

1. Landon Brown ("Respondent") of Colchester, Vermont holds a license to practice as a Licensed Nursing Assistant ("LNA") under license number 075.0146884. This license was originally issued on February 14, 2025, and expires on November 30, 2026.
2. At all relevant times, Respondent was employed as an LNA at a rehabilitation center located in St. Albans, Vermont ("Facility").
3. The State moved for Summary Suspension on August 29, 2025. In the State's request, Respondent is alleged to have violated the following statute:
 - 3 V.S.A. § 129a(a)(5) (Practicing the profession when medically or psychologically unfit to do so).
4. This violation is alleged to have occurred on July 29, 2025.
5. The State recommended that the Respondent's license be summarily suspended in order to protect the public, patients, and potential patients of the Respondent while these proceedings are pending.
6. Respondent did not appear for the September 8, 2025 Hearing.
7. To determine if notice of the September 8, 2025 Hearing was proper, Julie Bowen, OPR Docket Clerk was called to testify. Ms. Bowen testified that she sent the August 29, 2025 Notice of Hearing for Default Judgment to the Respondent via e-mail, and via regular and certified mail. None of these were returned as undeliverable. The Board finds that notice of the September 8, 2025 Hearing was proper.
8. The State called OPR investigator Shawn McGarvin to testify.
9. The facts established at Hearing are as follows:

- a. On or about July 29, 2025, Respondent reported to the Facility for his assigned shift.
- b. On that date, another LNA employed at the Facility noticed that Respondent was stumbling and falling asleep at work and reported this behavior to the Facility's management.
- c. Respondent's employment at the Facility was terminated.
- d. Respondent admitted to OPR investigator McGarvin in a phone interview on August 7, 2025 that he took Xanax, a controlled substance, the evening before the shift in question, and then again on the morning prior to his July 29, 2025 shift.
- e. Respondent further admitted that he had not been prescribed Xanax.
- f. Respondent further admitted that he bought the Xanax at issue "off the streets."
- g. Respondent further admitted that he is addicted to Xanax, Oxycodone, alcohol, and marijuana.
- h. Respondent further admitted that he had been participating in a medically assisted treatment program intended to treat opioid addiction.
- i. Inv. McGarvin scheduled a follow-up, in-person meeting for 10:00 a.m., August 12, 2025. Respondent did not appear for this scheduled meeting, and did not respond to telephone calls subsequent to the scheduled meeting time. Inv. McGarvin has had no contact from Respondent since August 7, 2025.

Conclusions of Law

- 1. The Board has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by Licensed Nursing Assistants ("LNAs") 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 OPR.
- 2. The Board is authorized by 3 V.S.A. §814 to issue a summary suspension of an LNA license when the Board finds the public health, safety, or welfare imperatively requires emergency action.

3. Based on Ms. Bowen's testimony, the Board concludes that notice of the September 8, 2025 Summary Suspension Hearing was proper. Respondent failed to attend the Hearing.
4. The Board further concludes, based on all available evidence at this time, that Respondent violated 3 V.S.A. §129a(a)(5) (Practicing the profession when medically or psychologically unfit to do so) occurred as charged.
5. Based on the evidence presented, including the testimony of Inv. McGarvin, Respondent's failure to attend the in-person, follow-up meeting with the Investigator on August 12, 2025, and Respondent's failure to appear at the September 8, 2025 Hearing, the Board concludes the public health, safety, or welfare imperatively requires emergency action, specifically to summarily suspend Respondent's active license. Members of the public, patients, and potential patients have no way of learning of Respondent's behavior and will remain unprotected during the pendency of the proceedings that will follow.
6. The Findings of Fact and Conclusions of Law in this Order are for the purpose of deciding whether *at this time* there is an imperative need to take emergency action. See 3 V.S.A. § 814(c). The Findings of Fact and Conclusions of Law herein are for the purposes of this Order only.

ORDER

Based on the Findings of Fact and Conclusions of Law above, and announced at the conclusion of the September 8, 2025 Hearing, the Vermont State Board of Nursing hereby rules that Respondent Landon Brown's license (No. 075.0146884) to practice as a Licensed Nursing Assistant is **SUMMARILY SUSPENDED**. This Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

SO ORDERED,

VERMONT STATE BOARD OF NURSING

Dated: 9/8/2025

Signed by:
By: William James Floyd III
383257030012465...

OFFICE OF PROFESSIONAL REGULATION DATE OF ENTRY: 9/9/2025

APPEAL RIGHTS

This is a final administrative determination by the Vermont Board of Nursing. A party aggrieved by a final decision of a board 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, Floor 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.