

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

In re: Melissa Brown

License No. 026.0112695

Docket No. 2026-97

Pre-Charge Stipulation and Consent Order

The matter captioned above arises from a complaint made to the Office of Professional Regulation. The parties to the case hereby agree to an expedited resolution of the matter as follows:

Stipulated Facts and Violations

1. Melissa Brown, ("Respondent") of Brattleboro, Vermont is licensed by the State of Vermont as a registered nurse under license number 026.0112695. This license was originally issued on June 16, 2015 and expires on March 31, 2027.
2. In OPR docket 2020-25, Respondent's license was indefinitely suspended for practicing while impaired on April 22, 2021. Respondent's license was reinstated with conditions, including drug and alcohol conditions and employer reports, on January 8, 2024. Those conditions were removed from her license on March 11, 2025.
3. During the time relevant to this stipulation, Respondent worked as a nurse at a mental health and addiction treatment center in Brattleboro, Vermont.
4. On or about November 5, 2025, Respondent swore at a patient, and after asking the patient if they needed anything, Respondent said words to the affect of, "f--- you then," while walking away from the patient.
5. Respondent also failed to document in the Medication Administration Record administering medication for controlled substances on at least ten occasions.
6. By swearing at a patient and failing to properly document administering controlled substances, Respondent's practice fell below the standard of practice.
7. These acts constitute grounds for discipline because Respondent committed unprofessional conduct in violation of 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).

Understandings

8. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
9. Respondent understands that this Pre-Charge Stipulation and Consent Order will be reviewed and the Board may accept or reject the Order set forth below. If the Board rejects all or any portion of the Order, then this entire document shall be null and void.
10. Respondent specifically waives any claim that any disclosures made to the Board during its review of this agreement prejudice Respondent's right to a fair and impartial hearing if this agreement is not accepted and proceeds to a merits hearing before the same Board.
11. Respondent has read this document fully and agrees it contains the entire agreement between the parties.
12. This Pre-Charge Stipulation and Consent Order is entered into voluntarily by Respondent after the opportunity to consult with legal counsel. Respondent has not been coerced by anyone into signing this Pre-Charge Stipulation and Consent Order.
13. Respondent voluntarily waives the right to a contested hearing and waives any right to appeal this Pre-Charge Stipulation and Consent Order.
14. Respondent is of sound mind and is not under the influence of drugs or alcohol when signing this Pre-Charge Stipulation and Consent Order.
15. Respondent agrees the Order set forth below may be entered, will be a binding Order upon Respondent, and will be made public.
16. Respondent understands that Respondent is responsible for all compliance costs associated with this Pre-Charge Stipulation and Consent Order and any violation of this Order may result in additional disciplinary action.

ORDER

Based upon the above stipulation, 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 Pre-Charge 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 her own expense and within ninety (90) days of the date of entry of this Pre-Charge Stipulation and Consent Order, satisfactorily complete the following coursework, or other pre-approved equivalent by the Enforcement Case Manager. Respondent must provide satisfactorily completed workbooks (if any) and certificates of completion to the Case Manager.

- Compassion Fatigue and Burnout, 1 hour, from Relias Academy
- Stress Management for Healthcare Professionals, 1 hour, from Relias Academy
- Righting a Wrong: Ethics & Professionalism in Nursing, 3 hours, from International Center for Regulatory Scholarship

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

4) 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.

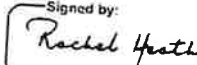
C. Pursuant to 3 V.S.A. § 125(b)(11), a Disciplinary Action Surcharge in the amount of two-hundred and fifty dollars (\$250.00) is assessed against Respondent. Respondent shall remit payment within six (6) months of the date of entry of this Order. Payment of the surcharge may be on a payment plan if needed. Failure to remit payment may result in the non-renewal of Respondent's license/registration.

D. This Pre-Charge 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).

E. This Pre-Charge 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**

Signed by:

FCA240D7D202403

Rachel Heath

Prosecuting Attorney

Dated: _____

Respondent

DocuSigned by:

25B18684E317490

Melissa Brown

6/1/2026

Dated: _____

APPROVED AND SO ORDERED:

Vermont Board of Nursing

Signed by:

3582E763001248E

Chairperson

Dated: 7/20/2026

Date of Entry: 7/20/26