

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

IN RE:	)	
EVA L. VERMA	)	Docket No. 2026-9
License No. 075.0142866	)	
	)	

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COME the State of Vermont, by and through Prosecuting Attorney Zoe Newman and Respondent Eva L. Verma who hereby stipulate and agree as follows:

Board Authority

1. The Board has the authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses; or prevent the renewal of lapsed licenses if, after a 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 (OPR Rules).

Stipulated Facts

2. Eva L. Verma (Respondent) of Saint Albans, Vermont is licensed by the State of Vermont as a Licensed Nursing Assistant (LNA) under license number 075.0142866. This license was first issued on August 23, 2023 and expires on November 30, 2026.
3. At all times relevant, Respondent was employed as an LNA by a Nursing Facility (Nursing Facility), in Franklin County, Vermont.
4. On or about September 9, 2025, Respondent and LNA R.G. worked a shift together with LNA R.G. working as the senior LNA for the shift.
5. At the start of their shift, LNA R.G. informed Respondent that the Nursing Facility had two new residents who were care planned for puree and Dysphagia (liquid consistency) diets.
6. During that same shift, LNA R.G. witnessed Respondent give both the new residents apple crisp for dessert, which LNA R.G. immediately confiscated as unsafe and against both resident care plans.

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7. During the same shift, LNA R.G. witnessed Respondent attempt, by herself, to transfer a third patient who was care planned as a two person stand pivot transfer, meaning two nurses had to assist when transferring him.
8. Respondent told OPR Investigator M.D. that she knew the third patient required a second nurse to transfer, however, she had attempted to stand him on her own because she did not want to wait for a second LNA to respond and potentially become behind in her work.
9. On September 12, 2025, Respondent was terminated from the Nursing Facility for not following Nursing Home policy pertaining to safe transfers and not following resident care plans.

Violation One: 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: failure to conform to the essential standards of acceptable and prevailing practice.

10. Paragraphs 2 through 9 above are incorporated herein.
11. As a licensed LNA, Respondent was required to conform to the essential standards of acceptable and prevailing practice, specifically, Respondent was required to follow resident care plans.
12. Paragraphs 2 through 9 demonstrate that Respondent failed to conform to the essential standards of acceptable and prevailing practice when Respondent failed to follow resident care plans by giving two residents apple crisp when they were care planned for puree or Dysphagia diets and by attempting to transfer a third patient by herself when he was care planned for a two person stand pivot transfer.
13. 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(b)(2).

Violation Two: 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: performance of unsafe or unacceptable patient or client care.

14. Paragraphs 2 through 9 above are incorporated herein.
15. As a licensed LNA, Respondent was prohibited from performance of unsafe or unacceptable patient care.
16. Paragraphs 2 through 9 demonstrate that Respondent failed to practice competently by failing to provide safe or acceptable patient care when Respondent failed to

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follow resident care plans by giving two residents apple crisp when they were both care planned for puree or Dysphagia and by attempting to transfer a third patient by herself when he was care planned for a two person stand pivot transfer.

17. 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(b)(1).

Understandings

18. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
19. 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.
20. 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.
21. Respondent has read and reviewed this entire document and agrees it contains the entire agreement between the parties.
22. Respondent is not under the influence of any drugs or alcohol at the time of signing this Stipulation and Consent Order.
23. 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.
24. Respondent voluntarily waives the right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
25. Respondent understands that she is responsible for all compliance costs associated with this Stipulation and Consent Order.
26. Respondent agrees the Board may enter the Order set forth below.

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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 **CONDITIONS** Respondent's LNA license **commencing on the date of entry**. The **CONDITIONS** shall be as follows:
 1. Re-issuance of License. Upon the commencement of these conditions, Applicant shall be issued a license labeled "conditioned."
 2. License Renewal. This Order does not automatically extend the license and Applicant must comply with the requirements for license renewal.
 3. Length of Time of Conditions Imposed. Applicant shall be subject to the conditions until Applicant has fully completed all conditions as ordered.
 4. Monitoring. The Office of Professional Regulation, through the Enforcement Case Manager, shall be responsible for monitoring Applicant'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.
 5. Required Coursework. Respondent shall, at her own expense and within ninety (90) days of the date of entry of this Stipulation and Consent Order, successfully complete (i.e., receive a passing score, if applicable) the following pre-approved online courses (or equivalent that are pre-approved by the Enforcement Case Manager) and submit test results, completed workbooks and certificates of completion to the Office of Professional Regulation:
 - a. About Swallowing Disorders: Dysphagia (one hour):
https://reliasacademy.com/rls/store/courses/about-swallowing-disorders-dysphagia/_/A-product-c1462926;
 - b. Performing Safe Transfers Self-Paced (0.25 hours):
https://reliasacademy.com/rls/store/courses/performing-safe-transfers-self-paced/_/A-product-c1810400;
 - c. Patient Safety - Falls and Restraints (one hour):
<https://cnazone.com/Patient-Safety-Fall-Prevention-and-Restraints-Ceu>;
 - d. Medical Records Documentation and Legal Aspects for CNAs (one hour): <https://ceufast.com/course/documentation-for-nursing-assistants>

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6. Notification to Other States. If Applicant is licensed in nursing in any other state(s), Applicant must inform the nursing licensing board of the state(s) in which Applicant is licensed of the conditional status of Applicant's Vermont nursing license within thirty (30) days of the date of entry of this Order.

7. Costs. Applicant shall bear all costs of complying with this Consent Order.

8. Violation of this Order. If Applicant violates this Order the Board, after giving Applicant 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 Applicant during the term of this Order, this Order shall be automatically extended until the unprofessional conduct matter is concluded.

9. Completion of Conditional License Period. Applicant shall submit a petition to the Docket Clerk to remove any and all conditions on Applicant's license. The State may assent to or oppose Applicant's petition. The Board will conduct a hearing if necessary. Applicant bears the burden and must present proof that Applicant has fully complied with the terms of this Order and these conditions are no longer necessary to protect the public.

- C. Notwithstanding any provision above, the Respondent must continue to meet all requirements for maintaining a license, license renewal and license reinstatement.
- D. 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).
- E. 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(I).
- F. 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.
- G. Pursuant to 3 V.S.A. § 125(b)(11) and 3 V.S.A. § 129(a)(3), a Disciplinary Action Surcharge in the amount of two hundred and fifty dollars (\$250.00) is assessed against Respondent. Respondent shall remit payment within 180 days 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/credential.

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AGREED TO:
STATE OF VERMONT
SECRETARY OF STATE

Dated: 2/26/2026

By: Signed by:
Zoe Newman
BDA433B4A6D34B8...
Zoe Newman
Prosecuting Attorney

RESPONDENT

Dated: 2/26/2026

By: Signed by:
Eva Verma
E2D6BA18606B451...
Eva Verma

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 3/10/2026

By: Signed by:
William James Floyd III
3982E78300124BE...
Chairperson

Date of Entry: 3/11/26

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EVA L. VERMA	)	Docket No. 2026-9
License No. 075.0142866	)	
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SPECIFICATION OF CHARGES

NOW COMES the State of Vermont (State) and makes the following charges against
Licensed Nursing Assistant Eva L. Verma:

Board Authority

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10. The State re-alleges and incorporates Paragraphs 2 through 9 above.
11. As a licensed LNA, Respondent was required to conform to the essential standards of acceptable and prevailing practice, specifically, Respondent was required to follow resident care plans.
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17. 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(b)(1).

Relief Requested

WHEREFORE, the State of Vermont respectfully requests that the Board revoke, suspend, condition, or otherwise discipline Respondent's LNA license.

DATED February 2, 2026

STATE OF VERMONT
SECRETARY OF STATE

By: *Zoe Newman*
Zoe Newman
Prosecuting Attorney
Zoe.newman@vermont.gov

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