

State of Vermont

Secretary of State

Office of Professional Regulation Board of Nursing

In re: Katelynn Baldwin

License No. 025-0151886

Docket No. 2025-199

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, by and through Prosecuting Attorney George Hasselback, and Respondent Katelynn Baldwin, by and through her counsel Timothy Belcher, 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 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. Katelynn Baldwin ("Respondent") of Vernon, Vermont, is licensed by the State of Vermont as a Registered Nurse (RN) under license number 025.0086845. This license was first issued on July 5, 2023, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as an RN by a hospital in Brattleboro, Vermont ("the Facility").
4. On or about June 5, 2025, Respondent left the Facility after her scheduled work shift.
5. While at home, Respondent consumed one or more alcoholic beverages.
6. Later that same date, Respondent returned to the Facility.
7. When she returned to the Facility, Respondent was in street clothes.

8. Respondent was not scheduled to work at the Facility any more on that date.
9. When she arrived back at the Facility, Respondent brought with her an alcoholic beverage in an insulated drinking cup.
10. Respondent entered the Facility with the alcohol beverage in hand.
11. Respondent spent approximately thirty-five (35) minutes in the Facility.
12. During that time, Respondent sat at nursing workstations, looked at medical records on a computer screen at least three (3) times, spoke to coworkers, retrieved an IV bag for a coworker, and drank from the cup holding her alcoholic beverage on several occasions.
13. At one point, a coworker asked Respondent what was in the cup, and she admitted to them that it was an alcoholic beverage.
14. Subsequently, Respondent was interviewed by OPR investigators and admitted to bringing an alcoholic beverage into the Facility while she was off duty, consuming it while on the premises, accessing a medical record to determine which arm a patient was getting medication in, and handling an IV bag intended for administration to a patient.
15. Subsequently, Respondent was suspended from her position at the Facility and later reinstated to her position after a one-week suspension, a period of probationary employment, corrective training, and supervision.
16. Following the institution of charges in this matter, Respondent has voluntarily submitted three (3) clean urinalysis tests and obtained an independent evaluation that opined that she was fit to practice.

Violation One: Engaging in conduct of a character likely to deceive, defraud, or harm the public.

17. The State re-alleges and incorporates Paragraphs 2 through 16 above.
18. As an RN, Respondent is prohibited from engaging in conduct of a character likely to deceive, defraud, or harm the public.
19. Paragraphs 2 through 16 demonstrate that Respondent engaged in conduct likely to harm the public when Respondent returned to the Facility after her assigned shift and after consuming alcoholic beverages, bringing an alcoholic beverage into the facility and consuming it there, accessing medical records while consuming alcoholic beverages, and assisting other RN's by retrieving IV solutions intended to be given to patients while consuming alcoholic beverages.
20. 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

21. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
22. 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.
23. 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.
24. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
25. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
26. 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.
27. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
28. Respondent understands that [he/she/they] [is/are] responsible for all compliance costs associated with this Stipulation and Consent Order.
29. Respondent agrees the Board may enter the Order set forth below.

Order

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

- A. The Board of Nursing hereby **REPRIMANDS** Respondent's license.
- B. The Board hereby **ASSESSES AN ADMINISTRATIVE PENALTY IN THE AMOUNT OF TWO HUNDRED AND FIFTY DOLLARS (\$250.00)** against Respondent. This penalty is to be paid within ninety (90) days of the date of entry of this Order.
- C. The Board hereby **CONDITIONS** Respondent's license for a **MINIMUM OF TWELVE (12) MONTHS, commencing on the date of entry.** The **CONDITIONS** shall be as follows:
 1. Inse Re-issuance of License. Upon the commencement of these conditions and the renewal of Respondent's license, if expired, Respondent shall be issued a license labeled "conditioned."

2. Length of Time of Conditions Imposed. The conditions shall remain in place until Respondent has completed all conditions as ordered. Respondent shall be subject to the conditions until Respondent completes a minimum of twelve (12) months of supervised practice in which Respondent works at least eighty (80) hours per month as an RN. Part-time hours of fewer than eighty (80) hours every month shall be credited on a prorated 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 and/or correspondence regarding compliance with these conditions shall be submitted to the Case Manager in accordance with the Conditions listed below.
4. Practice Under Supervision. Respondent shall practice as an RN only in a setting where Respondent is supervised for the entire shift by a licensed RN, APRN, or MD. The level of supervision required is Direct. Direct Supervision means the supervisor is present on the same unit as Respondent.
5. Required Coursework. Respondent shall, within ninety (90) days following the entry of this Order, at her own expense, complete the following courses:

Professional Boundaries and Healthcare Workers

https://reliasacademy.com/rls/store/courses/professional-boundaries-and-healthcare-workers/_/A-product-c1569294

Righting A Wrong: Ethics & Professionalism in Nursing

<https://catalog.icrsncsbn.org/browse/public/continuing-ed/nurses/courses/righting-a-wrong>

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.

6. Reports from Employers/Program Director. Within one (1) month of the date of reinstatement or within one (1) month of the commencement of employment in the profession and monthly thereafter, Respondent shall cause every employer Respondent has worked for during the month to submit to the Case Manager an evaluation of Respondent's work performance and attendance during that month. In the event Respondent is attending an educational program in the profession, 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

Case Manager. All employer reports shall indicate satisfactory performance (i.e. consistently meeting all standards of practice of the profession) and attendance.

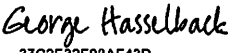
7. Types of Employment Prohibited. Respondent shall not work in a supervisory role. Respondent shall not work as an independent practitioner and must work in a facility that can provide the required supervision during the effective period of this Consent Order.
8. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
9. 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 practice provided Respondent can still comply with the requirements of this Consent Order. If Respondent receives discipline on a professional 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.
10. 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 Board, in writing, of Respondent's current place of employment, personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in employment (including resignation or termination), personal address, or telephone number.
11. Notification to Other States. In the event Respondent is licensed in any other state(s), Respondent must inform the licensing board of the state(s) in which Respondent is licensed of the conditional status of Respondent's Vermont license within thirty (30) days of the date of entry of this Order.
12. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
13. Costs. Respondent shall bear all costs of complying with this Consent Order.
14. 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 resolved.
15. Completion of Conditional License Period. Respondent shall submit a petition to the Docket Clerk to remove any and all conditions from Respondent's license. The State will support 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.

- D. Notwithstanding any provision above, the Respondent must continue to meet all requirements for maintaining a license, license renewal and license reinstatement.
- E. 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).
- F. This Stipulation and Consent Order applies to all licenses this Board issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(l).
- G. 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

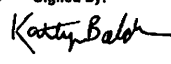
Signed by:

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George Hasselback

Prosecuting Attorney

Dated: 6/1/2026

Respondent

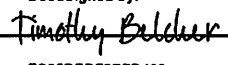
Signed by:

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Katelynn Baldwin

Dated: 6/1/2026

Approved as to Form:

Counsel for Respondent

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Timothy Belcher

Dated: 6/1/2026

APPROVED AND SO ORDERED:

Vermont Board of Nursing

Signed by:
William James Floyd III
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Chairperson

Dated: 6/8/2026

Date of Entry: 6/9/26