

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

In re: MICHELLE RICHARD	}	
License No. 075.0009454	}	Docket No. 2025-148
	}	

Participating Board Members:

William Jamie Floyd, RN, Chair
Marsha Arend, RN, Vice Chair
Jennifer Lyon, RN
Daniel Coane, Public Member
Douglas Sutton, RN, *ad hoc* member
Jill Neary, LPN
Matthew Choate, RN
Deborah Belcher, Public Member

Appearances:

Prosecutor: Ultan Doyle, Esq.
Respondent: Appeared *pro se*

Presiding Officer: George K. Belcher

**Summary Suspension Order
FINDINGS OF FACT, CONCLUSIONS OF LAW,
AND ORDER**

This matter came before the Board of Nursing on a Request for a Summary Suspension. The hearing was held electronically on October 13, 2025, with the Attorney for the State, the Respondent, the witness and the Board members all participating by telephone, in person, or via electronic means pursuant to the Office of Professional Regulation Rules.

Findings of Fact

Based on the evidence presented at the hearing and the arguments of counsel, the Vermont Nursing Board finds as follows:

1. Respondent is licensed as a Licensed Nursing Assistant in the State of Vermont.
2. 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. 3 V.S.A. § 814(c) permits the Board to summarily suspend a license if it finds that the public health, safety, or welfare

imperatively requires emergency action, and incorporates a finding to that effect in its order.

3. The prosecutor has filed a "Request for Summary Suspension."
4. The Respondent participated in the hearing of this case.
5. During the time in question, the Respondent was employed as an LNA at the Brattleboro Memorial Hospital.
6. Some time between May 18, 2024, and May 21, 2024, the Respondent stole \$80.00 in cash from patient "B.Z." while the patient was in the hospital.
7. Sometime between January 9, 2025, and January 10, 2025, the Respondent stole \$80.00 in cash from patient "T.M." while the patient was in the hospital.
8. On July 31, 2025, the Respondent stole \$120.00 in cash from patient "R.G." while the patient was in the hospital.
9. The thefts were discovered by the hospital after complaints from the patients, an audit of the care provided to the patients, and by a review conducted by the hospital of video tapes. When confronted with the alleged thefts by an OPR investigator, the Respondent admitted to the thefts in paragraphs 6-8 above.
10. The thefts were confirmed by the OPR investigator with each of the victims.
11. The admitted thefts show an imperative need for emergency action for public health, safety, and welfare. Specifically, summary suspension is necessary to prevent patient harm, and to protect the public.

Conclusions of Law

1. The evidence established that the Respondent violated: 26 VSA Sec. 1582(a)(3) [Engaging in conduct of a character likely to deceive, defraud, or harm the public].
2. The evidence presented shows facts which imperatively require emergency action for public health, safety, and welfare. Specifically, summary suspension is necessary to prevent patient harm, and to protect the public.
3. The Findings of Fact and Conclusions of Law in this Summary Suspension hearing are for purposes of deciding whether *at this time* there is an imperative need to take emergency action. 3 V.S.A. § 814(c). The Findings of Fact and Conclusions of Law herein are for purposes of this Order only.
4. The Prosecutor's Request for a Summary Suspension is supported by the evidence presented, and the Findings of Fact above support Summary Suspension of Respondent's license. There is an imperative need to take emergency action. 3 V.S.A. § 814(c).
5. Vermont law requires that unprofessional charges be filed promptly with Respondent being afforded a prompt hearing. At any merits hearing in this matter, the prosecutor will bear the burden of proving unprofessional conduct. The Findings and Conclusions in this matter will not absolve the prosecution or Respondent from producing or challenging relevant evidence at a merits hearing. The Findings of Fact and Conclusions of Law at a contested hearing will be based exclusively on the evidence admitted at that hearing.

Order

The Request for Summary Suspension is **Granted**. Respondent's license is **Summarily Suspended** and shall not be subject renewal or reinstatement during the period of Summary

Suspension without Board approval pending proceedings. These proceedings shall be promptly instituted and determined. 3 V.S.A. § 814(c).

SO ORDERED.

Vermont Board of Nursing

By: ^{Signed by:} William James Floyd III Date: 10/16/2025, 2025
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William "Jamie" Floyd, RN, Chair

OFFICE OF PROFESSIONAL REGULATION

DATE OF ENTRY: 10/17/25

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.