

State of Vermont
Secretary of State
Office of Professional Regulation
Board of Nursing

In re: Michelle Bush

License No. 026.0138486

Docket No. 2025-17

Order to Remove Conditions

On July 13, 2026, the Vermont Board of Nursing considered Respondent's request for Removal of Conditions imposed pursuant to a Stipulation & Consent Order under Docket Number 2025-17. Respondent has met the conditions. After reviewing the compliance file, the State does not object to removal of all conditions.

Order:

The Board hereby removes all conditions from Respondent's RN license.

Vermont Board of Nursing

Signed by:
Marsha H Arend
180EE61B8874420...

Chairperson

Dated: 7/13/2026

Date of Entry: 7/13/26

State of Vermont
Secretary of State
Office of Professional Regulation
Board of Nursing

In re: Michelle Bush

License No. 026.0138486

Docket No. 2025-17

STATE'S RESPONSE TO RESPONDENT'S REQUEST TO REMOVE CONDITIONS

After review of the compliance file, the State has no objection to Respondent's request to remove all conditions on her license. Attached to this response is a proposed Order should the Board decide to grant Respondent's request.

Respectfully submitted this 26th day of June, 2026.

STATE OF VERMONT

SECRETARY OF STATE

By: *George Hasselback*

George Hasselback

Prosecuting Attorney

802-828-0350

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

IN RE:)
Michelle Bush) **Docket No. 2025-17**
Vermont License No. 026.0138486)
)

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through State Prosecuting Attorney George Hasselback, and Respondent Michelle Bush by and through her counsel John D. Bruce, 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 Registered Nurses ("RNs") pursuant to 3 V.S.A. § 129(a); 3 V.S.A. § 129a; 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. Michelle Bush ("Respondent") of Elmore, VT holds a license to practice as an RN under license number 026.0138486 issued by the State of Vermont. This license was originally issued on March 18, 2019, and expires on March 31, 2025.
3. At all times relevant to this matter, Respondent was employed as an RN by a hospice care agency located in Colchester, VT ("the Hospice Agency").
4. On or about February 23, 2024, a hospice patient of the Agency (identified hereinafter as "EG") was residing at an assisted living facility located in Winooski, VT ("the Facility").
5. In the early morning on that day, EG began to experience respiratory distress.
6. A licensed practical nurse employed by the Facility (identified hereinafter as "ML") contacted Respondent to seek treatment advice for EG.
7. Respondent informed ML that Respondent would have to contact EG's primary care provider.

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8. Respondent subsequently called ML back and informed ML that Respondent could not contact the primary care provider.
9. Respondent then instructed ML to administer an additional dose of morphine to EG.
10. At no point had EG's primary care provider, or any other authorized individual, issued an order for an additional dose of morphine to be given to EG nor had Respondent conducted any assessment of EG directly.
11. Pursuant to Respondent's instructions, ML administered an additional dose of morphine to EG.
12. Later that same day, Respondent was able to contact EG's primary care provider.
13. Respondent informed the primary care provider that Respondent was going to contact them earlier that morning to secure an order for an additional dose of morphine for EG, but did not call because Respondent "wasn't feeling good."
14. Respondent's employment with the Hospice Agency was subsequently terminated.

Violation One: 3 V.S.A. §129a(b)(2) Failure to practice competently by the failure to conform to the essential standards of practice.

15. The State re-alleges and incorporates Paragraphs 2 through 14 above.
16. As a licensed RN in the State of Vermont, Respondent is required to conform to the essential standards of practice of her profession.
17. Paragraphs 2 through 14 demonstrate that Respondent failed to conform to the essential standards of practice, because the applicable standards of practice require a physician's order prior to the administration of a controlled substance such as morphine, and Respondent ordered the administration of that controlled substance absent an order authorizing her to do so.
18. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct by failing to conform to the essential standards of practice in violation of 3 V.S.A. §129a(b)(2).

Violation Two: 3 V.S.A. §129a(a)(13) Performing treatments or providing services that the licensee is not qualified to perform or that are beyond the scope of the licensee's education, training, capabilities, experience, or scope of practice.

19. The State re-alleges and incorporates Paragraphs 2 through 14 above.
20. As a licensed RN in the State of Vermont, Respondent is required to refrain from performing treatments that are beyond the scope of practice of an RN.

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21. Paragraphs 2 through 14 demonstrate that Respondent performed treatments outside the scope of practice for an RN when she ordered the administration of morphine without first securing a physician's order to do so.
22. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct by failing to conform to the essential standards of practice in violation of 3 V.S.A. §129a(a)(13).

Understandings

23. 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.
24. 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.
25. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
26. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
27. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
28. 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.
29. Respondent voluntarily waives her right to a contested hearing before the Board of Nursing and waives any right to appeal from this Stipulation and Consent Order.
30. Respondent agrees that the Order set forth below may be entered by the Board.

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ORDER

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

- A. The Board of Nursing hereby **REPRIMANDS** and **CONDITIONS** the Respondent's license and/or re-entry permit for a **MINIMUM OF SIX MONTHS, commencing on the date of reinstatement**. The **CONDITIONS** shall be as follows:

1. Re-issuance of License. Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."
2. 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 be prohibited from working more than forty (40) hours per week and shall verify hours worked on forms provided by the Case Manager.
3. 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.
4. 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.

5. 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.

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6. Practice Under Supervision. Respondent shall practice as a registered nurse only in a setting where Respondent has onsite supervision for the entire shift by a designated individual with direct supervisory authority over the Respondent.
7. Practice Limitations. Respondent shall not prescribe any medications to any patients, exercise any discretion over the administration of any medications to any patients, and/or advise or direct anyone else to administer or exercise any discretion over the administration of any medications to any patients.
8. Required Coursework. Respondent shall, within ninety (90) days 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, symptom assessment/management in hospice nursing, and interdisciplinary teamwork. 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. Types of Employment Prohibited. Respondent shall not work in a supervisory role. Respondent shall not work for a nurse registry, traveling nurse agency, float-pool, home health care agency, temporary nursing employment agency, or as a private duty nurse or personal care provider requiring a nursing or nursing assistant license during the effective period of this Consent Order.
10. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
11. 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.
12. 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.

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13. 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.
14. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
15. Release of Information Forms. This Order requires Respondent to authorize drug and/or alcohol treatment providers to report information in verbal and/or written format and/or to discuss Respondent and any and all treatment rendered to Respondent for drugs and/or alcohol with the Board or its designee and the Case Manager. Any and all of this information may be provided to the Office of Professional Regulation investigators, and that the information may be used for further prosecutions if so warranted or if the Office of Professional Regulation determines that said information violates the terms of this Order or any rules or laws governing the profession of nursing.

Respondent is entitled to revoke this consent at any time. However, any revocation shall be considered a violation of this Order. This consent expires when the conditions are removed from Respondent's nursing license.

This Stipulation and Consent Order shall itself constitute a valid written consent pursuant to the requirements of 42 C.F.R. § 2.31. Respondent understands that Respondent's treatment provider may require Respondent's to sign a separate and distinct consent meeting the requirements of 42 C.F.R. § 2.31.

16. Costs. Respondent shall bear all costs of complying with this Consent Order.
17. 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.
18. 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.

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- B. Notwithstanding any provision above, the Respondent must continue to meet all Board requirements for maintaining a license, license renewal and license reinstatement.
- C. 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).

- D. 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

By: George Hasselback 11-10-2025
George Lloyd Hasselback
Prosecuting Attorney
(802) 828-0350
george.hasselback@vermont.gov

RESPONDENT

Dated: _____

DocuSigned by:
Michelle Bush
65D9D3A8CDAF42E...

By: _____
Michelle Bush

COUNSEL FOR RESPONDENT

Dated: 11/10/24

By: John D. Bruce
John D. Bruce

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 11/10/2025

Signed by:
Marsha H Arend
180EE01B8874420...
Chairperson

Date of Entry: 11/10/25
george.hasselback@vermont.gov

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