

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

IN RE:)
CHARLOTTE NANGCA) **Docket No. 2025-30**
Multistate Licensee No. 260714 (TN))

**STIPULATED VOLUNTARY SURRENDER OF PRIVILEGE TO PRACTICE
AND ORDER**

STIPULATION

NOW COME the State of Vermont, by and through Prosecuting Attorney Rachel Heath, and Respondent Charlotte Nangca, who hereby Stipulate and Agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses or the privilege to practice nursing; or prevent the renewal of lapsed licenses if, after 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. §1647c; 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.

Alleged Facts

2. Charlotte Nangca ("Respondent") of Johnson City, Tennessee is licensed as a Registered Nurse ("RN") under multistate license number 260714. The State of Tennessee first issued this multistate license on May 3, 2023, and the license expires on January 31, 2027.
3. On or about December 9, 2024, the Vermont Board of Nursing signed into order a Stipulation and Consent Order that indefinitely suspended Respondent's privilege to practice as a registered nurse in Vermont in OPR docket number 2024-137.
4. Under the December 2024 Order, Respondent could reinstate her privilege to practice by completing coursework. If reinstated, the Order included conditions that would be imposed on her privilege to practice.
5. Under the December 2024 Order, Respondent admitted to the facts, which generally included that while working as a traveling nursing in Vermont in February 2024, she wrote herself a check from a resident's checkbook for \$1,200 and then deposited the check into her own bank account.
6. The violations of the December 2024 Order included 26 V.S.A. § 1582(a)(12) (abusing or neglecting a patient or misappropriating patient property) and 26

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89 Main Street
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Montpelier, VT
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V.S.A. § 1582(a)(12) (engaging in conduct of a character likely to deceive, defraud, or harm the public).

7. In January 2025, Respondent was employed as an RN at a hospital in Johnson City, Tennessee.
8. Between the dates of January 20, 2025 and January 21, 2025, Respondent used a patient's credit card at American Eagle, DoorDash, Zara, and Uber for a total of \$1,086.
9. On or about January 23, 2025, as a result of the events described in paragraph 8, Respondent was criminal charged with attempted fraudulent use of a credit or debit card in violation of T.C.A. 39-14-118 and identity theft in violation of T.C.A. 39-14-150. This case remains pending in the General Sessions Court of Washington County, Tennessee.

Violation One: 26 V.S.A. § 1582(a)(12) Abusing or neglecting a patient or misappropriating patient property.

10. Paragraphs 2 through 9 above are incorporated herein.
11. Under Vermont law, a nurse may not misappropriate patient property.
12. Paragraphs 2 through 9 above demonstrate that Respondent misappropriated patient property when she used a patient's credit to make purchases for herself.
13. 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)(12).

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

14. Paragraphs 2 through 9 above are incorporated herein.
15. Under Vermont law, a nurse is prohibited from engaging in conduct of a character likely to deceive, defraud, or harm the public.
16. Paragraphs 2 through 9 above demonstrate that Respondent engaged in conduct of a character likely to deceive, defraud, or harm the public when she used a patient's credit card for her own personal use.
17. 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).

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Understandings

18. 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 she engaged in the alleged misconduct.
19. Respondent agrees the conditions below are necessary to protect the public.
20. 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.
21. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced Respondent's rights to a fair and impartial hearing if this agreement is not accepted by the Board.
22. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
23. Respondent is not under the influence of any drugs or alcohol at the time Respondent signs this Stipulation and Consent Order.
24. 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.
25. Respondent voluntarily waives Respondent's right to a contested hearing before the Board and waives any right to appeal from this Stipulation and Consent Order.
26. Respondent agrees that the Acceptance of Voluntary Surrender and Order set forth below may be entered.

ACCEPTANCE OF VOLUNTARY SURRENDER AND ORDER

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

- A. The Board of Nursing hereby **ACCEPTS** Respondent's **VOLUNTARY SURRENDER** of her privilege to practice in the State of Vermont.
- B. Any future application for licensure in Vermont shall be subject to the licensing requirements of that particular profession. If a future application for licensure in the State of Vermont is approved, that license shall be **CONDITIONED** pursuant to whatever terms are found to be reasonable at the time of Respondent's application for licensure, taking into account the facts above.

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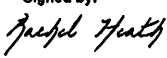
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- C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. § 129(a).
- D. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

AGREED TO:

Dated: 3/26/2025

STATE OF VERMONT
SECRETARY OF STATE

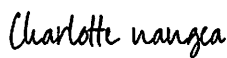
Signed by:


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By: Rachel Heath
State Prosecuting Attorney

Dated: 3/26/2025

RESPONDENT

DocuSigned by:


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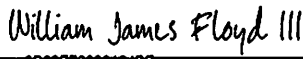
By: Charlotte Nangca

APPROVED AND SO ORDERED:

Dated: 5/13/25

Date of Entry: 5/14/25

VERMONT BOARD OF NURSING

Signed by:


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By: William James Floyd III
Chairperson

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

IN RE:)
CHARLOTTE NANGCA) **Docket No. 2025-30**
Multistate Licensee No. 260714 (TN))

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and hereby makes the following charges against Charlotte Nangca's privilege to practice nursing in the State of Vermont:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses or the privilege to practice nursing; or prevent the renewal of lapsed licenses if, after 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. §1647c; 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.

Statement of Facts

2. Charlotte Nangca ("Respondent") of Johnson City, Tennessee is licensed as a Registered Nurse ("RN") under multistate license number 260714. The State of Tennessee first issued this multistate license on May 3, 2023, and the license expires on January 31, 2027.
3. On or about December 9, 2024, the Vermont Board of Nursing signed into order a Stipulation and Consent Order that indefinitely suspended Respondent's privilege to practice as a registered nurse in Vermont in OPR docket number 2024-137.
4. Under the December 2024 Order, Respondent could reinstate her privilege to practice by completing coursework. If reinstated, the Order included conditions that would be imposed on her privilege to practice.
5. Under the December 2024 Order, Respondent admitted to the facts, which generally included that while working as a traveling nursing in Vermont in February 2024, she wrote herself a check from a resident's checkbook for \$1,200 and then deposited the check into her own bank account.
6. The violations of the December 2024 Order included 26 V.S.A. § 1582(a)(12) (abusing or neglecting a patient or misappropriating patient property) and 26 V.S.A. § 1582(a)(12) (engaging in conduct of a character likely to deceive, defraud, or harm the public).

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7. In January 2025, Respondent was employed as an RN at a hospital in Johnson City, Tennessee.
8. Between the dates of January 20, 2025 and January 21, 2025, Respondent used a patient's credit card at American Eagle, DoorDash, Zara, and Uber for a total of \$1,086.
9. On or about January 23, 2025, as a result of the events described in paragraph 8, Respondent was criminal charged with attempted fraudulent use of a credit or debit card in violation of T.C.A. 39-14-118 and identity theft in violation of T.C.A. 39-14-150. This case remains pending in the General Sessions Court of Washington County, Tennessee.

Violation One: 26 V.S.A. § 1582(a)(12) Abusing or neglecting a patient or misappropriating patient property.

10. The State re-alleges and incorporates Paragraphs 2 through 9 above.
11. Under Vermont law, a nurse may not misappropriate patient property.
12. Paragraphs 2 through 9 above demonstrate that Respondent misappropriated patient property when she used a patient's credit to make purchases for herself.
13. 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)(12).

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

14. The State re-alleges and incorporates Paragraphs 2 through 9 above.
15. Under Vermont law, a nurse is prohibited from engaging in conduct of a character likely to deceive, defraud, or harm the public.
16. Paragraphs 2 through 9 above demonstrate that Respondent engaged in conduct of a character likely to deceive, defraud, or harm the public when she used a patient's credit card for her own personal use.
17. 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).

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Office of
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Relief Requested

WHEREFORE, Respondent Charlotte Nangca's privilege to practice nursing in the State of Vermont should be revoked, suspended, reprimanded, warned, conditioned or otherwise disciplined.

Dated at Vermont, this 11th day of March 2025.

STATE OF VERMONT
SECRETARY OF STATE

By: /s/ Rachel Heath
Rachel Heath
State Prosecuting Attorney
(802) 828-0041
Rachel.Heath@vermont.gov

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

IN RE:)
CHARLOTTE NANGCA) **Docket No. 2024-137**
Multistate Licensee No. 260714 (TN))

STIPULATION AND CONSENT ORDER

Stipulation

NOW COMES the State of Vermont, by and through State Prosecuting Attorney Rachel Heath, and Respondent Charlotte Nangca who stipulate and agree as follows:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses or the privilege to practice nursing; or prevent the renewal of lapsed licenses if, after 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. §1647c; 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.

Stipulated Facts

2. Charlotte Nangca ("Respondent") of Johnson City, Tennessee is licensed as a Registered Nurse ("RN") under multistate license number 260714. The State of Tennessee first issued this multistate license on May 3, 2023, and the license expires on January 31, 2025.
3. At all relevant times, Respondent was a traveling nurse and worked as an RN for a nursing home in Berlin, Vermont (the "Facility").
4. On or about February 29, 2024, Respondent wrote herself a check from a resident's checkbook for \$1,200.00 and forged the resident's signature.
5. Respondent deposited this check into her own personal bank account.
6. Respondent never informed the resident that she did this.
7. The resident discovered this had occurred after she had returned to her home from the facility.
8. The State filed a Request for Summary Suspension of Respondent's privilege to practice on August 29, 2024. To moot summary suspension proceedings,

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Respondent agreed to a voluntary indefinite suspension of her privilege to practice in Vermont, which the Board of Nursing signed into order on September 9, 2024.

Violation One: 26 V.S.A. § 1582(a)(12) Abusing or neglecting a patient or misappropriating patient property.

9. Paragraphs 2 through 8 above are incorporated herein.
10. Under Vermont law, a nurse may not misappropriate patient property.
11. Paragraphs 2 through 8 above demonstrate that Respondent misappropriated patient property when she forged a resident's check for \$1,200 and deposited this check into her own account.
12. 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)(12).

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

13. Paragraphs 2 through 8 above are incorporated herein.
14. Under Vermont law, a nurse is prohibited from engaging in conduct of a character likely to deceive, defraud, or harm the public.
15. Paragraphs 2 through 8 above demonstrate that Respondent engaged in conduct of a character likely to deceive, defraud, or harm the public when she forged a resident's check for \$1,200 and deposited this check into her own account.
16. 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).

Understandings

17. Respondent admits the facts above are true and the conditions below are necessary to protect the public.
18. 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.
19. 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.

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

ORDER

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

- A. The Board of Nursing hereby **INDEFINITELY SUSPENDS** Respondent's privilege to practice. Respondent must petition the Board for reinstatement.

1. Indefinite Suspension. Respondent must petition for reinstatement. No sooner than forty-five (45) days prior to requesting reinstatement, Respondent must, at her own cost:

- a. Successfully complete (i.e., receive a passing score, if applicable) the following coursework, or equivalent coursework that Enforcement Unit Case Manager has pre-approved:

- i. Upholding the Standard: Professional Accountability in Nursing, from International Center for Regulatory Scholarship, 4.5 hours, and available here:

<https://catalog.icrsncsbn.org/browse/public/continuing-ed/nurse-ces/courses/upholding-the-standard-sp24>

- ii. Righting a Wrong – Ethics & Professionalism in Nursing, from International Center for Regulatory Scholarship, 3 hours, and available here:

<https://catalog.icrsncsbn.org/browse/public/continuing-ed/nurse-ces/courses/righting-a-wrong-sp24>

- b. Respondent shall submit the certificates of completion, completed assignment book(s) and quiz results, if applicable, to the Enforcement Case

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Manager. The coursework may not be counted toward any continuing education requirement of licensure.

B. If reinstated, Respondent's privilege to practice in Vermont **SHALL BE CONDITIONED** pursuant to the following terms and whatever additional terms the Board finds as reasonable at the time of Respondent's reinstatement request:

1. Re-issuance of Privilege to Practice. Upon the commencement of these conditions, Respondent's privilege to practice in Vermont shall be labeled "conditioned."
2. Renewal. This Order does not automatically extend Respondent's privilege to practice and Respondent must comply with the requirements for renewal.
3. Length of Time of Conditions Imposed. Respondent shall be subject to the conditions for a **minimum period of one year** and until Respondent has fully completed all conditions as ordered.
4. Notification to Employers/Nursing School. Respondent shall provide a copy of this Stipulation and Consent Order along with the subsequent order reinstating Respondent's privilege to practice to all employers in any setting in which Respondent practices as a nurse and inform them of Respondent's conditional status. Within ten (10) days of the date of reinstatement and any subsequent nursing employment, Respondent shall cause Respondent's immediate supervisor to submit to the Board 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 that has a clinical portion that involves actual patient care, Respondent shall provide a copy of the Stipulation and Consent Order and the subsequent order reinstating Respondent's privilege to practice to the Program Director. Respondent shall cause the Program Director to submit to the Board a nursing program agreement form approved by the Board, acknowledging receipt of the Orders and the ability of the program to comply with the conditions in the Orders during clinical experience.

5. 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 Board, 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.

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6. Types of Employment Prohibited. Respondent shall not work in a supervisory role. Respondent shall not work for a home health care agency, temporary nursing employment agency, or as a private duty nurse or personal care provider requiring a nursing license during the effective period of this Consent Order.
7. Interview with the Board or its Designee. Respondent shall appear in person for interviews with the Board or its designee upon request.
8. 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 Case Manager. The Board or Case Manager 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 or Case Manager of such, in writing, within ten (10) days of receiving such discipline.
9. Notification to Other States. If Respondent is licensed in nursing in any other state(s), Respondent must inform the nursing licensing board of the conditional status of Respondent's Vermont nursing license within thirty (30) days of the date of entry of this Order.
10. Monitoring. The Office of Professional Regulation, through the Enforcement Case Manager, shall be responsible for monitoring Respondent'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 in this Order.
11. Costs. Respondent shall bear all costs of complying with this Consent Order.
12. 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.
13. Completion of Conditional Period. Respondent shall submit a petition to the Docket Clerk to remove any and all conditions on Respondent's privilege to practice. The State may assent to or oppose Respondent's petition. The Board will conduct a hearing if necessary. Respondent bears the burden and must present proof that Respondent 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 Nursing Board requirements for maintaining, renewing, and reinstating her license or privilege to practice.

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- 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 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: 10/21/2024

By:

Signed by:
Rachel Heath
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Rachel Heath
Prosecuting Attorney

RESPONDENT

Dated: 10/19/2024

By:

DocuSigned by:
Charlotte Nangca
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Charlotte Nangca

APPROVED AND SO ORDERED:

VERMONT BOARD OF NURSING

Dated: 12/9/24
Date of Entry: 12/9/24

By:

Signed by:
Jennifer Laurent
EB1741916710477...
Chairperson

STATE OF VERMONT



Prosecuting Attorney
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Montpelier, VT
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**STATE OF VERMONT
SECRETARY OF STATE
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BOARD OF NURSING**

IN RE:)
CHARLOTTE NANGCA) **Docket No. 2024-137**
Multistate Licensee No. 260714 (TN))

SPECIFICATION OF CHARGES

NOW COMES the State of Vermont and hereby makes the following charges against Charlotte Nangca's privilege to practice nursing in the State of Vermont:

Board Authority

1. The Vermont State Board of Nursing (the "Board") has authority to issue warnings or reprimands; suspend, revoke, limit, or condition current licenses or the privilege to practice nursing; or prevent the renewal of lapsed licenses if, after 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. §1647c; 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.

Statement of Facts

2. Charlotte Nangca ("Respondent") of Johnson City, Tennessee is licensed as a Registered Nurse ("RN") under multistate license number 260714. The State of Tennessee first issued this multistate license on May 3, 2023, and the license expires on January 31, 2025.
3. At all relevant times, Respondent was a traveling nurse and worked as an RN for a nursing home in Berlin, Vermont (the "Facility").
4. On or about February 29, 2024, Respondent wrote herself a check from a resident's checkbook for \$1,200.00 and forged the resident's signature.
5. Respondent deposited this check into her own personal bank account.
6. Respondent never informed the resident that she did this.
7. The resident discovered this had occurred after she had returned to her home from the facility.
8. The State filed a Request for Summary Suspension of Respondent's privilege to practice on August 29, 2024. To moot summary suspension proceedings, Respondent agreed to a voluntary indefinite suspension of her privilege to practice in Vermont, which the Board of Nursing signed into order on September 9, 2024.

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Violation One: 26 V.S.A. § 1582(a)(12) Abusing or neglecting a patient or misappropriating patient property.

9. The State re-alleges and incorporates Paragraphs 2 through 8 above.
10. Under Vermont law, a nurse may not misappropriate patient property.
11. Paragraphs 2 through 8 above demonstrate that Respondent misappropriated patient property when she forged a resident's check for \$1,200 and deposited this check into her own account.
12. 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)(12).

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

13. The State re-alleges and incorporates Paragraphs 2 through 8 above.
14. Under Vermont law, a nurse is prohibited from engaging in conduct of a character likely to deceive, defraud, or harm the public.
15. Paragraphs 2 through 8 above demonstrate that Respondent engaged in conduct of a character likely to deceive, defraud, or harm the public when she forged a resident's check for \$1,200 and deposited this check into her own account.
16. 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).

WHEREFORE, Respondent Charlotte Nangca's privilege to practice nursing in the State of Vermont should be revoked, suspended, reprimanded, warned, conditioned or otherwise disciplined.

Dated at Vermont, this 18th day of October 2024.

STATE OF VERMONT
SECRETARY OF STATE

By: /s/ Rachel Heath
Rachel Heath
State Prosecuting Attorney
(802) 828-0041
Rachel.Heath@vermont.gov

STATE OF VERMONT



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