

State of Vermont
Vermont Board of Nursing

In re: Donald Mutebi
License Number 025.0136073
Docket Number: D-2025-51

Order to Remove Conditions

On December 8, 2025, the Vermont Board of Nursing considered Donald Mutebi's request for Removal of Conditions imposed pursuant to a Stipulation & Consent Order under Docket Number 2025-51. Mr. Mutebi has successfully met the conditions. After reviewing the follow-up file, the State does not object to removal of all conditions.

Order:

The Board hereby removes all conditions from Donald Mutebi's Licensed Practical Nurse license.

Vermont Board of Nursing

Signed by:

William James Floyd III

3B82E78300124BE

William Floyd, Board Chair

Date: December 8, 2025

Date of Entry: 12/9/2025
 / /



**State of Vermont
Office of the Secretary of State**

Office of Professional Regulation
89 Main Street, 3rd Floor
Montpelier, VT 05620-3402
sos.vermont.gov

**Sarah Copeland Hanzas, Secretary of State
S. Lauren Hibbert, Deputy Secretary
Michael D. Warren, Interim Director**

November 20, 2025

Ultan Doyle, Esq.
Office of Professional Regulation
89 Main Street, 3rd Floor
Montpelier, VT 05620-3402

Case: Donald Mutebi
Credential: License # 025.0136073
Docket No: 2025-51

Dear Attorney Doyle,

Please find the enclosed Request "to Remove Conditions" filed on the above captioned docket number. Pursuant to the Office of Professional Regulation's Administrative Rule 3.8 you have 10 days to respond to the motion.

You may contact me at (802) 828-2367 if you have any questions.

Sincerely,

/s/ Julie Bowen
Docket Clerk

Enc: *Request to*

Cc: Kristin Donnelly, Case Manager
Donald Mutebi, Respondent

Bowen, Julie

From: donald mutebi <mutebidonald@gmail.com>
Sent: Wednesday, November 19, 2025 11:20 PM
To: Doyle, Ultan; Donnelly, Kristin; Garcia, Laticia; SOS - Docket Clerk
Subject: RE: Docket No. 2025-51
Attachments: MEDSAFE-23-68ccb43c8d79f4ce2fe00313.pdf

EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.

Donald Mutebi
412 Western Avenue
Brattleboro
802 380 0346
mutebidonald@gmail.com
License Number: 025.0136073

11/18/25
Vermont Office of Professional Regulation
Attn: Vermont Board of Nursing
89 Main Street, Floor 3
Montpelier, VT 05620-3402

RE: Petition to Remove Conditions From Nursing License
Docket No: 2025-51

To the Members of the Vermont Board of Nursing:

I, Donald Mutebi respectfully submit this petition to remove the conditions placed on my LPN license pursuant to the Board's Order dated 08/13/2025 in Docket Number 2025-51

The conditions outlined in the order included:

1. Completion of a Board-approved Medication administration course.
2. Petition to have conditions removed.

I am pleased to report that I have fully complied with the requirements set forth. Specifically:

- I successfully completed the required course titled Medication safety on 9/19/2025.
- Documentation of completion is attached.

As the conditions have been satisfied in full, I respectfully request that the Board issue an order removing all conditions from my license and restoring it to full, unencumbered status.

I remain committed to professional development, patient safety, and adherence to all Vermont statutes and Board standards governing nursing practice.

Thank you for your consideration.

Respectfully submitted,

Donald Mutebi
No.025.0136073

Certificate of Completion

Participant Name: **Donald mutebi**

Provider Name: **CE Group**

Provider Address: **NurseCEClub.com**

Course Title: **Medication Safety**

Date of Educational Activity: **9/19/2025**

Number of Contact Hours Awarded: **4.0**

IN SUPPORT OF IMPROVING PATIENT CARE, CE GROUP, THE OWNER OF NURSE CE CLUB, IS JOINTLY ACCREDITED BY THE ACCREDITATION COUNCIL FOR CONTINUING MEDICAL EDUCATION (ACCME), THE ACCREDITATION COUNCIL FOR PHARMACY EDUCATION (ACPE), AND THE AMERICAN NURSES CREDENTIALING CENTER (ANCC), TO PROVIDE CONTINUING EDUCATION FOR THE HEALTHCARE TEAM.

THIS CERTIFICATE MUST BE RETAINED BY THE LICENSEE FOR A PERIOD OF FOUR YEARS. CE GROUP HAS BEEN APPROVED BY THE CALIFORNIA BOARD OF REGISTERED NURSING. CEP16973.



JOINTLY ACCREDITED PROVIDER™
INTERPROFESSIONAL CONTINUING EDUCATION

A handwritten signature in black ink, appearing to read 'Christa Smith', is written over a horizontal line.

Christa Smith, Lead Nurse Planner

9/19/2025

9/19/2025 4:03 AM



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

IN RE:	)	
Donald Mutebi	)	Docket No. 2025-51
License No. 025.0136073	)	
	)	

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through Prosecuting Attorney Ultan Doyle and Respondent Donald Mutebi who hereby Stipulate and Agree as follows:

Board Authority

1. The Vermont State Board of Nursing (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.

Stipulated Facts

2. Donald Mutebi ("Respondent") of Brattleboro, Vermont is licensed by the State of Vermont as a Licensed Practical Nurse ("LPN") under license number 025.0136073. This license was originally issued on February 25, 2022 and expires on January 31, 2026.
3. During the relevant time period, Respondent was employed as an LPN at an elder care facility ("the Facility"), located in Brattleboro, Vermont.
4. As part of his responsibilities, Respondent was required to administer medications to patients at the Facility.
5. On February 20, 2023, LPN, S.J., discovered additional medications in her medication cart and reported this to her supervisor, M.O., who immediately conducted an audit of the medication cart.
6. M.O. discovered that Respondent, who had worked the previous 2 days (February 18 and 19), had not administered 36 medications to patients during his shifts, despite

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having documented in the Electronic-Medication Administration Record ("E-MAR") that he had done so.

7. M.O. also conducted an audit of a second medication cart, for which Respondent was responsible, when he worked a shift on February 20, 2023.
8. M.O. discovered that Respondent had not administered an additional 14 medications to patients during his February 20 shift, despite having documented in the Electronic-Medication Administration Record ("E-MAR") that he had done so.
9. When questioned by OPR investigators about his failure to administer certain medications during his February 18 and 19 shifts, despite having documented otherwise, Respondent stated, "I'm not going to make excuses. I did sign off from the medication that I did not give out Saturday and Sunday."
10. On February 23, 2023, the Facility terminated Respondent after conducting an investigation into his failure to administer medications after he had documented that he had done so in the E-MAR.

Violation One: 3 V.S.A. §129a(b)(1) Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional conduct, whether actual injury to a client, patient, or customer has occurred. Failure to practice competently includes: (1) Performance of unsafe or unacceptable patient or client care.

11. Paragraphs 2 through 10 above are incorporated herein.
12. Vermont law requires LPNs to practice competently by providing safe and acceptable patient care.
13. Paragraphs 2 through 10 above demonstrate that Respondent failed to provide safe and acceptable patient care when he failed to administer certain medication to patients, despite having documented in the E-MAR that he had done so.
14. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of 3 V.S.A. §129a(b)(1).

Violation Two: 3 V.S.A. §129a(b)(2) Failure to practice competently by reason of any cause on a single occasion or on multiple occasions may constitute unprofessional conduct, whether actual injury to a client, patient, or customer has occurred. Failure to practice competently includes: (2) failure to conform to the essential standards of acceptable and prevailing practice.

15. Paragraphs 2 through 10 above are incorporated herein.

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16. The essential standards of acceptable and prevailing practice require an LPN to administer medication per provider orders and accurately document patient records that such medication has been administered.
17. Paragraphs 2 through 10 above demonstrate that Respondent failed to conform to essential standards of acceptable and prevailing practice when he failed to administer certain medication to patients, despite having documented in the E-MAR that he had done so.
18. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because the Respondent has committed unprofessional conduct in violation of 3 V.S.A. §129a(b)(2).

Violation Three: 3 V.S.A. §129a(a)(15) Failing to exercise independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.

19. Paragraphs 2 through 10 above are incorporated herein.
20. As an LPN, Respondent is required to exercise her own independent professional judgment in the performance of licensed activities when that judgment is necessary to avoid action repugnant to the obligations of the profession.
21. Paragraphs 2 through 10 demonstrate that Respondent failed to exercise independent professional judgment in the performance of licensed activities when he failed to administer certain medication to patients, despite having documented in the E-MAR that he had done so.
22. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(15).

Understandings

1. Respondent admits that the facts above are true and that the conditions below are necessary to protect the public.
2. Respondent understands that the Nursing Board must review and accept the terms of the Stipulation and Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
3. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced his rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.

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4. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
5. Respondent is not under the influence of any drugs or alcohol at the time he signs this Stipulation and Consent Order.
6. 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.
7. Respondent voluntarily waives the right to a contested hearing before the Board of Nursing and waives any right to appeal from this Stipulation and Consent Order.
8. Respondent agrees that the Order set forth below may be entered by the Board, will be a binding Order upon Respondent, and will be made public.
9. Respondent understands that Respondent is responsible for all compliance costs associated with this Stipulation and Consent Order and any violation of this Order may result in additional disciplinary action.

ORDER

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

- A. The Board of Nursing hereby **WARNS** Respondent's license.
- B. The Board of Nursing hereby **CONDITIONS** Respondent's license commencing with the date of entry of this Stipulation and Consent Order:
 1. Re-issuance of License. Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."
 2. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
 3. Required Coursework. Respondent shall, at his own expense and within ninety (90) days of the date of entry of this Stipulation and Consent Order, satisfactorily complete the following pre-approved courses:

- i. Medication Safety – 4 hours (Offered by Nurse CE Club).

***Respondent must provide satisfactorily completed workbooks and certificates of completion to the Case Manager.**

****Coursework may not be counted toward any continuing education requirement of licensure.**

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- C. Upon compliance with and completion of all required conditions, Respondent must petition to remove any or all conditions from the license and demonstrate full compliance with the Order.
- D. Notwithstanding any provision above, Respondent must continue to meet all requirements to maintain licensure, for license renewal, and for 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 will remain part of Respondent's licensing file and may be considered relative to any future disciplinary matter.

AGREED TO:

STATE OF VERMONT
SECRETARY OF STATE

Dated: 7/24/25

By: Ultan Doyle
Ultan Doyle, Esq.
State Prosecuting Attorney

DONALD MUTEBI
RESPONDENT

Dated: 07/15/25

By: Donald Mutebi
Donald Mutebi

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 8/13/2025

Signed by:
By: William James Floyd III
Chairperson

Date of Entry: 8/13/2025

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

IN RE:	)	
Donald Mutebi	)	Docket No. 2025-51
License No. 025.0136073	)	
	)	

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following Charges against the Respondent, Donald Mutebi:

Board Authority

1. The Vermont State Board of Nursing (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.

Statement of Facts

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11. The State re-alleges and incorporates Paragraphs 2 through 10 above.
12. Vermont law requires LPNs to practice competently by providing safe and acceptable patient care.
13. Paragraphs 2 through 10 above demonstrate that Respondent failed to provide safe and acceptable patient care when he failed to administer certain medication to patients, despite having documented in the E-MAR that he had done so.
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22. The act(s), omission(s), and/or circumstance(s) described above constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 3 V.S.A. §129a(a)(15).

Relief Requested

WHEREFORE, the LPN license of Donald Mutebi should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 1st day of April, 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: Ultan Doyle
Ultan Doyle
Prosecuting Attorney
(802)828-1217
ultan.doyle@vermont.gov

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