

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

**IN RE:** )  
**Dustin McDaniel** ) **Docket No. 2025-152**  
**License No. 075.0137861** )

**STIPULATED VOLUNTARY SURRENDER OF LICENSE AND ORDER**

**STIPULATION**

NOW COMES the State of Vermont, by and through Prosecuting Attorney George Hasselback and Respondent Dustin McDaniel 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 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 Alleged Facts**

2. Dustin McDaniel ("Respondent") of Tyler, TX, holds a license to practice as an LNA under license number 075.0137861. This license was originally issued on October 20, 2021, and expires on November 30, 2026.
3. At all times relevant to this matter, Respondent was employed by an agency as a travelling LNA and assigned to work at a rehabilitation and nursing center located in Berlin, VT ("the Facility").
4. On or about July 21, 2025, Respondent entered the Facility and made statements to other members of the Facility's staff that he was afraid of law enforcement and that he had a firearm in the backpack that he was carrying.
5. Respondent also told one coworker that she "was probably going to die today" or words to that effect.
6. This coworker was extremely upset by this statement.
7. Law enforcement officers were dispatched to the Facility based upon these statements.

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8. The officers located Respondent in an administrative office where he was speaking with a member of the Facility's security staff.
9. When Respondent saw the officers enter the administrative office, Respondent told the officers to "not come any closer" or words to that effect.
10. The Facility's security staff member informed the officers that Respondent had a firearm in the backpack that was slung over Respondent's shoulder.
11. Respondent confirmed that he did indeed have a handgun in the backpack slung over his shoulder.
12. The officers began to speak to Respondent in an attempt to de-escalate the situation.
13. The officers noticed that Respondent was in a very agitated state, and that his hands were shaking.
14. Respondent began to make paranoid and delusional statements, telling the officers that Respondent had information pertaining to the "Jeffrey Epstein client list" and that Respondent wanted to talk about it.
15. Respondent also told the officers that he believed individuals working for Jeffrey Epstein knew about the information that Respondent possessed, were "stalking" Respondent, and would murder Respondent.
16. Respondent further told the officers that these unidentified persons had connections with law enforcement and would bribe and/or threaten anyone they needed to locate Respondent.
17. Respondent further told the officers that these unidentified individuals knew Respondent was in Vermont and had previously kidnapped and tortured Respondent for a period of approximately two months and that, because of this, Respondent moved and changed his name.
18. Respondent also stated that President Donald Trump and Vermont Senator Bernie Sanders were involved in the effort to locate Respondent.
19. Respondent also made comments about staying away from windows to avoid snipers.
20. During this conversation, Respondent told the officers that Respondent had brought several firearms to the Facility in order to protect himself.
21. Respondent clarified that there were several firearms in his personal vehicle that was parked outside of the Facility.

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22. At several points in this conversation, the officers noticed that Respondent was highly agitated, on the verge of tears, and behaving in a paranoid and delusional manner.
23. After approximately 45 minutes, the officers were able to convince Respondent to give them the backpack that he was carrying.
24. The officers searched the backpack and located a handgun.
25. The handgun was loaded.
26. During a subsequent search of Respondent's vehicle, the officers located another handgun.
27. This handgun was loaded.
28. During the search of Respondent's vehicle, the officers also found a rifle in Respondent's vehicle.
29. The rifle was loaded.
30. All three recovered firearms were seized and transported to the local police department for safe storage.
31. Respondent was subsequently transported to a nearby hospital and admitted to the psychiatric ward.
32. Respondent's contract with the Facility was immediately terminated.
33. Subsequently, Respondent left the psychiatric ward and returned to Texas where he had resided prior to relocating to Vermont for work.
34. Subsequently, OPR investigators conducted an interview of Respondent via the telephone.
35. Respondent confirmed the facts as alleged above.
36. Respondent blamed his behavior on a lack of sleep.
37. On or about October 13, 2025, the Board summarily suspended Respondent's license pending the outcome of a hearing on the merits.

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

38. The State re-alleges and incorporates Paragraphs 3 through 37 above.

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39. 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.
40. Paragraphs 3 through 37 demonstrate that Respondent engaged in conduct of a character likely to harm the public in that he brought several firearms to work at the Facility (all of which were loaded), took a loaded handgun into the Facility while leaving several firearms in his personal vehicle parked outside the Facility, told fellow employees he had a firearm in his possession, told one fellow employee she was, "probably going to die today," and exhibited paranoid and delusional behavior.
41. 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).

#### **Understandings**

42. This Stipulation is neither an admission of liability by Respondent nor a concession by the State of Vermont that its charges 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. Respondent does not dispute that the State may be able to prove these charges by a preponderance of the evidence if this matter proceeds to a merits hearing. Respondent desires to voluntarily surrender his license.
43. Respondent understands that the Board must review and accept the terms of the Stipulated Voluntary Surrender of License. If the Board rejects any portion, the entire Stipulated Voluntary Surrender of License shall be null and void.
44. 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.
45. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
46. Respondent is of sound mind and is not under the influence of drugs or alcohol at the time of signing this Stipulated Voluntary Surrender of License.
47. Respondent voluntarily enters into this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulated Voluntary Surrender of License.
48. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulated Voluntary Surrender of License.

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49. Respondent agrees that the Board may enter the Acceptance of Voluntary Surrender and Order set forth below.

**ACCEPTANCE OF VOLUNTARY SURRENDER AND ORDER**

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

- A. The Board hereby **ACCEPTS** Respondent's **VOLUNTARY SURRENDER** of his 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, taking into account the facts above.
- C. This Stipulated Voluntary Surrender of License 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 Stipulated Voluntary Surrender of License and Order applies to all licenses this Board issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(I).
- E. This Stipulated Voluntary Surrender of License and 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: 11-4-2025

By: *George Hasselback*  
George Hasselback  
Prosecuting Attorney

RESPONDENT

Dated: 10-30-2025

By: *[Signature]*  
Dustin McDaniel

**APPROVED AND SO ORDERED:**

Vermont Board of Nursing  
Signed by:

Dated: 11/10/2025

By: *Marsha H Arend*  
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Chairperson

Date of Entry: 11/10/25

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**SPECIFICATION OF CHARGES**

NOW COMES the State of Vermont (“the State”) and brings the following charges against Respondent Dustin McDaniel:

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**Relief Requested**

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

**DATED** at Montpelier, Vermont this 27th day of October, 2025.

STATE OF VERMONT  
SECRETARY OF STATE

By: George Hasselback  
George Lloyd Hasselback  
Prosecuting Attorney  
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