

Vermont Emergency Medical Services Education Council & Advisory Committee

EMS Education Council Committee

Date: March 06, 2026

Location: Vermont EMS Conference, Burlington (VT), & Microsoft Teams

Meeting Called to Order: 1:03 PM by Pat Malone

Rollcall

Representative	Attendance	Representative	Attendance
District 1		District 2	
Kathy Jochim	Present	Adam Heuslein	Present
		Samantha Atwood	
District 3		District 4	
Leslie Lindquist	Present	Scott Brinkman	Present
Becky Alemy		Corey Boisvert	
District 5		District 6	
		Joe Aldsworth	
		David Danforth	Present
District 7		District 8	
Charlene Phelps		Matt Parrish	
Kate Rothwell	Present	Charles Piso	Present
District 9		District 10	
Alan Beebe		Michael Tarbell	
		Jim Finger	Present
District 11		District 12	
		Bill Camarda	Present
		Bobby Maynard	
District 13		VAA	
Eric Wilson		Drew Hazelton	Present
IREMS		PFFV	
Pat Malone	Present	Marc Hachey	Present
Chris LaMonda		Billy Fritz	Present
VCFC		VSFA	
Aaron Collette	Present	Richard Bowman	
Michael Randzio		Will Elwell	
VAHHS		VLCT	
Liz Couto		Lee Krohn	
VDH			
Will Moran	Present		
Chelsea Dubie			

Non-members in attendance: Ray Walker, Connor Dunn, Jeff Johanson, Mike Roberge, Zachary Bryan

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General Comments

The Chair opened the meeting by noting the unusually high attendance and expressing appreciation to all participants. It was also noted that the meeting was being held as a public meeting on the campus of the University of Vermont. The Chair further acknowledged that the agenda was limited, with the primary focus being an update on the Education and Workforce Development Work Group of the EMS Advisory Committee, which had recently met in Waterbury. It was also confirmed that a key contributor was unable to attend due to teaching obligations.

Meeting Schedule

The Chair reported that there were no formal reports to present at this meeting. The primary item of business then shifted to the structure and scheduling of future meetings. It was proposed that the Education Council temporarily suspend its regular meetings until the completion of the Education Work Group's assigned tasks. The anticipated completion timeline for the work group was identified as approximately June 2026. Accordingly, it was stated that no Education Council meetings would be held prior to the monthly Advisory Committee meetings until further notice. Additionally, it was noted that work groups would meet regularly, anticipated to occur every other Wednesday, to advance their assignments.

Education Workgroup Update

The Chair then provided a detailed update on the initial discussions and direction of the Education Work Group. A central topic of discussion was whether Vermont should remain a National Registry state for EMS licensure. Based on the work group's deliberations, there was a clear consensus in favor of maintaining National Registry status. The rationale cited included the reliability, validity, and regular updating of National Registry examinations, as well as the significant resource burden that would be required for the State of Vermont to independently develop and maintain an equivalent licensure testing system. Historical context was also provided, referencing Vermont's prior participation in regional testing through the New England Council for EMS before transitioning to the National Registry.

The work group also began defining the scope of its responsibilities, identifying three primary focus areas: education, training, and credentialing, while recognizing that licensure remains primarily a regulatory function outside the direct purview of the group. Initial efforts were made to distinguish between education and training. Education was generally defined as the foundational instruction associated with initial certification programs, including EMT, Advanced EMT, and paramedic education. Training, by contrast, was characterized as ongoing skill development, competency maintenance, and implementation of updated protocols. The group acknowledged that further work is needed to establish formal, standardized definitions, including a clear definition of credentialing.

Discussion then turned to the current structure of EMS education delivery in Vermont. It was noted that education is provided through a diverse array of models, including individual instructors, independent training agencies, licensed EMS organizations, and institutions of higher education. Data from a recent statewide assessment indicated that a relatively small number of senior instructors are responsible for delivering a significant proportion of certification courses,

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often in affiliation with established organizations. Conversely, a substantial number of licensed instructor coordinators were not actively teaching certification courses during the reviewed period.

Based on these findings, the work group expressed preliminary consensus around moving toward an organization-based education model, rather than one centered on individual instructors. Under this model, educational programs would be delivered by approved or licensed organizations, with the goal of improving consistency, student support, administrative capacity, and overall program quality. The potential benefits of this approach include enhanced infrastructure, better resource allocation, and improved educational outcomes for students.

The topic of accreditation was also discussed. Participants explored the potential role of third-party accrediting bodies, as well as the possibility of developing state-level accreditation or approval standards for EMS education programs. While no final determination was made, several considerations were identified, including the cost, administrative burden, and current limitations of existing accrediting organizations, which primarily focus on paramedic-level programs. The possibility of developing regional or state-based accreditation frameworks was also raised as a potential future direction.

Additional discussion addressed the structure of instructional roles within EMS education. Specifically, the group considered whether the traditional “instructor coordinator” role remains necessary under a more organization-based model. It was suggested that instructional responsibilities and program coordination functions could be separated, with organizations assuming responsibility for coordination while licensed instructors focus on content delivery. This model could also allow for the inclusion of subject matter experts from outside EMS, provided appropriate oversight is maintained.

The Council further discussed long-standing considerations regarding the potential establishment of a statewide EMS academy. Comparisons were made to existing law enforcement and fire service training academies, and it was noted that while such a model may offer benefits, the scale and volume of EMS education in Vermont present unique challenges that would need to be carefully evaluated.

In closing discussion, members were encouraged to continue contributing ideas and feedback as the work group process progresses. It was reiterated that this was an initial, exploratory discussion and that substantial additional work remains.

Meeting adjourned at 1:58

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EMS Advisory Committee

Date: March 06, 2026

Location: Vermont EMS Conference, Burlington (VT), & Microsoft Teams

Meeting Called to Order: 2:00 PM by Drew Hazelton

Rollcall

Representative	Attendance	Representative	Attendance
District 1		District 2	
Kathy Jochim	Present	Adam Heuslein	Present
		Samantha Atwood	
District 3		District 4	
Leslie Lindquist	Present	Scott Brinkman	Present
Becky Alemy		Corey Boisvert	
District 5		District 6	
		Joe Aldsworth	
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District 11		District 12	
		Bill Camarda	Present
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Eric Wilson		Drew Hazelton	Present
IREMS		PFFV	
Pat Malone	Present	Marc Hachey	Present
Chris LaMonda		Billy Fritz	Present
VCFC		VSFA	
Aaron Collette	Present	Richard Bowman	
Michael Randzio		Will Elwell	
VAHHS		VLCT	
Liz Couto	Present	Lee Krohn	
VDH			
Will Moran	Present		
Chelsea Dubie	Present		

Non-members in attendance: Ray Walker, Connor Dunn, Jeff Johanson, Mike Roberge, Jonas Jordan, John Snow, Dan Wolfson, Becky Levine

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Motion to approve the minutes Jim Finger and Bill Camarda

No discussion

Motion carries with one abstention (A. Collette)

Meeting Minutes Review & Approval

The minutes from February 18th, 2026, meeting were previously distributed to the committee:

- Motion to approve the February 18th meeting minutes by Jim Finger and seconded by Bill Camarda
- No discussion
- Motion carried unanimously

Treasurers Report

\$3,999.00 for the month; total spending \$43,025.01 total spent. See the attached report for additional details.

Working Group Updates (Governance, Education, Healthcare Integration)

The committee then received updates from its work groups. It was reported that the Governance, Education, and Healthcare Integration work groups have begun meeting. A scheduling error affecting group assignments was acknowledged and will be corrected. Weekly meeting space has been secured at Waterbury Ambulance on Wednesdays from 8:00 AM to 8:00 PM. Additionally, a project manager has been hired and will begin supporting coordination and communication efforts across work groups. The committee was reminded that all work group discussions must comply with Vermont Open Meeting Law requirements, including restrictions on informal decision-making and the use of “reply-all” communications. Work groups will not take binding votes and will instead report their progress back to the full committee.

The Chair outlined proposed expectations for committee operations, including starting and ending meetings on time, maintaining active participation in assigned work groups, ensuring timely distribution of agendas and minutes, and encouraging camera use during hybrid meetings. The “ELMO rule” was introduced to help move discussions forward when they are no longer productive. No objections were raised to these expectations, and formal adoption will occur at a future meeting.

The Education Work Group provided a report summarizing its initial discussions. The group expressed support for maintaining the state’s status as a National Registry state and discussed clearly defining the distinctions between education, training, and credentialing, noting that licensing authority remains separate. Members recognized that most training is currently delivered by organizations rather than individuals and discussed the potential transition toward an organization-based education model. The group also considered the feasibility of establishing a state EMS academy and emphasized the importance of continuing competency and ongoing education. Discussion highlighted the need to evaluate financial implications and encouraged a forward-looking approach focused on designing a future-state system aligned with national scope of practice standards.

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The Governance Work Group presented a preliminary framework outlining roles and responsibilities for both the EMS Office and a proposed statewide stakeholder entity. The EMS Office would retain responsibilities including regulation, licensure enforcement, rulemaking through the Administrative Procedure Act process, data collection and analysis, statewide operational authority, and community engagement. The proposed stakeholder entity would have expanded statutory authority and would provide regional support(s), develop standards and protocols, oversee quality assurance and quality improvement processes, serve as an initial hearing panel for disciplinary matters, participate in budget review, and lead strategic planning efforts. Discussion emphasized the importance of clearly defining authority versus advisory roles, avoiding unnecessary bureaucratic layers, maintaining effective medical direction at the hospital level, and identifying key boundaries for stakeholders. Members also acknowledged that the current district model requires significant reform.

Initial direction was provided for the Healthcare Integration Work Group, with priority areas identified as mobile integrated healthcare, interfacility transport system design, electronic health record integration, data exchange and interoperability, hospital coordination, bed tracking and capability visibility, systems of care such as stroke, trauma, STEMI, and pediatrics, financial responsibility including hospital participation, and workforce and clinical training integration. It was noted that EMSAC is expected to lead statewide planning for interfacility transport and that external groups have not yet provided comprehensive solutions, creating an opportunity for EMSAC to define a statewide integration strategy.

In broader strategic discussion, the committee emphasized that this process represents a rare opportunity to redesign the statewide EMS system. Members stressed the importance of focusing on a future-state model with a long-term planning horizon of approximately five years. It was acknowledged that implementation of the final plan may require new legislation and could include mandates for system partners such as hospitals and municipalities.

As for next steps, work groups will continue meeting weekly, the project manager will begin coordination and communication efforts, the Healthcare Integration Work Group will initiate formal work based on identified priorities, and the Governance and Education frameworks will continue to be developed.

Committee Schedule

- March 18th – Waterbury State Office Complex, Ash Conference Room, Waterbury, VT
 - Virtual Option (Yes)
 - 1:00 to 3:00 PM
- April 1st – Waterbury State Office Complex, Waterbury, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- April 15th - Morriston Ambulance Service, Morristown, VT
 - Virtual Option (Yes)

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- 1:00 to 3 PM
- May 6th – Waterbury State Office Complex, Waterbury, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- May 20th – Bennington Rescue Squad, Bennington, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- June 3rd – Waterbury State Office Complex, Waterbury, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- June 17th – Newport Ambulance Service, Newport VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- July 1st – Waterbury State Office Complex, Waterbury, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM
- July 15th – Fairfax Rescue, Fairfax, VT
 - Virtual Option (Yes)
 - 1:00 to 3 PM

Adjournment

Motion to adjourn unanimously approved.

Meeting adjourned at 3:10 PM



VTEMSAC Treasurer's Report

Prepared by: Ellen Walsh

Date: March 4, 2026

Grant Activity Summary

Total Expended and reimbursed for 2025: \$43025.01

Invoice Date	Vendor	Description	Amount	Paid Date
January 27, 2026	Owl Labs	360 CONFERENCE CAMERA	\$3,999.00	01/27/2026

Total expended for 2026: \$3,999.00

Grant Reimbursement Status

- All 2025 expenses have been reimbursed under the grant

Notes

- All required documentation (including W-9) is on file for the paid vendors.