

**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
}

FINDINGS 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.
Respondent: 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 Specification of Charges dated October 31, 2025. The hearing was held electronically on April 13, 2026, with the Prosecutor, 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

Based on the pleadings and the evidence, the Vermont Nursing Board finds as follows:

1. Respondent was licensed as a Licensed Nursing Assistant (LNA) 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 prosecutor has filed a Specification of Charges. All of the charges were admitted by the Respondent in her answer dated November 13, 2025. A copy of the Specification of Charges is attached to this Decision and Order as Exhibit 1. The alleged facts set forth in

- the Specification of Charges are deemed admitted and proven.
3. The Respondent participated in the hearing.
 4. The parties were unable to agree upon a sanction and the matter was presented to the Board for a determination of the appropriate sanction.
 5. The admitted charges show facts that the Respondent stole cash from patients at a medical facility on May 18, 2024 (\$80.00), January 9, 2025 (\$80.00), and July 31, 2025 (\$120.00).
 6. The Respondent was criminally charged with petit larceny but as of the date of the hearing she had not yet made restitution through a diversion program. She had not yet been convicted as of the date of the hearing before the Board.
 7. The Respondent produced no tangible records regarding the criminal matter or the status of the criminal diversion program or her status in it.
 8. The Respondent had no explanation for her thefts (which she did not deny). She indicated that she had no history of theft, and she could not explain why, on three separate occasions, over the period of a year, she would steal money from patients. She could not remember how she stole the cash or what induced her to steal the money. It appeared that the Respondent had no insight into the cause of her thefts.
 9. The Respondent testified that she wanted to continue being a licensed nursing assistant and that she hoped to go to nursing school in the future.
 10. The State argued that the nature of the violation was serious and that it put the public at risk. The State argued for a sanction of revocation of the Respondent's license.
 11. The Respondent argued that some sanction, less than revocation, would be adequate given her past record and her acknowledgment that she made mistakes.

Conclusions of Law

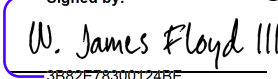
1. The pleadings and evidence presented show facts which justify a finding of unprofessional conduct by the Respondent and specifically violation of 26 VSA Sec. 1582(a)(3) [Engaging in conduct of a character likely to deceive, defraud or harm the public]. The Board finds this statute was violated.
2. The license of the Respondent is currently under suspension by a summary suspension order on October 13, 2025.
3. Pursuant to the findings and conclusions above, the Board does order as follows.

Order

1. The suspension of the Respondent's license is continued for a minimum period of two (2) years from the date of this order. No earlier than the end of the two-year period, the Respondent may petition for reinstatement of her license. The Board may, at that time, in its discretion, reinstate her license subject to such conditions as the Board deems appropriate at that time.
2. Should the Respondent petition the Board for reinstatement of her license, she should accompany her petition with evidence that she has made restitution, evidence that the criminal case has been resolved or dismissed, and evidence of therapy or counselling she may have engaged in to determine the cause and the effect of her thefts, including insight that she may have gained.
3. The license of the Respondent shall remain suspended until reinstated by the Board.

SO ORDERED.

Vermont Board of Nursing

By: 
3882E78300124BE...
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.

**STATE OF VERMONT
SECRETARY OF STATE
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IN RE:)
Michelle Richard) **Docket No. 2025-148**
License No. 075.0009454)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent Michelle Richard:

Board Authority

1. The Board has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after disciplinary hearing, the Board finds that the Respondent has engaged in unprofessional conduct. 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 Rules”).

Statement of Facts

2. Michelle Richard (“Respondent”) of Townshend, Vermont is licensed by the State of Vermont as a Licensed Nursing Assistant (“LNA”) under license number 075.0009454. This license was originally issued on June 19, 1998 and expires on November 30, 2026.
3. On October 13, 2025, the Board summarily suspended Respondent’s LNA license.
4. At all times relevant, Respondent worked as a LNA for a medical facility (the “Facility”) in Brattleboro, Vermont.
5. Some time between May 18, 2024 and May 21, 2024, Respondent stole \$80.00 in cash from Patient B.Z.
6. Some time between January 9, 2025 and January 10, 2025, Respondent stole \$80.00 in cash from Patient T.M.
7. On or about July 31, 2025, Respondent stole approximately \$120.00 in cash from Patient R.G.

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

8. The State re-alleges and incorporates Paragraphs 3 through 7 above.

STATE OF VERMONT



Prosecuting Attorney
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9. As an LNA, Respondent is required to refrain from engaging in conduct of a character likely to deceive, defraud, or harm the public.
10. Paragraphs 3 through 7 demonstrate that Respondent engaged in conduct of a character likely to harm the public when she stole cash from three patients.
11. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct of a character likely to deceive, defraud, or harm the public in violation of 26 V.S.A. § 1582(a)(3).

Relief Requested

WHEREFORE, the LNA license of Michelle Richard should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 31st day of October, 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: Ultan Doyle
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STATE OF VERMONT



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