

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

In re: Derek Krym

License No. 026.0077835

Docket No. 2025-90

Order to Remove Conditions

On May 11, 2026, the Vermont Board of Nursing considered Derek Krym's request for Removal of Conditions imposed pursuant to a Stipulation & Consent Order under Docket Number 2025-90. Respondent has met the conditions. After reviewing the compliance file, the State does not object to removing the condition that Respondent be supervised by a licensed RN with at least ten (10) years experience. The State does not object to Respondent being supervised by a licensed RN in good standing.

Order:

The Board hereby removes the condition that Respondent's supervisor have at least ten (10) years experience from Respondent's license.

Vermont Board of Nursing

Signed by:

William James Floyd III

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Chairperson

Dated: 5/11/2026

Date of Entry: 5/12/26

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

In re: Derek Krym

License No. 026.0077835

Docket No. 2025-90

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 the specific condition that requires he practice under the supervision of a licensed RN with more than ten (10) years experience. Attached to this response is a proposed Order should the Board decide to grant Respondent's request.

Respectfully submitted this 4th day of May, 2026.

STATE OF VERMONT

SECRETARY OF STATE

By: *George Hasselback*

George Hasselback

Prosecuting Attorney

george.hasselback@vermont.gov

Derek Krym, BSN, MHA, RN

Docket Number: 2025-90

PETITION FOR MODIFICATION OF STIPULATION AND CONSENT ORDER

To: Vermont Board of Nursing
Attn: Board Chair and Executive Director

From: Derek Krym, BSN, MHA, RN
License Number: 026.0077835
Docket Number: 2025-90

Date: 04/22/2026

RE: Formal Request to Modify Supervision Requirements Due to Employment Hardship

Dear Members of the Vermont Board of Nursing,

Please accept this formal petition to review and modify the terms of my current Stipulation and Consent Order. I am writing to respectfully request a modification regarding the specific requirement that my practice be overseen by a Registered Nurse with a minimum of ten years of experience.

Since the enactment of this order, I have remained fully committed to compliance and have been actively seeking employment. However, I have encountered a significant and unexpected barrier. The specific need that the supervising RN have ten years of experience has become a primary barrier to my re-entry into the workforce. Despite receiving multiple preliminary job offers, these opportunities were ultimately rescinded because the facilities could not provide a supervisor that met the exact years of experience needed.

Record of Employment Outreach & Supervision Barriers

The following summary outlines recent opportunities where I was deemed a qualified candidate but was unable to secure the position solely because the facility could not accommodate the 10-year supervisor requirement: (This list does not include the many applications that did not progress to interviews for reasons unknown to me.)

- 11/20/2025, Well Path in Springfield, Vermont, Qualified for the role, but the facility's leadership nurses did not meet the specific tenure requirement.

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- 02/11/2026, Arcadia Healthcare, West Lebanon, NH: Qualified for the role, but the facility's leadership nurses did not meet the specific tenure requirement.
- 02/13/2026, Avenues Recovery, Keene, NH: Unable to work during the available overnight shifts due to them having no available RNs with the specific tenure requirement for that specific shift.
- 02/14/2026, Cedar Hill Health Center, Windsor, VT: Qualified for the role, but the facility's leadership nurses did not meet the specific tenure requirement.
- 02/13/2026, Langdon Place of Keene, Keene, NH: Qualified for the role, but the facility's leadership nurses did not meet the specific tenure requirement.
- 02/13/2026, Woodstock Terrace, Woodstock, VT: Qualified for the role, but the facility's leadership-track nurses did not meet the specific tenure requirement.
- 02/13/2026, Kendal at Hanover, Hanover, NH: Qualified for the role, but the facility's leadership nurses did not meet the specific tenure requirement.
- 02/17/2026, Alpine Health Care Center, Keene, NH: Qualified for the role, but the facility's leadership-track nurses did not meet the specific tenure requirement.
- 03/02/2026, The Springfield Center for Living and Rehabilitation, Springfield, VT: Qualified for the role, but the nursing director who would be able to supervise would not be able to be on shift for the entire duration of the scheduled shift.

In my discussions with HR departments and Nurse Managers, the common feedback was that while they are willing to provide Board-ordered supervision, the 10-year requirement is significantly higher than the average tenure of their current Charge Nurses or Unit Managers.

Proposed Modification

Considering these documented barriers, I respectfully propose that the Board modifies the supervision requirement to focus on the professional role and oversight authority rather than a specific number of years in practice. I request that the Board allow my practice to be supervised by a Registered Nurse acting in a recognized leadership or clinical oversight role, including but not limited to:

- Charge Nurses
- Nurse Managers or Unit Supervisors
- Clinical Educators

These roles are filled by nurses who have been vetted by their organizations for clinical competence, leadership ability, and oversight responsibility. Allowing supervision based on role rather than tenure would still ensure appropriate supervision and accountability while making it realistically possible for me to comply with the Board's order and return to practice.

I remain fully committed to the safety of the public and the standards of the nursing profession. I am eager to fulfill the terms of my stipulation and return to practice. This modification would ensure I receive the intended professional guidance and supervision while making compliance with the Board's order achievable.

Derek Krym, BSN, MHA, RN

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Thank you for your time and consideration. I am available to appear before you at the earliest convenience if it is deemed necessary to discuss this petition further.

Sincerely,

Derek Krym

Derek Krym, BSN, MHA, RN
802-688-3778
derekkrym@yahoo.com

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

IN RE:)
Derek Krym) **Docket No. 2025-90**
RN License No. 026.0077835)

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through State Prosecuting Attorney George Hasselback, and Respondent Derek Krym by and through his counsel Nikki South, 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; 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 Facts

2. Derek Krym (“Respondent”) of Chester, VT, holds a license to practice as an RN under license number 026.0077835. This license was originally issued on September 20, 2011, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as a Nursing Supervisor at a hospital located in Brattleboro, VT (“the Facility”).
4. On or about April 6, 2024, Respondent was working at the Facility on the 7:00 a.m. to 7:00 p.m. shift.
5. Some of Respondent’s responsibilities while on this shift were to conduct assessments of two (2) patients identified as “EM” and “JW” respectively.

Patient EM:

6. At all times relevant to this matter, EM was a patient at the Facility.
7. EM was diagnosed with and being treated for Disruptive Mood Dysregulation Disorder.

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3rd Floor
Montpelier, VT
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8. On four (4) occasions during the shift in question, EM was restrained by the Facility's staff to prevent EM from harming themselves.
9. On each occasion, a Certificate of Needs ("CON") was generated that, among other things, required Respondent to conduct a face-to-face assessment of EM within one hour of the conclusion of each of the respective restraint incidents.
10. The goal of each assessment was, among other things, to determine whether or not EM had been injured while being restrained, EM's response to the restraint, and whether or not EM needed any other form of emergency intervention.
11. Respondent documented in EM's medical records that Respondent conducted these face-to-face assessments of EM.
12. In fact, Respondent had not conducted any assessments of EM.

Patient JW:

13. At all times relevant to this matter, JW was a patient at the Facility.
14. JW was diagnosed with and being treated for Post-Traumatic Stress Disorder.
15. On two (2) occasions during the shift in question, JW was restrained by the Facility's staff to prevent JW from harming themselves.
16. On each occasion, a CON was generated that, among other things, required Respondent to conduct a face-to-face assessment of JW within one hour of the conclusion of each of the respective restraint incidents.
17. The goal of each assessment was, among other things, to determine whether or not JW had been injured while being restrained, JW's response to the restraint, and whether or not JW needed any other form of emergency intervention.
18. Respondent documented in JW's medical records that Respondent conducted these face-to-face assessments of JW.
19. In fact, Respondent had not conducted any assessments of JW.

The Facility's investigation:

20. Subsequently, another nurse employee of the Facility raised concern with the Facility's management that Respondent may not have conducted the assessments that he should have during the shift.
21. The Facility's management conducted an internal investigation.

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22. As part of that investigation, the Facility's management reviewed closed-circuit television ("CCTV") footage of the entrance to the portion of the Facility where EM and JW were located.
23. Respondent only appeared on this CCTV footage one time during the shift in question.
24. In that instance, Respondent can be seen entering the portion of the Facility where EM and JW were located, before immediately heading to the door of the Facility and leaving.
25. In this instance, Respondent is visible in that portion of the Facility for approximately one (1) minute.
26. On the CCTV footage, at no time during the shift in question, can Respondent be seen entering any patient rooms, interacting with any patients, or otherwise performing any of the assessments of EM and JW that Respondent documented as having occurred.
27. Subsequently, Respondent's employment with the Facility was terminated.

Violation One: 3 V.S.A. § 129a(a)(7) Willfully making or filing false reports or records in the practice of the profession.

28. The State re-alleges and incorporates Paragraphs 2 through 27 above.
29. As a licensed RN practicing in the State of Vermont, Respondent is required to refrain from willfully making or filing false reports or records in the practice of the profession.
30. Paragraphs 2 through 27 above demonstrate that Respondent willfully made and/or filed false reports in the practice of the nursing profession when he made and filed reports that indicated he conducted multiple assessments of EM and/or JM when, in fact, he had not.
31. 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 26 V.S.A. § 129a(a)(7).

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Understandings

32. This Stipulation is neither an admission of facts 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 contest that the State has evidence which, if believed by the fact finder, may establish by a preponderance of the evidence that he engaged in the alleged misconduct.



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33. 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.
34. 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.
35. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
36. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
37. 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.
38. 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.
39. Respondent agrees that the Order set forth below may be entered by the Board.

ORDER

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

- A. The Board hereby **REPRIMANDS** Respondent's license.
- C. The Board hereby **CONDITIONS** Respondent license for a **MINIMUM OF SIX MONTHS, commencing on the date of entry**. The **CONDITIONS** shall be as follows:
 1. Renewal. Respondent must comply with all requirements of license renewal.
 2. Re-issuance of License. Upon the commencement of these conditions, Respondent shall be issued a license labeled "conditioned."
 3. 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 not work more than forty (40) hours per week.
 4. Monitoring. The Office of Professional Regulation, through the Enforcement Case Manager, shall be responsible for monitoring Respondent's compliance with these

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Conditions. All reports or correspondence regarding compliance with these conditions shall be submitted to the Case Manager in accordance with the Conditions listed below.

5. 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.

6. 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.
7. 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 with more than ten (10) years of experience. The level of supervision required is Direct Supervision. Direct Supervision means the supervising RN is present on the same unit as Respondent.
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: ethics in nursing. 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.

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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. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
10. 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.
11. 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.
12. 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.
13. License Renewal. This Order does not automatically extend the license and Respondent must comply with the requirements for license renewal.
14. Types of Employment Prohibited. Respondent shall not work in a supervisory role, as a private duty nurse, or personal care provider requiring a nursing or nursing assistant license, and must work in a facility that can provide the required supervision during the effective period of this Consent Order.
15. Costs. Respondent shall bear all costs of complying with this Consent Order.
16. 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.
17. 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

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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 [jurisdiction/Board] issues to Respondent, including future licenses, as provided in 3 V.S.A. § 129(I).
- 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

Dated: 12-15-2025

By: George Hasselback
George L. Hasselback
Prosecuting Attorney

RESPONDENT

Dated: 11 / 21 / 2025

By: DM
Derek Krym

APPROVED AS TO FORM:

COUNSEL FOR RESPONDENT

Dated: 11 / 21 / 2025

By: Nikki South
Nikki South

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 1/12/2026

By: Signed by: William James Floyd III
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Chairperson

Date of Entry: 1/13/2026

STATE OF VERMONT



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Office of
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89 Main Street
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**STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION
BOARD OF NURSING**

IN RE:)
Derek Krym) **Docket No. 2025-90**
RN License No. 026.0077835)

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and makes the following charges against the Respondent, Derek Krym:

Board Authority

1. The Vermont State Board of Nursing (the “Board”) has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by Advanced Practice Registered Nurses (“APRNs”) and Registered Nurses (“RNs”) 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 Facts

2. Derek Krym (“Respondent”) of Chester, VT, holds a license to practice as an RN under license number 026.0077835. This license was originally issued on September 20, 2011, and expires on March 31, 2027.
3. At all times relevant to this matter, Respondent was employed as a Nursing Supervisor at a hospital located in Brattleboro, VT (“the Facility”).
4. On or about April 6, 2024, Respondent was working at the Facility on the 7:00 a.m. to 7:00 p.m. shift.
5. Some of Respondent’s responsibilities while on this shift were to conduct assessments of two (2) patients identified as “EM” and “JW” respectively.

Patient EM:

6. At all times relevant to this matter, EM was a patient at the Facility.
7. EM was diagnosed with and being treated for Disruptive Mood Dysregulation Disorder.
8. On four (4) occasions during the shift in question, EM was restrained by the Facility’s staff to prevent EM from harming themselves.

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9. On each occasion, a Certificate of Needs ("CON") was generated that, among other things, required Respondent to conduct a face-to-face assessment of EM within one hour of the conclusion of each of the respective restraint incidents.
10. The goal of each assessment was, among other things, to determine whether or not EM had been injured while being restrained, EM's response to the restraint, and whether or not EM needed any other form of emergency intervention.
11. Respondent documented in EM's medical records that Respondent conducted these face-to-face assessments of EM.
12. In fact, Respondent had not conducted any assessments of EM.

Patient JW:

13. At all times relevant to this matter, JW was a patient at the Facility.
14. JW was diagnosed with and being treated for Post-Traumatic Stress Disorder.
15. On two (2) occasions during the shift in question, JW was restrained by the Facility's staff to prevent JW from harming themselves.
16. On each occasion, a CON was generated that, among other things, required Respondent to conduct a face-to-face assessment of JW within one hour of the conclusion of each of the respective restraint incidents.
17. The goal of each assessment was, among other things, to determine whether or not JW had been injured while being restrained, JW's response to the restraint, and whether or not JW needed any other form of emergency intervention.
18. Respondent documented in JW's medical records that Respondent conducted these face-to-face assessments of JW.
19. In fact, Respondent had not conducted any assessments of JW.

The Facility's investigation:

20. Subsequently, another nurse employee of the Facility raised concern with the Facility's management that Respondent may not have conducted the assessments that he should have during the shift.
21. The Facility's management conducted an internal investigation.
22. As part of that investigation, the Facility's management reviewed closed-circuit television ("CCTV") footage of the entrance to the portion of the Facility where EM and JW were located.

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23. Respondent only appeared on this CCTV footage one time during the shift in question.
24. In that instance, Respondent can be seen entering the portion of the Facility where EM and JW were located, before immediately heading to the door of the Facility and leaving.
25. In this instance, Respondent is visible in that portion of the Facility for approximately one (1) minute.
26. On the CCTV footage, at no time during the shift in question, can Respondent be seen entering any patient rooms, interacting with any patients, or otherwise performing any of the assessments of EM and JW that Respondent documented as having occurred.
27. Subsequently, Respondent's employment with the Facility was terminated.

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

28. The State re-alleges and incorporates Paragraphs 2 through 27 above.
29. As an RN, 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.
30. Paragraphs 2 through 27 demonstrate that Respondent engaged in conduct of a character likely to deceive, defraud, or harm the public when he purported to conduct assessments of patients that he did not, in fact, perform, and then produced and filed false and/or misleading medical records indicating that he had performed such assessments.
31. 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).

Violation Two: 3 V.S.A. § 129a(a)(7) Willfully making or filing false reports or records in the practice of the profession.

32. The State re-alleges and incorporates Paragraphs 2 through 27 above.
33. As a licensed RN practicing in the State of Vermont, Respondent is required to refrain from willfully making or filing false reports or records in the practice of the profession.
34. Paragraphs 2 through 27 above demonstrate that Respondent willfully made and/or filed false reports in the practice of the nursing profession when he made and filed reports that indicated he conducted multiple assessments of EM and/or JM when, in fact, he had not.

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35. 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 26 V.S.A. § 129a(a)(7).

Relief Requested

WHEREFORE, the State of Vermont respectfully requests that pursuant to 3 V.S.A. §814(c), Respondent's license(s) should be revoked, suspended, reprimanded, conditioned, or otherwise disciplined.

DATED at Montpelier, Vermont this 3rd day of June, 2025.

STATE OF VERMONT
SECRETARY OF STATE

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

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Prosecuting Attorney
Office of
Professional Regulation
89 Main Street
3rd Floor
Montpelier, VT
05620-3402