

STATE OF VERMONT
VERMONT BOARD OF MEDICAL PRACTICE
LICENSING MATTER

Physician Assistant Licensure of Molly Smith, PA-C

STIPULATION AND CONSENT ORDER FOR LICENSURE

Molly Smith, PA-C and the Vermont Board of Medical Practice stipulate as follows:

I. Parties and Jurisdiction

1. Molly Smith, PA-C (hereinafter, "Applicant") filed an application for physician assistant licensure on or about April 10, 2026.
2. Applicant graduated from her PA program in 2020 and wishes to enter practice.
3. Jurisdiction rests in the Vermont Board of Medical Practice ("Board") pursuant to Title 26, Chapter 31, and Title 3, Chapter 25 of the Vermont Statutes.

II. Terms and Conditions of Certification

4. Applicant is knowingly and voluntarily agreeing to this Stipulation. Applicant agrees that by executing this document, she is waiving at this time any rights of due process that she may possess regarding the issuance of a Vermont license with accompanying terms and conditions. Applicant agrees that the Board possesses and will continue to maintain jurisdiction in this matter, including any required action to enforce the terms herein.
5. Applicant agrees that the terms and conditions of this Stipulation will be imposed concurrently with the issuance of Applicant's Vermont physician assistant license, and that the license issued pursuant to this Stipulation will be issued with the designation "CONDITIONED."
6. Applicant recognizes the responsibility of the Board is to protect the health, safety, and welfare of patients. Applicant agrees to provide their full cooperation with the Board.

7. Applicant acknowledges that the purpose of this Stipulation is to establish terms and conditions governing their supervised return to their practice as a physician assistant. Applicant accepts all terms and conditions herein without reservations and does so in exchange for the Board's approval of this Stipulation.
8. Applicant further agrees that this Stipulation, without more, does not create a right to an unconditioned certification and does not constitute a promise of any kind by the Board regarding continued or future certification.

III. Reentry Plan

9. Applicant's physician assistant licensure will be conditioned on completion of a reentry plan with a supervising physician and cannot practice except as set forth in the reentry plan until its completion.
10. If the primary supervisor can no longer supervise Applicant, Applicant will immediately notify the Board in writing, will identify a new proposed primary supervising physician within sixty (60) days, and will provide the Assigned Committee of the Board with their name and curriculum vitae. The Assigned Committee will provide written notification to Applicant indicating whether it approves the proposed new primary supervisor.
11. Applicant and the primary supervisor will ensure that Applicant completes the Reentry Plan set forth in Exhibit A to this Stipulation. Prior to commencing practice, Applicant will provide a fully executed copy of the Reentry Plan to the Board and/or the Assigned Committee.
12. As further set forth in Exhibit A:
 - a. Applicant and the primary supervisor will notify the Board and/or the Assigned Committee as required by the Reentry Plan.

- b. Applicant and the primary supervisor agree that the primary supervisor will discuss their observations regarding Applicant's ability to practice upon request by a Board member, investigators for the Board, or the Attorney General.
 - c. Applicant and the primary supervisor agree that the primary supervisor will immediately notify the Board if there is any indication that Applicant has engaged in practice that does not meet the standard of care.
- 13. The Board or Assigned Committee, in its sole discretion and without need of notice or hearings, may extend the duration of the reentry plan described above, but only if:
 - a. Reporting or information from Applicant's primary supervisor indicates one or more areas of possible deficiency in Applicant's practice skills, knowledge, or performance; or
 - b. The Board receives credible information regarding a deficiency in Applicant's practice skills, knowledge, performance, or conduct. The Board will advise Applicant of the adverse information and provide Applicant an opportunity to respond before any final action by the Board.
- 14. The terms of the reentry plan set forth in Exhibit A may be varied with the written consent of the Board or Assigned Committee.
- 15. At the end of the final Phase of the Reentry Plan, Applicant will provide to the Assigned Committee a final, written assessment from the primary supervising physician. The report will include information regarding Applicant's competency, practice activities and workload, knowledge and skills, any problems or concerns, and ability to practice safely.
- 16. After the Applicant successfully completes the Reentry Plan, she may request relief from the conditions on their license related to the Reentry Plan. The Board will not take any

action on that request without receiving the final written report from the primary supervising physician.

IV. Additional Terms

17. All terms and conditions of this Stipulation will be imposed concurrently with Applicant's Vermont physician assistant license.
18. The parties agree that this Stipulation will be a public document, will be made part of Applicant's file, and will be reported as a conditioned license to other authorities.
19. This Stipulation is subject to review and acceptance by the Board and will not become effective until presented to and approved by the Board. If the Board rejects any part of this Stipulation, the entire agreement will be considered void. However, should the terms and conditions of this Stipulation be deemed acceptable by the Board, the parties request that the Board enter an order adopting the facts, conclusions, and all terms and conditions of licensure as set forth herein, including that Applicant's certification is conditioned.
20. Applicant agrees that all terms and conditions herein may be adopted as an enforceable Order of the Board. Applicant agrees that the Board will retain continuing jurisdiction in this matter and may enforce as necessary all terms and conditions herein.
21. This document may be executed in counterparts.

(signatures on following page)

FOR APPLICANT MOLLY SMITH, PA-C:

I hereby accept the above Stipulation:

09/01/2026
Date

MOLLY SMITH, PA-C

Molly Smith PA-C

AS TO FORM:

9/1/26
Date

By: Joel P. Iannuzzi
Joel P. Iannuzzi, Esq.
Cleary, Shahi & Aicher, P.C.
110 Merchants Row, Third Floor
Rutland, VT 05701
Direct: 802-598-8512
jpi@clearyshahi.com

FOR THE VERMONT BOARD OF MEDICAL PRACTICE:

I hereby accept the above Stipulation:

09.02.2026
Date

Robert Tardif M.D.
Licensing Committee Chair

AS TO FORM:

9-2-2026
Date

By: Laura K. Ashikaga
Laura Ashikaga, Esq., Vt. Bar No. 5371
Assistant Attorney General
Vermont Department of Health
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EXHIBIT A – REENTRY PLAN

STATE OF VERMONT VERMONT BOARD OF MEDICAL PRACTICE LICENSING MATTER

Physician Assistant Licensure of MOLLY SMITH, PA-C

REENTRY PLAN

1. Pursuant to a Stipulation and Consent Order entered into by Molly Smith, PA-C (“Applicant”) and the Vermont Board of Medical Practice (“Board”), Applicant has engaged a primary supervising physician, Shoshana Taube, M.D., to provide direct and continued supervision in their reentry program. The oversight activities of this Reentry Plan may be completed coextensively with the supervision required by Applicant’s PA-C Practice Agreement. Up to one-half of the clinical activities set forth below may be supervised by licensed secondary supervisor(s) as designated by the primary supervisor; however, the evaluation and reporting responsibilities of this Reentry Plan must be completed by the primary supervisor.
2. The purpose of this Reentry Plan is to set forth the terms of the supervision for Applicant within the Stipulation and Consent Order. This Plan will be signed by the primary supervisor, approved by the assigned Committee (“Assigned Committee”), and Applicant.
3. The Reentry Plan consists of three phases. The Reentry Plan will cease upon the Board’s removal of the related conditions on Applicant’s license upon their request after they have successfully completed the Reentry Plan.
4. If the primary supervisor can no longer supervise Applicant, Applicant shall immediately notify the Board and/or the Assigned Committee in writing, shall identify a new proposed primary supervisor within sixty (60) days, and shall provide the Assigned Committee with

EXHIBIT A – REENTRY PLAN

their name and curriculum vitae. The Assigned Committee will provide written notification to Applicant indicating whether it approves of the new proposed primary supervisor.

5. Applicant will provide the primary supervisor and any secondary supervisor who will supervise them with a copy of the fully executed Stipulation and Consent Order.
6. Applicant will be responsible for ensuring that the primary supervisor does the following:
 - a. In Phase I, Applicant will spend, at minimum, forty (40) hours observing their primary supervisor or a secondary supervisor provide direct patient care. Phase I will take place over a period of, at minimum, two (2) weeks.
 - i. During Phase I, Applicant will meet with the primary supervisor on a weekly basis to review their knowledge, skills, general professionalism, any deficiencies, and overall ability to practice safely and competently.
 - ii. Prior to beginning Phase II, the primary supervisor will, with input from other supervising providers as appropriate, provide a written assessment of Applicant's preparedness to provide patient care without direct supervision. A copy of the assessment will be provided to the Assigned Committee. If the Applicant has successfully met the requirements of Phase I, and the written assessment has been sent to the Board, Applicant may proceed to Phase II.
 - b. In Phase II, Applicant will provide, at minimum, sixty (60) hours of direct patient care, over a period of, at minimum, three (3) weeks. During the first thirty (30) hours of Phase II, Applicant's care will be directly supervised by their primary supervisor or a secondary supervisor. During the second thirty (30) hours of Phase II, Applicant will provide direct patient care with their primary supervisor or a secondary supervisor immediately available in the facility. A supervising provider must carry out a chart review within one working day for each instance of care rendered by

EXHIBIT A – REENTRY PLAN

Applicant. Following review, each chart will be attested to and dated by the reviewer, who must be one of Applicant's supervising providers.

- i. Prior to beginning Phase III, the primary supervisor will, with input from other supervising providers as appropriate, provide a written assessment of Applicant's preparedness to enter Phase III. A copy of the assessment will be provided to the Assigned Committee. If the Applicant has successfully met the requirements of Phase II, and the written assessment has been sent to the Board, Applicant may proceed to Phase III.
- c. In Phase III, Applicant will provide, at minimum, eighty (80) hours of direct patient care, over a period of, at minimum, four (4) weeks. As part of Phase III, Applicant will meet individually with their primary supervisor twice per month. Applicant will maintain a written record of the date, place, and duration of each meeting and consultation with their primary supervisor.
- d. Each meeting between Applicant and their supervising provider during all three phases of the reentry program will be of sufficient duration and involve discussion in sufficient detail to permit them to do the following:
 - i. Confer regarding the care of individual patients;
 - ii. Review charts, documentation, and recordkeeping;
 - iii. Discuss problems or concerns related to certain patients or complex cases;
 - iv. Address general professional standards, expectations, and office-based practice;
 - v. Review, as needed, matters such as current research and studies, general fund of knowledge, patient safety, performance of procedures, prescribing, communication, and counseling and decision making; and

EXHIBIT A – REENTRY PLAN

- vi. Discuss areas of weakness that might be addressed through CME or self-study. Applicant will complete any CME or self-study as directed by their supervising physician in a timely manner.
7. Applicant and the primary supervisor agree that the primary supervisor will discuss their observations regarding Applicant's ability to practice upon request by a Board member, investigators for the Board, or an Assistant Attorney General.
8. Applicant and the primary supervisor agree that the primary supervisor will immediately notify the Board and/or the Assigned Committee if there is any indication that Applicant has engaged in practice that does not meet the standard of care.
9. Applicant and the primary supervisor agree that they have both read this Plan in its entirety and agree to all the terms and obligations set forth herein.
10. Applicant and the primary supervisor agree that the terms of this Plan cannot be amended or modified in any way without written approval of the Board or Assigned Committee.
11. This document may be executed in counterparts.

(signatures on following page)

EXHIBIT A – REENTRY PLAN

FOR APPLICANT MOLLY SMITH, PA-C:

I hereby accept the above Reentry Plan:

9/1/2026
Date

MOLLY SMITH, PA-C

Molly Smith

FOR THE PRIMARY SUPERVISING PHYSICIAN:

I hereby accept the above Reentry Plan:

9/1/2026
Date

Shoshana Taube

Shoshana Taube, M.D.