



Department of Public Health & Social Services  
**GUAM BOARD OF NURSE EXAMINERS**  
Health Professional Licensing Office, Conference Room 209  
Terlaje Professional Bldg., 194 Hernan Cortez Avenue, Hagatna, Guam



**REGULAR SCHEDULED BOARD MEETING**  
**3:00 PM, Thursday, August 8, 2019**

**AGENDA**

- I. CALL TO ORDER**
- II. PROOF OF PUBLICATION**
- III. ROLL CALL**
- IV. MINUTES FOR REVIEW AND APPROVAL**
  - A. July 11, 2019 Regularly Scheduled Meeting
- V. CHAIRPERSON'S REPORT**
  - A. NLC Update
- VI. COMMITTEE REPORTS**
  - A. Disciplinary Matrix Guidance – A. Cruz and C. Tuquero
  - B. Rules and Regulations – A. Varghese and B. Manzana
  - C. Application Tool (Ad Hoc) – M. Bamba-Ada and B. Santos
- VII. ADMINISTRATOR'S REPORT**
  - A. Program Reports (A. Varghese)
    1. GCC Site Visit
    2. GCC PN Program Annual Report Submitted 7/2/19
    3. GCC LPN Program Record of Payment Submitted 7/26/19
    4. GMTC CNA Program Annual Report Submitted 6/26/19
    5. UOG BSN Program Annual Report Submitted 7/11/19
    6. CNA Testing on July 5-6, 2019
  - B. HPLO
  - C. NCSBN
    1. 2019 Annual Meeting (Executive Officer Leadership) 8/22/19 and Board of Directors Delegate Assembly Board Meeting, 8/23/19, Chicago, IL
    2. 2019 NCLEX Conference, 9/9/19, Phoenix, AZ
    3. 2019 Tri-Regulator Symposium, 9/26-27/19, Frisco, TX
    4. 2019 Leadership and Public Policy, 10/2-4/19, Atlanta, GA
    5. 2019 Basic BON Investigator Training, 10/15-17/19, Rosemont, IL
  - D. Disciplinary Reports
    1. GBNE-CO-18-002 B. Manzana/A. Varghese
    2. GBNE-CO-18-009 B. Santos
    3. GBNE-CO-18-010 M. Bamba-Ada/C. Tuquero
    4. GBNE-CO-18-012 B. Manzana/A. Varghese
    5. GBNE-CO-18-018 C. Tuquero/A. Cruz
    6. GBNE-CO-19-001 B. Santos \*Received Report Notice from GMHA
    7. GBNE-CO-19-002/3 A. Cruz/M. Bamba-Ada
- VIII. OLD BUSINESS**
  - A. PL 34-129 - Relative to the establishment of a military limited volunteer nursing license for nurses (RN, APRN, LPN) licensed with the Guam based military credentialing office to enable them to volunteer in the civilian community.



- B. Quarterly CNA Written/Skills Examination Schedule – Secretary B. Manzana
- C. ENDORSEMENT APPLICATION
  - 1. Berthiaume, Norman L. – RN \*Will appear before the board.
- D. APRN APPLICATION
  - 1. Berthiaume, Norman L. – RN \*Will appear before the board
- E. RNFA – Lester Whitley, Jr.

**IX. NEW BUSINESS**

- A. TEMPORARY WORK PERMIT APPLICATIONS
  - 1. Movida, Rachel – 19R47 (7/23/19-10/23/19)
  - 2. Whitaker, Stanya. – 19R48 (8/12/19-11/12/19)
  - 3. Camacho, Amber S. – 19RG01 (7/23/19-11/22/19)
  - 4. Paredes, Myriam N. – 19R49 (8/6/19-11/6/19)
  - 5. Weathersby, Miranda E. – 19R50 (8/6/19-11/6/19)
  - 6. Masica, Lisa R. – 19NP04 (7/26/19-10/26/19)
- B. EXAMINATION APPLICATIONS
  - 1. Aglubat, Rosita Annette G. – CNA
  - 2. Antonio, Sarah Jane N. – LPN
  - 3. Benavente, Ma. Triziah C. – RN
  - 4. Cabial, Alejandrea Jane M. – CNA
  - 5. De La O, Valerie L. – RN
  - 6. Gault, Tonieria L. – CNA
  - 7. Hogon, Jacqueline M. – CNA
  - 8. Javellana, Jamie R. – RN
  - 9. Karuppan, Solidad P. – LPN
  - 10. Kuahiwinui, Jaymie J. – CNA
  - 11. Mercado, Jocelyn S. – LPN
  - 12. Millanes, Lauren T. – CNA
  - 13. Omlang, Dan Chelle – CNA
  - 14. Pahang, Gloria M. – RN
  - 15. Taylor, Jackie Mae H. – CNA
  - 16. Villagomez, Geralyn P. – CNA
- C. ENDORSEMENT APPLICATIONS
  - 1. Alhambra, Ellenee C. – RN
  - 2. Douglas, Teranika L – RN
  - 3. Hernandez-Clear, Claudia – RN
  - 4. Kuhns, Pamela D. – RN
  - 5. McNabb, Brandy M. – RN
  - 6. Meaole, Emily A. – RN
  - 7. Merchant, Kadi K. – RN
  - 8. Movida, Rachel M. – RN
  - 9. Paredes, Myriam N. – RN
  - 10. Ross, Desiree N. – RN
  - 11. Saenz, Emily – RN
  - 12. Sandstrom, Rebecca A. – RN
  - 13. Theriault, Alyn L. – RN
  - 14. Weathersby, Miranda E. – RN
  - 15. Webb, Monica L. – RN
  - 16. Whitaker, Stanya – RN
- D. APRN APPLICATIONS
  - 1. Douglas, Teranika L. – NP
  - 2. Webb, Monica L. – RN
- E. PRESCRIPTIVE AUTHORITY APPLICATIONS
  - 1. Douglas, Teranika L. – NP
  - 2. Webb, Monica L. – RN
- F. RENEWALS \*See attached list
- G. PENDING APPLICANTS \*See attached list



**X. ANNOUNCEMENTS**

- A. Next Meeting is Thursday, September 12, 2019, 3:00 PM  
Health Professional Licensing Office, Conference Room 209, Terlaje Building, Hagatna, Guam

**XI. ADJOURNMENT**



Department of Public Health and Social Services  
GUAM BOARD OF NURSE EXAMINERS  
Health Professional Licensing Office Board Conference Room  
Terlaje Professional Bldg., 2<sup>nd</sup> Flr., Ste. 209, Hernan Cortez Ave., Hagatna, Guam 96910

**MINUTES**  
**REGULAR BOARD MEETING**  
**Thursday, July 11, 2019**

- I. CALL TO ORDER: Meeting called to order at 3:15 p.m.
- II. CONFIRMATION OF PUBLIC NOTICE: *Confirmed public notices* (Guam Daily Post: 7/3/2019; 7/9/2019)
- III. ROLL CALL:
- A. BOARD MEMBERS PRESENT: Bernadette S. Santos, RN, MPA, Chairperson (Community RN), Christine Tuquero, RN MSN, Vice-Chairperson (Hospital-GMHA), Brenda Manzana, Secretary (LPN), Annama Varghese DNP, CMSRN, Member (Education-UOG), Meagan Bamba-Ada, Member (APRN), Eliza Dames, Member (Public)
  - B. OTHERS PRESENT: Assistant Attorney General Robert Weinberg (OAG), Zennia Pecina (HPLO), Rosemary Carman (HPLO), Norman Berthiaume (Endorsement Applicant), Lester Whitley, Jr. (RNFA), Nanette Senior (FTFC), John Salas (FTFC)
- IV. REVIEW AND APPROVAL OF MINUTES:
- A. Thursday, April 11, 2019 – Regular Meeting. *Approved the Minutes with the following amendments* (Motion: A. Varghese; 2<sup>nd</sup>: Meagan Bamba-Ada)
    - 1. On page 1, under Chairperson’s Report (A-1), last line should read “Pecina, who’s start date is pending the processing of paperwork.”
    - 2. On page 6, under Committee Reports (B-3), the name Tio should be replaced with “Teofila”.
  - B. Monday, June 24, 2019 – Special Meeting. *Approved the Minutes* (Motion: C. Tuquero; 2<sup>nd</sup>: B. Manzana)
- V. CHAIRPERSON’S REPORT
- A. New Executive Officer  
Welcomed Ms. Zennia Pecina as the new Executive Officer, as of April 2019.
  - B. NLC Update
    - 1. Noted Z. Pecina attended the two-day conference with the NLC, where she obtained all the information needed to draft legislation, which was presented to Speaker Tina Munda-Barnes, who agreed to sponsor the bill.
    - 2. Noted that the NLC recommends that
      - a. Another bill be drafted that would authorize the request for fingerprinting.
      - b. A lobbyist be hired. Noted that the Board or HPLO may select a local applicant who must be registered with the Legislature. Noted that a lobbyist would become an employee of and will be paid by the NLC.
- VI. COMMITTEE REPORTS:
- A. Disciplinary Matrix Guidance – A. Cruz & C. Tuquero
    - 1. *Agreed to review resource materials from California and Ohio for possible consideration.*
  - B. Rules and Regulations – A. Varghese & B. Manzana
    - 1. Pending completion. Reviewed guidelines on how to move forward and *agreed to address at the next work session in August.*
  - C. Ad Hoc Application Tool – M. Bamba-Ada & B. Santos
    - 1. Consulted with R. Weinberg on how to move forward with making changes to the application.





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VII. ADMINISTRATOR'S REPORT:

- A. Program Reports – A. Varghese
  - 1. GCC Site visit – **Conditionally Approved**  
Noted the review of GCC's Associates LPN Program was conducted on June 5, 2019 and **approved the GCC's Initial Program pending their payment of the application fee** (Motion: B. Manzana; 2<sup>nd</sup>: E Dames) passed.
  - 2. GCC PN Program Annual Report submitted 7/2/19 - **Tabled**
  - 3. GMTC CNA Program Annual Report submitted 6/26/19 - **Tabled**
  - 4. UOG BSN Program Annual Report submitted on 7/11/19 - **Tabled**
- B. Quarterly CNA Written/Skills Examination Schedule
  - 1. Noted HPLO provided a projected Nurse Assistant Exam Schedule to be conducted on a quarterly basis.
- C. HPLO
  - 1. Noted Z. Pecina's report on HPLO progress and activities.
- D. NCSBN - (*Informational Only*) Attendance encouraged. Anyone interested to contact HPLO.
  - 1. 2019 Annual Meeting (Executive Officer Leadership) 8/22/19 and Board of Directors Delegate Assembly Board Meeting, 8/23/19, Chicago, IL
  - 2. 2019 NCLEX Conference, 9/9/19, Phoenix, AZ
  - 3. 2019 Tri-Regulatory Symposium 9/26/19, Frisco, TX
  - 4. 2019 Leadership and Public Policy, 10/2-4/19, Atlanta, GA
  - 5. 2019 Basic BON Investigator Training, 10/15-17/19, Rosemont, IL
- E. Disciplinary Reports
  - 1. GBNE CO 18-002; B. Manzana; A Varghese - **Tabled** (Notice of Complaint from CA)
  - 2. GBNE CO 18-009; B. Santos - **Tabled**
  - 3. GBNE CO 18-010; M. Bamba-Ada; C. Tuquero - **Tabled** (Per discussion w/Legal Counsel)
  - 4. GBNE CO 18-012; B. Manzana; A. Varghese **Tabled** (Pending follow-up on new settlement)
  - 5. GBNE CO 18-016; C. Tuquero; A. Cruz – **Closed. Dismissed the case** (Motion: C. Tuquero; 2<sup>nd</sup>: M. Bamba-Ada).
  - 6. GBNE CO 18-017; C. Tuquero; A. Cruz - **Closed. Dismissed the case** (Motion: C. Tuquero; 2<sup>nd</sup>: M. Bamba-Ada).
  - 7. (Motion: C. Tuquero; 2<sup>nd</sup>: M. Bamba-Ada).
  - 8. GBNE CO 18-018; C. Tuquero; A Cruz – **Tabled** (Pending further certification)
  - 9. GBNE CO 19-001; B. Santos - **Tabled**
  - 10. GBNE CO 19-002/3; A. Cruz; M. Bamba-Ada. – **Tabled** (Pending investigation)
- F. Duty To Report
  - 1. Noted all personnel actions that resulted in suspension, demotion, or termination must be reported.
  - 2. Noted Report/Listing provided only by GMRC was circulated.
  - 3. Noted C. Tuquero will follow-up with GMHA for their report/listing.
  - 4. Noted that HPLO will create and maintain files for those terminated.

VIII. OLD BUSINESS:

- A. Noted Public Law 34-129 allows military licensed nurses to volunteer in the civilian community. **Agreed that the Board will move forward with volunteer application form.**
- B. Endorsement Application
  - 1. Berthiaume, Norman L. – RN. **Tabled**  
pending licensure verification and three character references (from colleagues).
  - 2. Runburg, Jamie L. – RN
- C. APRN Application
  - 1. Berthiaume, Norman L. - RN



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**IX. NEW BUSINESS:**

- A. RNFA – Lester Whitley, Jr. - *Tabled*
  - 1. Noted Mr. Whitley appeared before the Board and provided information on his work history as it applied to his RNFA certification. Noted HPLO is awaiting a response from the NCSPN on what the HPLO and the GBNE can act upon.
- B. Temporary Work Permit Applications
  - 1. Noted a list of 14 applicants, along with their start and end dates, has been provided for information only.
- C. Examination Applications
  - 1. Noted a list of 3 RN's was provided in last meeting's agenda for information only.
- D. Endorsement Applications
  - 1. A list of 4 RN's was provided in last meeting's agenda for information only.
- E. Renewals
  - 1. A listing was provided as an attachment to last meeting's agenda for information only.
- F. Pending Applicants
  - 1. A separate listing was also attached for information only.

**X. ANNOUNCEMENTS:**

- A. "Unite to End TB" (sponsored by DPHSS) will be held on August 24-25, 2019 at the Westin Resort Guam.
- B. Next Regular Board meeting will be held on Thursday, August 8, 2019 at 3:00 p.m.

**XI. ADJOURNMENT:** Adjourned meeting at 4:51pm (Motion: C. Tuquero; 2<sup>nd</sup>: A. Varghese)

Approved by: \_\_\_\_\_



Chairperson or Board Secretary

Date: 8/8/2019

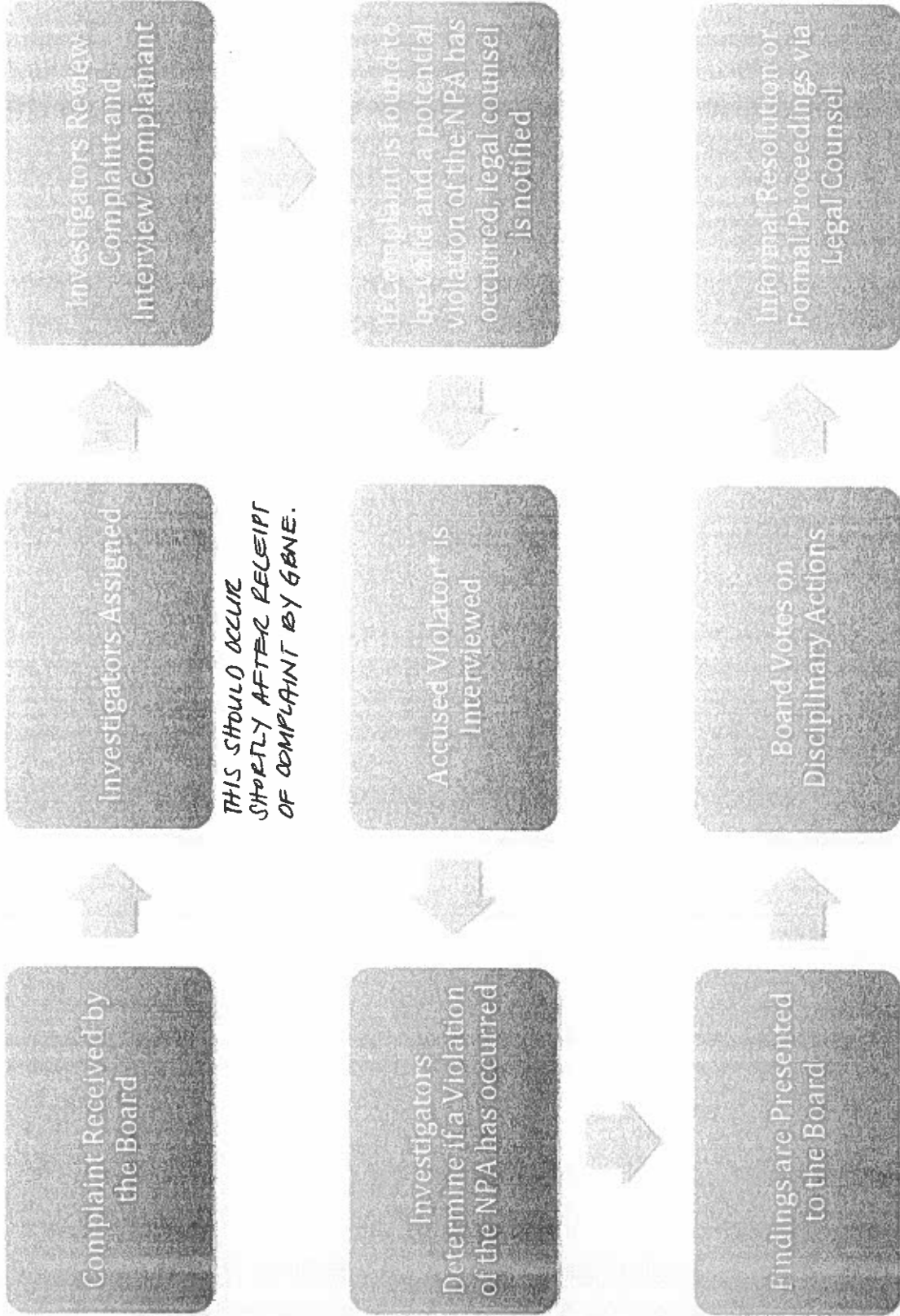


**HPLO ADMINISTRATOR'S REPORT  
AUGUST 2019**

Item	Action Plan	Disposition
Office Lease	*IFB doc. submitted to GSA. *Pending announcement so vendors may bid for office lease.	OPEN
HPLO Website  <a href="http://www.guamlicensing.com">www.guamlicensing.com</a>	*Medical Board website near completion. Pending revision from Medical Chair. *All Other Boards will be similar	OPEN
<p>Transcription Services</p> <p>Internet Service</p> <p>Live Streaming</p> <p>Digitalize Records</p> <p>PL 34-133 - Teleconference</p>	<p>*Submitted RFP for services *Awarded to Flame Tree *Service from June - September *After September - rebid opens for FY 2020.</p> <p>*RFP</p> <p>*IFQ</p> <p>RFP</p> <p>*PL for teleconference distributed to members. Must incorporate into Rules and Regs.</p>	<p>OPEN</p> <p>OPEN</p> <p>OPEN</p> <p>OPEN</p> <p>INFO</p>
Legal Services (Prosecutor)	*Submitted RFQ <25,000 *Awarded to Anthony Camacho *RFP pending for >25,000	INFO  OPEN
HPLO Recruitment	*Submitted recruitment for the following positions: *WPS II *WPS II *Community Program Aide *Investigators *Program Coordinator	OPEN  Approved Approved Approved Job Description NLC - GBNE

Board Appointments	* HPLO to keep track of appoint. Mike Weakley - Gov. Office	INFO
Board Composition	*Working with Mike to get all appointments updated. *All board positions filled. Quarterly attendance submitted to Governor's office.	INFO
Commission on Healing Arts (Licensure)	Target Meeting Month - October to November time frame.	OPEN
Rules and Regulations	*Update for submission to Legis. *Increase Fees *By: November 2019	OPEN
PL 31-233 Minutes and Agenda's	*Monthly submission to Legis. and Gov's. Office. Recordings sent to OPA.	INFO
Mandated Trainings: 1. Ethics Training	*TBA Need to know who has not attended.	OPEN
New Board Member Orientation	*Target - September 2019 By: Rob Weinberg	OPEN

# GBNE Disciplinary Case Process









# NCSBN

*National Council of State Boards of Nursing*

## ***Boards of Nursing Complaint Process - Video Transcript***

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More info: [ncsbn.org](http://ncsbn.org)

- I'd like to speak with you when you're finished up here.

- Oh. OK. I'll be right there.

[narrator] Whether you're the subject of a complaint regarding your nursing license or just interested in learning about the disciplinary process for nurses, we will cover all of the important steps you need to know over the next few minutes.

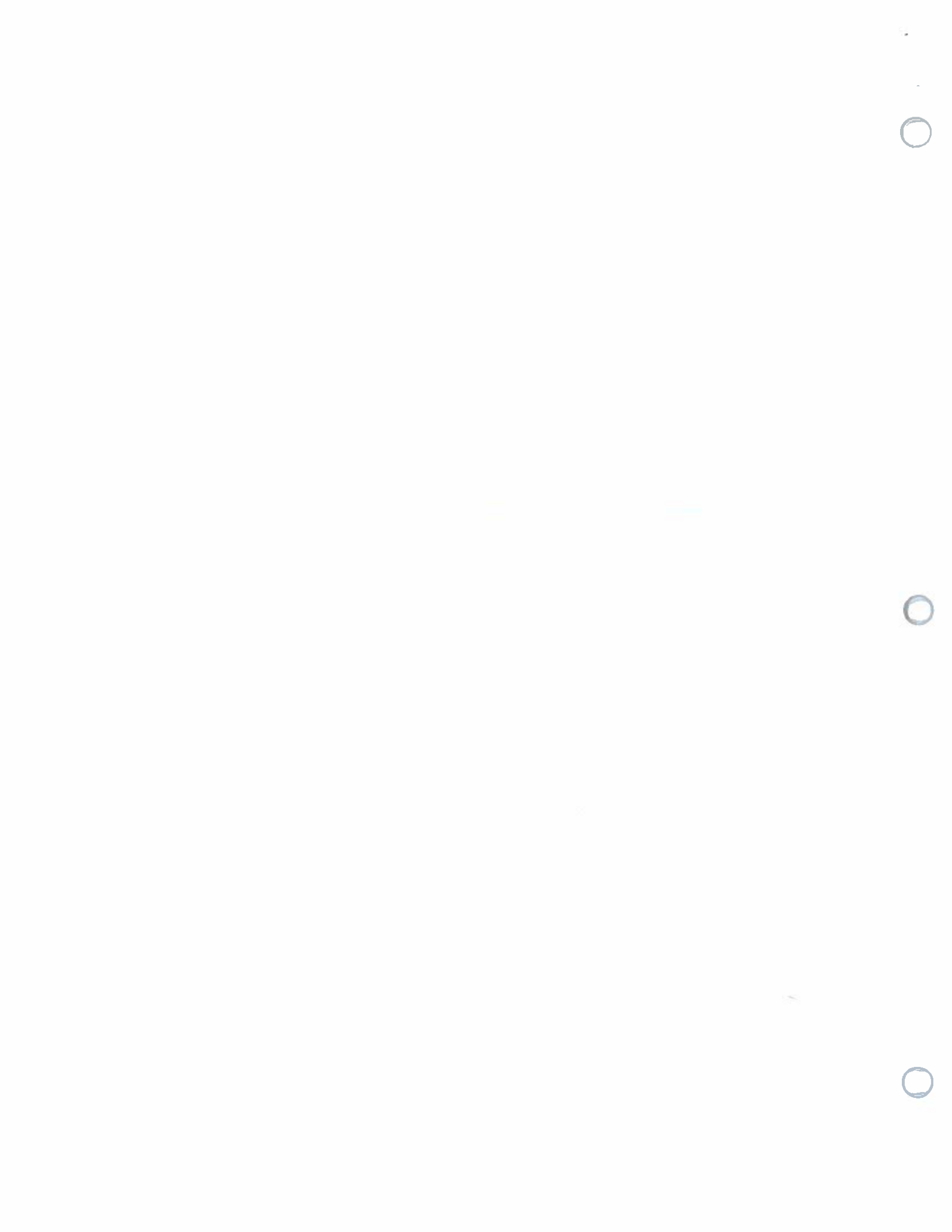
A Board of Nursing is charged with the oversight of nursing practices. It consists of nurses and other members who are appointed to serve for a period of time. The board protects the public by licensing nurses and enforcing the state's laws that govern nursing practice. An important public protection responsibility of a board is to provide an objective form for resolving complaints involving nurses and to determine if discipline of the involved nurse is appropriate. The Complaint. Complaints are received by the board of nursing from anyone for this concern that a nurse's practice of behavior is unsafe, incompetent or unethical. The board also receives complaints where one believes that a nurse's practice is affected by substance abuse or a physical or a mental condition. Some states may take disciplinary action against the nurse for convictions of certain crimes or for issues such as non-payment of child support, student loans or taxes.

Complaints can be filed by anyone, including patients, patient family members, employers or other nurses, co-workers or professionals. A nurse may also self-report, however matters that are clearly employment issue such as absenteeism, personality conflicts and dress code concerns are not within the board's authority. An individual filing a complaint with the Board of Nursing regarding a nurse's practice or behavior may also file criminal or civil charges against that nurse.

So, what happens when a complaint is filed?

The Complaint Resolution Process. Throughout the complaint resolution process, the Board of Nursing assures the nurses due process rights are protected because the license to practice nursing maybe at risk. Due process means that the nurse is informed of any allegations regarding the nurse's practice and that the nurse has an opportunity to respond and defend against the allegations and that the matter is resolved through a fair and impartial process. Due process also includes the right to an attorney at the nurse's own expense and the right to appeal a board decision.

**BOARD STEP #1** Upon receipt of a complaint, a determination is made as to whether or not the facts as stated in the complaint are a violation of the laws that govern nurse's practice. Once this determination is



## BOARD STEP # 2 ASSIGN INVESTIGATOR

### STEP #3 INVESTIGATE

made, an investigation into the complaint is initiated. During the course of an investigation, the trained investigator may interview witnesses, obtain court or police records or a personnel information, obtain and review client records, obtain and review employer policies and procedures, conduct site visits, consider standards of care and obtain the medical records of the nurse.

### STEP #4 OBTAIN NURSE PERSPECTIVE

Once sufficient information is gathered, an important part of the process is providing the nurse an opportunity to respond to the allegations and present her or his side of the story. Boards vary in the methods used to obtain the nurse's perspective on what happened. If no violation of nursing law is found, the complaint will be closed. Otherwise, the complaint proceeds to a defined process toward resolution which varies by a state.

### STEP #5 COMPLAINT RESOLUTION

**Complaint Resolution Without an Administrative Hearing.** Most complaints are resolved without a formal administrative hearing. This method for a complaint resolution varies by state and may include informal or alternative disciplinary or non-disciplinary negotiated agreements. Agreement negotiations between the nurse and the board or their respective representatives maybe conducted by mail, phone or in person. The results will be communicated in writing and include whether the resolution is disciplinary or non-disciplinary and whether the agreement will be made public. Nurses undergoing discipline should contact the board of nursing regarding the availability and the specifics of alternative complaint resolution processes in their jurisdiction.

**Complaint Resolution Via Administrative Hearing.** Administrative hearings provide another means for complaint resolution. While the procedures and formats for administrative hearings differ depending on the jurisdiction, it is usually the board's responsibility to decide whether the state has proven its case if disciplinary action is warranted and the type of disciplinary action to take. State law will vary as to the standard of proof required in administrative law cases. If the board determines that disciplinary action is warranted, the board must then decide on the type of action. If you are a nurse who has had a complaint filed against you, you should contact the specific board of nursing for additional information regarding how these hearings are conducted. Whether the action was the result of a formal or informal process, a board considers the underlying cause extenuating circumstances and the risk of harm to patients or the public in determining its actions. The language used to describe the types of actions available to boards varies according to state law. Although terminology may differ, board action may affect the nurse's licensure status and ability to practice nursing. Board actions may include:

- A reprimand,
- Letters of concern or caution,
- A fine or civil penalty, the recovery of costs,
- Referral to an alternative to discipline program for practice monitoring and recovery support for chemically dependent nurses or for other mental or physical conditions.

Requirements for monitoring education or other provision tailored to the particular situation. A limitation or a restriction of one or more aspects of practice such as:

- Limiting rule,
- Work setting,
- Work activities or hours worked,
- Probation,



- The removal from practice for a period of time.

In more serious cases complaint resolution may result in: revocation or surrender of license, denial of licensure.

The board's number one goal is public safety and it also considers the ability of the nurse to return to the safe practice of nursing. Whatever action is taken, board action in one state may affect the nurse's ability to practice in another state. Adverse action data may be available to state and federal agencies, provider organizations such as hospitals, insurance companies, professional societies and the public. Federal Law requires certain adverse actions taken against the licenses of healthcare providers including nurses to be reported to National Databases.

In addition, many boards have determined that it is in the public's best interest to be made aware of actions against the nurse's license. Boards may include a list of disciplinary actions in their periodic newsletters, other publications or their websites. Check with the specific Boards of Nursing regarding access to information about disciplinary actions.

Boards of Nursing are charged to protect the public and an important public protection responsibility is to provide an objective forum for resolving complaints involving nurses and to determine whether action against the nurse is warranted fairly and justly.

Should you be the subject of a nursing complaint. Take it seriously. The Board of Nursing is here to investigate the claim and to follow up, but is also here to ensure you receive fair and just due process. The system has been designed to protect both you and the public. So when the Board of Nursing comes to a resolution, you are encouraged to comply and remember, every state has its own rules. It's important for you to understand what those are and to abide by them. For more information, contact your state's Board of Nursing. You can also access many helpful resources online at [NCSBN.org](http://NCSBN.org).



Date Complaint Received: \_\_\_\_\_

Date Reviewed: \_\_\_\_\_

Date Assigned: \_\_\_\_\_

Name \_\_\_\_\_

License No(s): \_\_\_\_\_ Status:  Active  Lapsed  Inactive

Expiration Date: \_\_\_\_\_

Priority Assignment 1 2 3 4 License:  Single State  Multistate  PTP

Name of Investigator Assigned to Case: \_\_\_\_\_

Reported by:  Co-worker  Public  Agency – AG  Other: \_\_\_\_\_

Employer  Self  Agency – DHS

Family  Staff  Agency – Lic Bd

Patient  Med/Mal  Law Enforcement

**Alleged Violation(s):**

- Abuse/neglect
- Action in another Jurisdiction
- Arrest
- Boundaries
- Confidentiality/HIPAA
- Drug/alcohol abuse
- Drug diversion
- Felony conviction
- Fraud/deceit/falsification
- Misdemeanor conviction
- Practice
- Reinstatement/return to active status
- Terminated from (Name of alternative to discipline/monitoring program)
- Violation of Board Order
- Working on an unlicensed/expired license
- Other (anything not listed) \_\_\_\_\_

**Notes to Investigator:**

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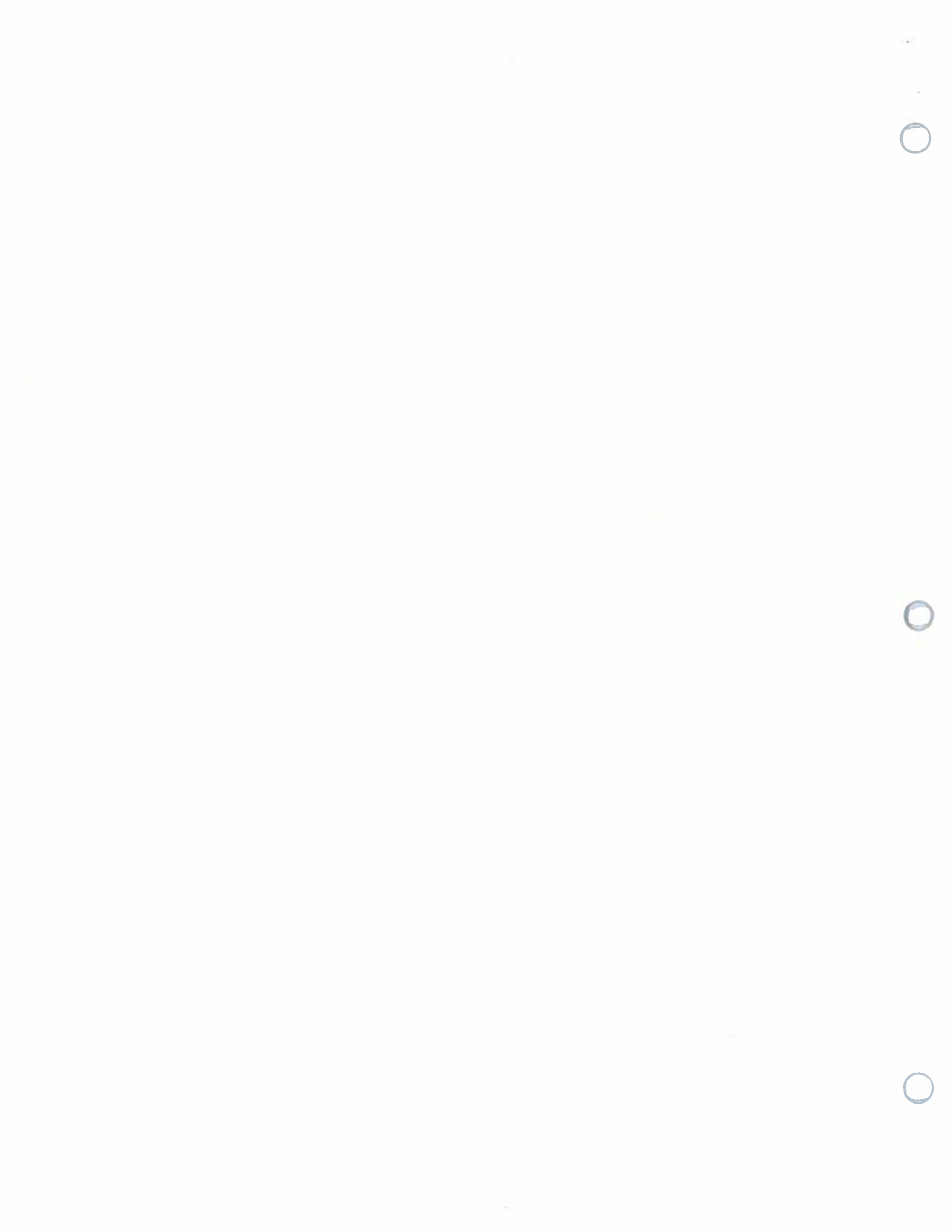
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Setting:

- Home Health
- Nursing in other setting \_\_\_\_\_
- Hospital
- Nursing Home
- Non-nursing setting

Summary of complaint and allegations:

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Reported Nursing Practice Act Violation(s):

May include statute/rules and narrative.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Additional:

Previous Complaint:  YES  NO Case #: \_\_\_\_\_

Previous Discipline:  YES  NO Case #: \_\_\_\_\_ Date: \_\_\_\_\_

Nursys Discipline Report:  YES\*  NO \*If yes, attach Nursys report.

Nursys Licensure Report State/#(s): \_\_\_\_\_

Status:  Active  Lapsed  Inactive

Activate Nursys Alert:  YES  NO

Case reviewer names/initials: \_\_\_\_\_

Approval Signature to Open Case \_\_\_\_\_ Date: \_\_\_\_\_

Checklist of Tasks Initiated:

Subpoenas:  YES, Specify: \_\_\_\_\_ NO

Request for Info: YES, Specify: \_\_\_\_\_ | NO

Questionnaires  YES, Specify: \_\_\_\_\_ | NO

Notification to Complainant  YES  NO

Notification to Respondent  YES  NO



- Nursys**  
Check Nursys for licensure in any other jurisdiction and to determine if licensee has any out-of-state discipline that the board has not reviewed.
- Criminal Background Check/Court System Records**  
If your jurisdiction allows, conduct a criminal history search to determine if licensee has any criminal issues that the Board has not reviewed. If an unreviewed offense is located, you may wish to request certified copies of appropriate court records. Many jurisdictions post court records online.
- Probation Records**  
If the licensee is on probation, obtain relevant records to ensure there have not been any violations or concerns.
- Controlled Substance Prescriptive Monitoring Profile (CSPMP)**  
If your jurisdiction allows, obtain a CSPMP on cases involving prescription medication abuse to ensure the investigator is aware of any misuses, multiple providers, or fraudulent prescriptions, or improper prescribing habits.
- Social Media**  
Check for social media to gain a better understanding of the licensee (Twitter, Myspace, Facebook, LinkedIn, etc.).
- Substance Abuse/Mental Health Records**  
In some cases it may be necessary to request/order a substance use disorder/mental health evaluation to be completed. It is considered a promising practice to develop a list of board approved evaluators ensuring specific requirements are met (appropriate education of evaluator, submission of comprehensive report, ability to co-diagnosis, etc.). Try to obtain any prior treatment records when possible.
- Health Records**  
Obtain any patient records relevant to the investigation to provide supporting documentation (i.e. medication administration records, automated medication dispensing records, narcotic sign-out logs, nursing note, etc.) All items must be unredacted.
- Employment Records**  
If applicable, acquire the relevant licensee records from the employer (i.e. Dates of employment, previous corrective action, performance evaluation, previous employment, application of employment, job description, orientation and training on facility policy/procedure, etc.).
- Facility Investigation**  
Obtain the facilities investigative file to include their investigative reports, statement, CCTV video, interviews, statements, UA's, etc. This should also include any support documentation.
- Police Report**  
If the investigation being conducted was also reported to law enforcement or pertains to the review of a criminal offense, it may be necessary to request a copy of any and all investigative reports, supplemental reports, witness statements, licensee statements, and any interview records to include audio/video.



**Court Records**

If the licensee has been convicted of a criminal offense, obtain relevant court records, including pre-sentencing report and records of compliance with probation terms, if any.

**Civil Commitment**

When investigating cases involving Substance Use/Mental Health, check for any civil commitments to ensure the public's protection. Follow-up may be necessary to ensure compliance with any recommended treatment.

**Other Agency**

Check other agencies if allowed or appropriate (such as Department of Human Services, Drug Enforcement Agency, Department of Inspections and Appeals, Public Health, Law Enforcement, other regulatory boards, etc.)

**Drug Test**

If your jurisdiction allows, request the licensee submit to a drug test.

**Interview Licensee**

While every question cannot be pre-worded, it is considered promising practice to use or develop an interview sheet with outlined topics to ensure that the proper questions are asked.

**Witness Interview**

Personally interview the witness to ensure the full extent of their knowledge regarding the investigation. It is suggested to determine if the witness will cooperate by providing testimony at a hearing if need be.

**Investigative Report**

The investigative report can arguable be the backbone of the investigation process as it will serve as the main information source for the decision makers. It is imperative that a comprehensive report be completed detailing a factual unbiased picture of the reported incident, investigative steps, and findings. A template will promote consistency amongst the investigators and assist in ensuring all necessary information is recorded.



**CNA Testing - July 5-6, 2019**

<b>CNA Testing:</b>	<b>Written</b>	<b>Pass</b>	<b>Fail</b>	<b>Skills</b>	<b>Pass</b>	<b>Fail</b>
GCC	3	3	0	4	4	0
Guam High	1	1	0	2	2	0
GMTC	1	0	1	0	0	0
UOG	7	5	2	7	4	3
	<b>12</b>	<b>9</b>	<b>3</b>	<b>13</b>	<b>10</b>	<b>3</b>



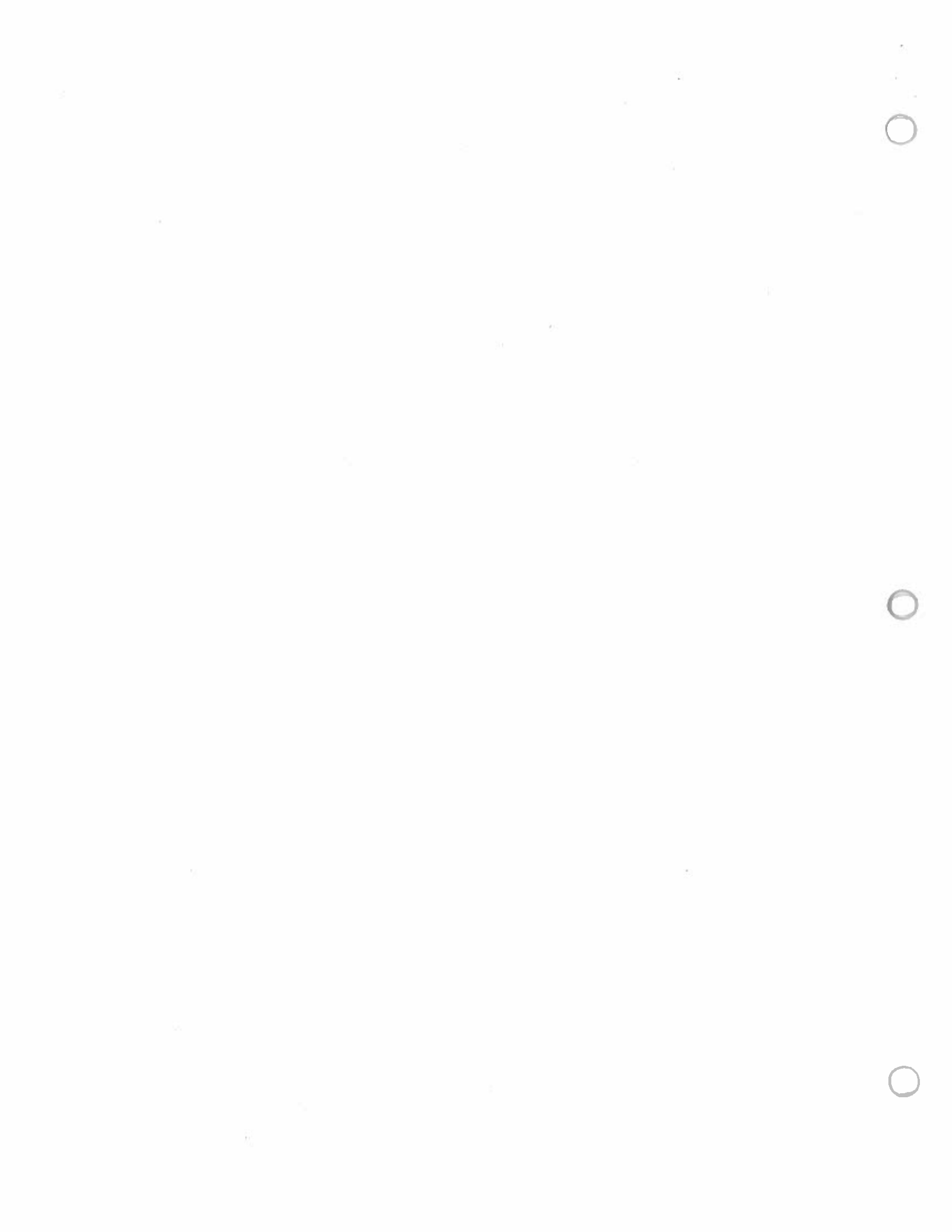


**Guam Community College  
Certified Nurse Assistant**

**Annual Report to the Guam Board of Nurse Examiners**

**Report Period:**

**July 30, 2018 - July 30, 2019**



## **Philosophy**

As indicated in the Guam Community College mission statement, GCC is a leader in career and technical workforce development, providing the highest quality student-centered education and job training for Micronesia." The College's vision is that Guam Community College will be the premier educational institution for providing globally recognized educational and workforce development programs" (ww.guamcc.edu). The faculty of the Nursing & Allied Health department maintain a philosophy that is consistent with the mission and vision of the College.

The faculty of the Nursing & Allied Health department believes that nursing assistant education is a continuous process whereby the student acquires knowledge, skills, and attitudes necessary to successfully fulfill a role as a member of the health team to assist with assessment, planning, implementation, and evaluation of therapeutic nursing care.

With this in mind, faculty of the Nursing and Allied Health Department feel that the Industry Certification in Nursing Assistant fills a gap between our currently offered Allied Health programs and the professional levels of nursing. The Nursing & Allied Health Department's goal is to provide a continuum of education that may lead to advancement with a bachelor's degree in nursing that is currently offered at the University of Guam (UOG).

## **Notice of Probation**

Guam Community College received a written notice of probationary status on August 2, 2018. The College provided a written response to the board addressing concerns regarding the Nursing Assistant program on September 12, 2018. Since then, the program has taken an active role in advising all interested students regarding the expectations of the CNA Industry Certificate and assisting all enrolled students with the application/preparation process for licensing. The Notice of Probationary status was also posted on the GCC website and Department webpage and informed to all current and interested CNA students.

## **Curriculum – Nursing Assistant Industry certification**

A description of the Nursing Assistant Industry Certification can be found on our website under Industry Certificate - Nursing Assistant (NU101). There have been no current updates to our curriculum. A prerequisite to the program is admission to the Certified Nursing Assistant Program through advisement and approval with the Nursing & Allied Health Administrator.

The student learning outcomes for the course are as follows:

1. Demonstrate competence with all skills required for certification by the Board of Nurse Examiners.
2. Apply Nursing Assistant principals and skills learned in the classroom/lab to the clinical setting.
3. Demonstrate proficiency and knowledge of common elements required for preparation of the NNAAP (National Nurse Aide Assessment Program) written and practical examination.

NU101 is a 145 contact hour course (50 contact hours – clinical practicum; 45 contact hours – lab; 50 contact hours – lecture).

### Student Attrition

As shown in the table below, attrition for NU101 in Fall 2018 was 11.8% and attrition for Spring 2019 is 6.25%. Since the start of the Fall semester the Department has taken a more proactive role to advise students enrolled in the course and guide them with their success to complete the program. As a result, there has been a decrease in our attrition rate. During the Fall semester two students withdrew from the program due to an inability to complete related to employment conflicts and other personal reasons. In Spring 2019 one student did not complete the program due to a family emergency.

Semester Offered	Couse Dates – NU101	# of Students Initially Enrolled	# of Students who completed the Course	Attrition Rate
Fall 2018	August 15, 2018 – December 3, 2018	17	15	11.8%
Spring 2019	January 9, 2019 – May 6, 2019	16	15	6.25%

### Pass Rates

The following table shows the pass rates for the reporting period. Eleven out of fifteen students who were enrolled in the program from August 15 – December 3, 2018 took the licensing exam. Ten students passed the exam on the first attempt and one failed the skills portion of the exam. A CNA review was provided for the students in April prior to their testing date to prepare them for the exam. We are reaching out to the remaining students who have yet to test to encourage them to take the licensing exam. One student has indicated she will not be able to take the test because she has moved off island for a family emergency and will not be returning to the island anytime soon. The Department will continue to work with the remaining applicants to facilitate their ability to prepare and successfully pass the licensing exam.

All fifteen students who have recently completed the course from January 9 – May 6, 2019 have turned in their applications to GBNE to test for the licensing exam. One student received approval to test on June 28, 2019 and the other two students received approval on July 2, 2019. All three students took the exam on Friday July 5, 2019. The remainder of the students received conditional approval and will be preparing to test on the next scheduled testing date. The Department is working closely with GBNE to coordinate testing and processing of student applications for the exam. Additionally, through the generosity of Take Care the College has been able to pay for the fifteen student’s licensing application and written exam with GBNE. We will be scheduling another CNA review for the remaining twelve students who will be taking the exam in the upcoming months. The Department has been able to significantly increase the

number of students who are taking and passing the exam by assisting the students with the application process for testing, scheduling CNA exam review courses following the completion of each course and assisting with the payment of their exams through the generosity of the Take Care grant.

Course Dates – NU101	# of Students Initially Enrolled	# of Students Who Completed the Course	# of Students Who Took the Licensing Exam	# of Students Who Passed the Exam on the First Attempt	% of Students Who Passed the Exam on the First Attempt	% of Students who passed Exam by cohort
Fall 2018	August 15, 2018 – December 3, 2018	15	11	10	91%	67%
Spring 2019	January 9, 2019 – May 6, 2019	15	3			

### Program Resources

For the reporting period, the Nursing & Allied Health Department has offered two NU101 Nursing Assistant courses:

- 2018 Fall Semester                      August 15, 2018 to December 3, 2018
- 2019 Spring Semester                      January 9, 2019 to May 6, 2019

Lectures and laboratory practice for the course occur in the Anthony A. Leon Guerrero Allied Health Building (3000). There are two nursing classrooms located on the second floor. Each classroom holds a capacity of 40 students. Additionally, there are two laboratory classrooms which consist of a total of eight patient simulation stations. Each station includes a hospital bed, geriatric manikin, wall mounted vital signs and assessment equipment, bedside sink with soap, paper towel dispensers and an over bed hospital table.

Currently, the College has an existing MOU between the Guam Memorial Hospital and the GCC Nursing and Allied Health Department, which expires on September 30, 2020. This MOU was signed in fall 2015. As indicated in the attached MOU (**Attachment: MOU**), the purpose is “To provide and administer a clinical education program that will provide students the learning experiences of clinical work as required of programs in the Nursing and Allied Health Department.”

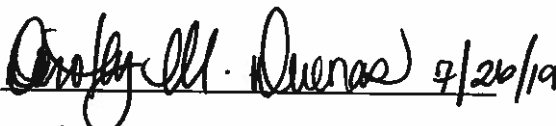
## Faculty Resumes

Ronny Pro Espina was the lead faculty and clinical instructor for the fall 2018 semester. Ronny Pro Espina is a registered nurse who has been serving as an adjunct faculty member for the CNA course since 2017. He received his Bachelors of Science in Nursing from the University of Guam in 2013. Additionally, Loressa Melegrito was the adjunct clinical faculty member for the fall 2018 semester. Loressa is a registered nurse who received her Bachelors of Science in Nursing from the University of Guam in 2004. She was once a full time faculty member of the PN program from 2010 to 2015 and has been an adjunct faculty member since 2015 to current.

Rosemary Loveridge was the lead faculty and clinical instructor for the spring 2019 semester cohort. Assistant Professor Loveridge is a Registered Nurse who holds a Master's Degree in Nursing from the University of Phoenix. She has been employed with the Guam Community College for almost fourteen years. She has taken the lead to develop and instruct CNA review courses for the students and has also mentored other adjunct faculty to assist as instructors for the CNA review. Additionally, Ronny Pro Espina served as the adjunct clinical faculty member for the spring 2019 cohort. He will also serve as the lead faculty for the Fall 2019 CNA cohort.

Attached are faculty resumes for the reporting period (**Attachment: Resumes**)

Respectfully submitted by:

 7/26/19

Dorothy-Lou M. Duenas, MSN, RN

Nursing & Allied Health Administrator

**Attachment:**  
**Memorandum of Understanding**





MEMORANDUM OF UNDERSTANDING  
B E T W E E N  
GUAM MEMORIAL HOSPITAL  
A N D  
GUAM COMMUNITY COLLEGE  
NURSING AND ALLIED HEALTH DEPARTMENT

EXPIRES: Sept 30, 2020

PH/CWA

This Memorandum of Understanding (MOU) is entered on this 1<sup>st</sup> day of Oct. 2015; by and between, Guam Memorial Hospital, hereinafter referred to as the "Clinical Site", whose address is 850 Gov. Carlos G. Camacho Road, Tamuning, Guam 96911, and Guam Community College Nursing and Allied Health Department called the "College" whose address is P.O. Box 23069, Guam Main Facility, Guam 96921.

WHEREAS, the Clinical Site possesses the capability of providing students with learning experiences and desires to obtain the assistance of the College in providing practical learning experiences for the Practical Nursing students and Nursing Assisting Students; and

WHEREAS, the College is currently offering academic programs in the Nursing and Allied Health department and desires to obtain the assistance of the Clinical Site in furthering its educational objectives for students; and

WHEREAS, both the Clinical Site and the College have agreed, that for the mutual benefit of each, formal affiliation agreements should be entered into and carried out in accordance with certain procedures and standards for establishing clinical education programs,

NOW THEREFORE, the Clinical Site and the College in consideration of mutual covenant hereinafter set forth, agree as follows:

**I. PURPOSE**

To provide and administer a clinical education program as a community partnership between the Clinical Site and the College program curriculum that will provide students the learning experiences of clinical work as required of programs in the Nursing and Allied Health department.

**IA. Definitions**

Guam Memorial Hospital: referred to as Clinical Site.

GCC Nursing and Allied Health Department: referred to as the College

Liaison: a person designated by the College whose responsibility shall be to confer regularly and at frequent intervals with the liaison person designated by the Clinical Site to insure maximum utilization of learning experiences and the establishment and maintenance of mutually beneficial working relationship.

Clinical preceptor: an experienced Registered Nurse designated by the College and/or Clinical site who teaches, monitors, and reports on the work of the Practical Nursing or Nursing Assistant student in a nursing education program during a specific clinical placement.

**College coordinator:** a faculty member who assists the Nursing & Allied Health Administrator by performing duties related to management and maintenance of the Practical Nursing program or Nursing Assistant Course. He or she will monitor and report on instructional quality control, contribute to curriculum development, handle student grievances, and monitor the development and alignment of policies and procedures as related to faculty and instruction.

**Clinical Instructor:** a College nursing faculty member who demonstrates, supervises, and teaches patient care to students in clinical settings at the designated Clinical Site. He or she instructs students in principle and application of physical, biological, and psychological subjects related to nursing fields of study.

**Nursing and Allied Health Students:** a currently enrolled student in the Practical Nursing Program or Nursing Assistant Course.

## **II. SCOPE OF WORK**

### **II.A. CLINICAL SITE AGREES TO THE FOLLOWING:**

II.A.1. Grant the College use of clinical facilities and provide orientation to assigned College faculty and students to acquaint them with the physical facilities, policies and procedures of the Clinical Site, and, where appropriate, the needs of the individuals and/or groups with whom they will be working.

II.A.2. Designate one liaison person/s who will be responsible for all aspects of the affiliation and the students assigned to the program and assist faculty in selection and coordination of student experiences appropriate to various levels of learning.

II.A.3. Make available such space and facilities as may be needed for instruction for both students and faculty as agreed to between the parties.

II.A.4. Notify the Administrator of any situation or behavior involving students and faculty, where the safety of any person is threatened or whereby the cooperative intent of this agreement is jeopardized.

II.A.5. Cooperate informally, with the instructor in evaluating students using the checklist of educational objectives, competencies, and procedures which have been jointly arranged.

II.A.6. Inform the College in advance of any student affiliation of any medical test or procedure related to occupational health or safety, which is required for students placed at its facility. Students must adhere to Employee Health Office requirements including, but not limited to, testing, PEs, background checks, etc.

II.A.7. Reserves the right, exercisable in its sound discretion, after consultation with the College to exclude any student or faculty from the clinical site in the event that such person's conduct or state of health is deemed objectionable or detrimental, having in mind the proper administration of said clinical site and the best interest of the patients under care therein.

II.A.8. Provide emergency care to students and faculty who may become injured or ill while on duty. GCC will not be responsible for any negligent actions of the Clinical Site employees resulting in the harm or injury to its students or faculty. Any costs resulting from these negligent actions will be the responsibility of the Clinical Site.

II.A.9. Permit those employees of the clinical site who have been approved by the College faculty to serve as preceptors for the College clinical courses. The service of the clinical site employees as preceptors shall be deemed to be within the scope of their employment with the clinical site.

**II.B. COLLEGE AGREES TO THE FOLLOWING:**

II.B.1. Assume full responsibility for planning and execution of educational programs including programming, administration, curriculum content, faculty appointment, faculty administration, and the requirements of matriculation, promotion, and graduation.

II.B.2. Provide licensed nurses qualified by education and experience, as faculty who shall be responsible for instruction of students and for collaborating with the Clinical Site personnel in planning, selecting, and evaluating student experiences. Faculty must be oriented to the Clinical Site. College faculty will be on-site at all times supervising students.

II.B.3. Designate one person to serve as the liaison with the Clinical Site who shall be responsible for coordination of all aspects of the affiliation and its associated academic program.

II.B.4. Prior to the beginning of each term, the College will provide to the Clinical Site the number of students and the dates and hours the students will be assigned.

II.B.5. Provide to the Clinical Site a list of competencies in which the students are deemed capable of doing at their educational level. (See attached Appendix A).

II.B.6. Acknowledges that the academic preparation of the assigned students will be in keeping with the objective and requirements of the program.

II.B.7. Provide and maintain the records and reports necessary for conducting the clinical learning experiences of its students under this agreement.

II.B.8. Require the assigned students to have the necessary physical examinations or testing prior to the commencement of their affiliation assignments, including a TB test, Hepatitis B and MMR vaccines. In the event that a student declines to receive the Hepatitis vaccine, the College will secure from the student a written waiver. Copies of these documents will be provided to the Clinical Site upon request.

II.B.9. Provide participating students with Occupational Exposure to Blood borne Pathogen Education and provide to the Clinical Site in advance of the affiliation documentation of each assigned student's participation in such education. The Clinical Site may supplement such Occupation Exposure Education on site as necessary or appropriate.

II.B.10. At its sole cost and expense, maintain a policy or policies of comprehensive general liability insurance, including coverage against malpractice with per occurrence liability coverage of at least \$1,000,000.00 and aggregate liability coverage of at least \$1,000,000.00 with an A. M. Best rating of B plus or better. The College shall give the other party at least 30 days prior written notice of any proposed reduction or cancellation of such insurance coverage, and shall provide to the other party evidence of the above described insurance policy or policies upon request.

**II.C. BOTH PARTIES AGREE TO THE FOLLOWING:**

II. C.1. The College coordinator and the Clinical Site counterpart will cooperate in working out the details for the implementation of the affiliation program.

II.C.2. The College acknowledges that its students will be expected to comply with all current policies and procedures of the Clinical Site. It is the obligation of the Clinical Site to provide student copies of such policies and procedures in advance of their affiliation.

II.C.3. Determine mutually between the designated representatives of the Clinical Site and the College, the number of students, their program of education within the

Clinical Site, and the scheduling of their education at the clinical site.

II.C.4. Maintenance of a positive relationship between the College and the Clinical site shall be an ongoing process involving mutual exchanges of information and continuous evaluation. A key factor in this process shall be annual meetings that will address the stated performance indicators but not limited to those listed below:

- a. Students performing procedures outside their stated competencies for their level.
- b. Patient and staff concerns regarding student's performance of /or participation of their care.
- c. Presence of the College faculty/designated preceptor on site to supervise students during clinical rotations, depending on the requirements for the student's current level.
- d. Concerns of student behavior or dress failing to conform to applicable policies and regulations of the Clinical Site.
- e. Students identified as failing to provide for and ensure patient safety and making medical errors.

II.C.5. The parties agree that each acts exclusively as independent contractors and that neither shall be compensated by the other as a result of the affiliations provided for herein. The parties further agree that no employee of the Clinical Site shall be considered an employee of the College and that no student or employees of the College shall be considered an employee of the Clinical Site. Either party hereunder may not assign this MOU and/or rights, duties, and obligations.

### **III. TERM OF MOU:**

The term of this agreement shall be continuous for a five year period not to extend beyond September 30, 2020 unless terminated by either party in accordance with Section XI of this agreement.

An annual renewal of the performance indicators identified will be undertaken by the Clinical Site and the College. It is understood by the parties identified herein that the funding required to meet the work scope specified herein is subject to the availability and continued funding by their respective agencies.

### **IV. NONDISCRIMINATION AND EQUAL OPPORTUNITY:**

The College and the Clinical Site will not discriminate against anyone applying to or enrolled in the program contemplated under this agreement or employed by either party because of race, religion, color, national origin, sex, sexual orientation, disability, ancestry, familial status, or age be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any clinical education program participating in whole or in part to this MOU.

### **V. COMPLIANCE WITH FEDERAL REGULATIONS AND LAWS:**

The College agrees to comply with all applicable requirements which are now, or which may hereafter be, 42CFR and HIPAA. The Clinical Site will comply with the requirement to maintain a Drug-free Workplace, pursuant to Section 401 of the McKinney Act and the Drug-free Workplace Act of 1988, and will comply with all statutes and regulations applicable to the delivery of the provider's services.

Participants of the Nursing and Allied Health department shall comply with all

applicable laws and general accepted professional guidelines and standards pertinent to the subject matter of this agreement, including but not necessarily limited to those relating to occupational health and safety and quality of patient care.

The Clinical Site and the College agree to comply with all Federal and Guam laws and regulations applicable to the work; and will provide each other with copies of pertinent mandates for which each is expected to comply with, and will provide consultation when clarification is requested in carrying out the mandated provisions.

#### **VI. OWNERSHIP OF RESOURCE MATERIALS:**

All briefs, memoranda, and reports completed by the College or materials furnished hereunder shall be and remain the property of the Clinical Site, including all publication rights and copyright interests, and may be used by the College without written consent.

The materials documented within the consumer's chart performed by participants of the College's program shall be and remain the property of Clinical Site. Data collected and analyzed as a result of work performed under this agreement shall not be published without the prior authorization of the Clinical Site and if publication is to take place, it shall be at the discretion of the Clinical Site in collaboration with the College.

#### **VII. INDEMNITY:**

The College agrees to save and hold harmless the Clinical Site, their officers, agents, representatives, successors and assignors, and other governmental agencies from any and all suits or actions of every nature and kind, which may be brought for or on account of any injury, death, or damage arising or growing out of the negligent acts or omissions of the College, its officers, agents, servants or employees under this agreement.

The Clinical Site agrees to save and hold harmless the College's officers, agents, representatives, successors and assignors, from any and all suits or actions of every nature and kind, which may be brought for or on account of any injury, death, or damage arising or growing out of the negligent acts or omissions of the Clinical Site, its officers, agents, servants or employees under this agreement.

#### **VIII. CHANGES:**

Clinical Site, may at any time, by written order, propose any change in the services to be performed hereunder; however, mutual agreement by both parties must be obtained prior to implementation of the proposed change. If such changes cause an increase or decrease in the costs of doing the work under this agreement, or in the time required for this performance, a mutually agreeable adjustment shall be made and the MOU shall be modified in writing accordingly.

#### **IX. NOTIFICATION OF CLAIMS:**

The Clinical Site will, within thirty (30) days after any claim accrues arising out of or in connection with this MOU provided herein, give written notice to the Government and the Attorney General of Guam of such claim, setting forth in detail all the facts relating thereto and the basis for such claim; and the Clinical Site will not institute any suit or action against the Government in any court or tribunal in any jurisdiction based



on any such claim later than one (1) year after such filing. Any action or suit on any claim shall not include any item or matter not specifically mentioned in the proof of claim above specified. It is agreed that if such action or suit is instituted, proof by the Clinical Site of its compliance with the provisions of this paragraph shall be a condition precedent to any recovery; and that this paragraph does not constitute a waiver of any applicable statutes of limitation.

**X. TERMINATION:**

The parties hereto agree that this MOU may be terminated by either party upon sixty (60) days written notice to the other; provided that, except in the case of unavoidable extenuating circumstance or material breach of this MOU. Any such notice of termination issued by the Clinical Site will not take effect until the end of the clinical rotation of any student currently assigned and participating in the program. Nothing in this paragraph is intended to waive the rights of either party to pursue remedies available under law for breach of the terms of this MOU.

In the event there is a deficiency in performance on the part of the College, Clinical Site shall notify the College in writing, requiring said deficiency to be corrected. Should the deficiency remain uncorrected for more than seventy-two (72) hours after receipt of written notification, Clinical Site shall provide a written notice of intent to terminate the MOU. If the termination by reason of the deficiency is within the scope of this MOU, services will terminate immediately and with no penalty to Clinical Site. The services rendered by the College, until termination, shall be invoiced and payable immediately.

Related to all active cases, upon such termination, all briefs, reports, summaries, completed work and work in progress, and such other information and materials as may have been accumulated by the College in performing this MOU shall, in the manner and to the extent determined by the Clinical Site, become the property of and be delivered to the Clinical Site.

**XI. SEVERABLE PROVISIONS:**

If any provision of this MOU shall be deemed by a court of competent jurisdiction to be invalid, then such provision shall be deemed stricken from this MOU and the MOU shall be enforced to its valid and subsisting terms and provisions.

**XII. GOVERNING LAW:**

The laws of Guam shall govern the validity of this MOU and any of its terms or provisions, as well as the rights and duties of the parties to this MOU.

**XIII. LIABILITY:**

The Clinical Site assumes no liability for any accident or injury that may occur to the College or its agents or employees, personal property while en route to or from this territory or during any travel mandated by the terms of this MOU.

The Clinical Site shall not be liable to the College for any work performed by the College prior to the approval of this MOU and the College hereby expressly waives any and all claims for service performed in expectation of this MOU prior to its approval.

The College and the Clinical site agree that each party shall be responsible for the acts or omissions of its assigned personnel, and each party assumes responsibility for its personnel providing services hereunder. Nothing herein is intended to waive or limit sovereign immunity under federal or state statutory or constitutional law.

In Witness Whereof, the authorized representatives of the parties hereto have executed this MOU on the date set forth below.

Guam Community College:

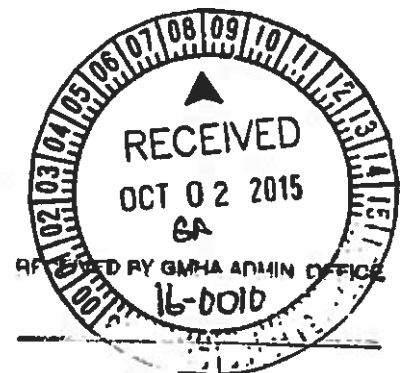
Mary A. Okada 10/01/2015  
Mary A. Okada, Ed.D. Date  
President

Dorothy-Lou Mangiona  
Dorothy-Lou Mangiona, RN, MSN  
Nursing & Allied Health Administrator

Guam Memorial Hospital Authority:

Theodore M. Lewis  
Theodore M. Lewis, MBA  
Interim Hospital Administrator/CEO

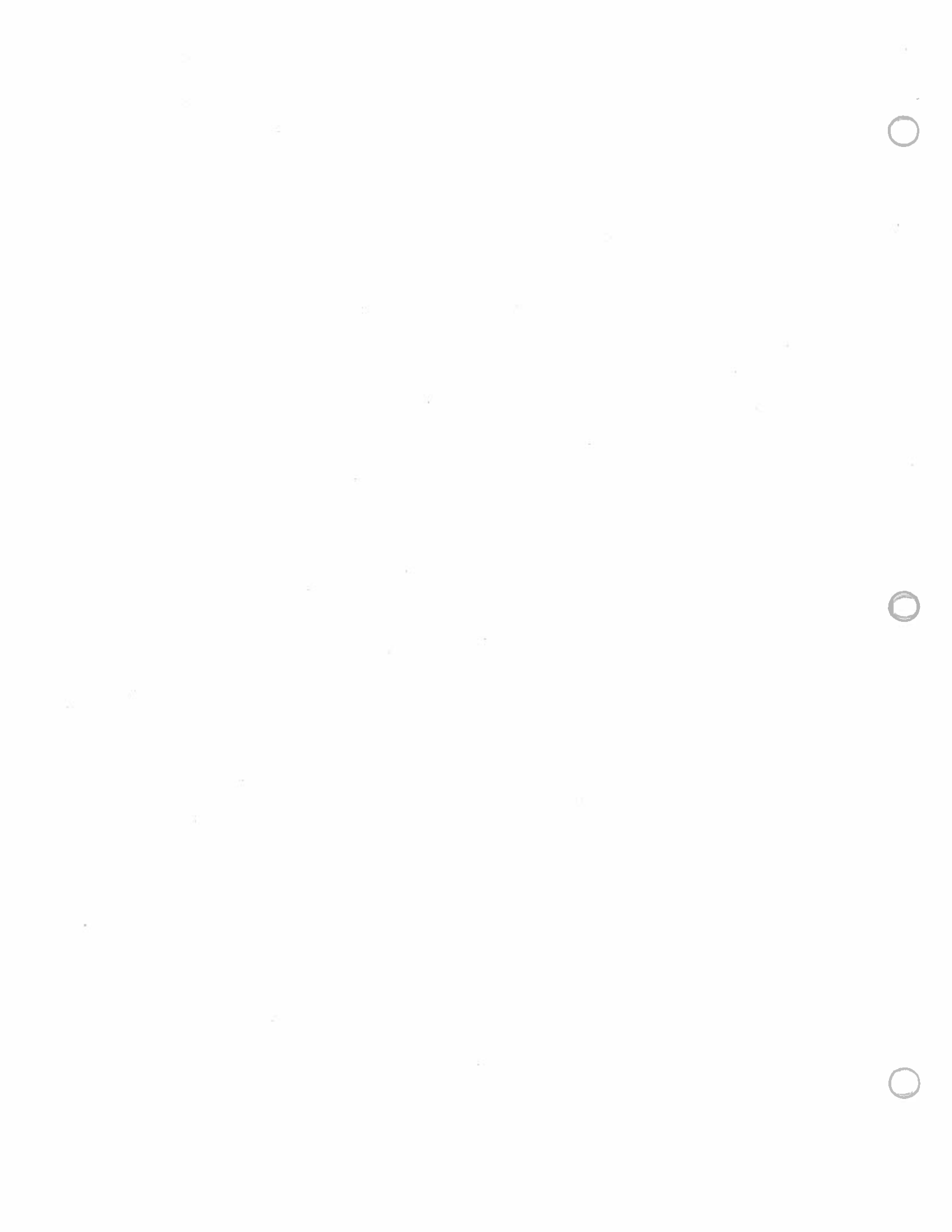
Zennia Pecina  
Zennia Pecina, RN, MSN  
Association Administrator of  
Nursing Services







**Attachment:**  
**Resumes**



# ROSEMARY LOVERIDGE

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175 APAKA STREET  
YPAOPAO ESTATES  
DEDEDO, 96929  
rosemary.loveridge@guamcc.edu  
(w) 734-7007

## PROFESSIONAL PROFILE

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Recent cum laude graduate of Phoenix University with a Master's of Science in Nursing (MSN). Currently work as an instructor for the allied health department at Guam community college. As an educator I teach, motivate, supervise, and support students enrolled in various nursing and allied health programs in the department and assist in various community events.

## ACADEMIC BACKGROUND

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University of Phoenix, School of Nursing, Arizona, United States  
Masters of Science in Nursing, March 2013

Monash University, School of Nursing, Melbourne, Australia  
Bachelor of Science in Nursing, December, 2001  
Emphasis: Post Basic Nursing

Wellington Polytechnic, School of Nursing, Wellington, New Zealand  
Diploma in Nursing, November, 1985  
Emphasis: Comprehensive Nursing

## TEACHING AND CLINICAL EXPERIENCE SINCE STARTING AT GUAM COMMUNITY COLLEGE 2006

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Nursing Assistant Lead Instructor  
Guam Community College  
Mangilao, Guam

Fall 2012-present

- Prepare course syllabus and daily lesson plans.
- Educate, provide positive learning experiences, and serve as role model for nursing assistant (NA) students in classroom, laboratory, and clinical settings.
- Orientate new faculty.
- Classroom setting includes PowerPoint lectures, group activities, group discussions, quizzes and examinations to prepare students for the National Nurse Aide Assessment Program Exam (NNAPE).
- Laboratory setting includes education, demonstration, and return demonstration testing of basic nursing skills such as taking vital signs, turning, cleaning, and feeding the patient. Skills also include basic patient documentation, computer skills, and infection control techniques.
- Clinical setting involves communicating and working with external training sites and nursing staff at Guam Memorial Hospital (GMH), and the Skilled Nursing Unit (SNU).
- Clinical involves supervision and responsibility of students during direct patient care, and ensuring patient safety at all times and evaluating student performance.
- Supervises and mentors adjunct faculty who assist with Nursing Assistant (NA) course.
- Volunteer and supervise students when asked by the community to assist in events such as the GMH infection control health fair, and Guam cancer health fair.

Practical Nursing Instructor  
Guam Community College  
Mangilao, Guam

Spring 2006-present

- Prepare course syllabus and daily lesson plans.
- Development of criteria for student admission, progression, and graduation.
- Development, implementation, and update course curriculum.
- Educate, provide positive learning experiences, and serve as a role model for practical nursing (PN) students in classroom, laboratory, and clinical settings.

- Classroom setting includes lecture with PowerPoint, group activities, group discussions, quizzes and examinations to prepare students for the National Council Licensure Examination for Practical Nurses (NCLEX-PN).
- Laboratory setting includes education, observation, demonstration, and return demonstration testing of basic, intermediate, and advanced nursing skills. These skills include delivery of bedside care, medication administration, wound care, patient documentation, computer skills, and infection control techniques.
- Clinical setting involves communicating and working with staff and patients at external training sites such as Guam Memorial Hospital (GMH) and the Skilled Nursing Unit (SNU), supervising and responsibility for students, ensuring patient safety, and evaluating students.
- Support community activities and supervise students when attending and participating in community outreach programs, immunization and health clinics such as the Guam Federation of Teachers (GFT) annual tuberculosis skin testing event we have participated in since 2007, and Takecare flu clinics.
- Student academic advising.
- Maintain regularly scheduled office hours; attend department meetings, and faculty development sessions.
- Complete Tracdat program and course requirements for the PN faculty.

**HATSA Nursing Assistant Course Lead Instructor**

April 2013-March 2014

- Educate and provide positive learning experiences for 11 nursing assistant students in a federal grant program designed to provide education and skills to people enrolled in public health assistance programs so that they can become gainfully employed.
- b This was the first program that has been conducted in the allied health department with the view to running other programs in the future.

**Assistant Instructor to the Emergency Medical Technician Class**

Fall 2012-present

*Guam Community College*  
Mangilao, Guam

- Developed, implemented, and updated the EMT course curriculum.
- Educate and provide positive learning experiences for EMT students in disease processes.
- Conduct EMT skills practice in a laboratory setting.

**Department Chair**

August 2011-August 2012

*Guam Community College*  
Mangilao, Guam

- Recruit, train, and develop faculty, and adjunct faculty, professional staff, and support staff in order to meet the needs of the department.
- Advise and support students with their academic needs.
- Oversee administrative assistant.
- Recruit and manage adjunct faculty
- Develop and manage the department's budget.
- Prepare quarterly reports for Guam Board of Nurse Examiners (GBNE)b
- Interact with advisory board members and conduct advisor meetings each semester.
- Represent the department to internal and external academic communities, alumni, business and industry, government, and the general community Promote and enhance the image of the department
- Supervised as Department Chair the Nursing Assistant (NA) Spring 'Pilot-program'.
- Conducted department meetings, attended community and nursing board meetings.
- Academic advising.
- Invited to represent GCC by serving on Commission on Nursing Leadership (CNL).

**Secondary School Nursing Instructor**

2001-2002  
& 2005-2006

*Guam Community College*  
Mangilao, Guam

- Teaching the theory and practice of health occupations, anatomy and physiology, and nursing assistant skills to high school students.

- Supervising high school students while conducting clinical training at a skilled nursing facility.
- Evaluation of student achievement on the basis of curriculum objectives as related to nursing knowledge and practice.
- Participating in the development of academic and department policies and procedures.

## **NURSING EXPERIENCE PRIOR TO GUAM COMMUNITY COLLEGE**

**Registered Nurse** 2004-2006  
*Guam Surgi-Center*  
 Tamuning, Guam

- Performing comprehensive pre-operative patient assessments.
- Admitting and providing pre-operative care to surgical patients.
- Providing safe and effective nursing care to post-operative patients.
- Providing patient education upon discharge for post-operative patients.
- Communicating, collaborating with health care professionals.

**Clinical Associate Nursing Instructor** 1999-2000  
*University of Guam*  
 Mangilao, Guam

- Conducted nursing procedure skills practicum in a laboratory setting.
- Supervised nursing students in a clinical setting while performing patient care.
- Evaluation of nursing students' clinical performance.

**Critical Care Registered Nurse (CCRN)** 1995-2001  
*Guam Memorial Hospital*  
 Tamuning, Guam

- Plan, implement, manage, nursing care for critically sick patients with life threatening illnesses.
- Provided safe and effective nursing care to critically sick patients in the intensive care unit.
- Maintained patient documentation.
- Communicated and collaborated with other health care professionals.
- Advocated for patients and family members.
- Mentored newly hired nursing staff and preceptor to UOG nursing students.
- Air Transport of critically sick patients off island.

**Pediatric Critical Care Registered Nurse** 1991-1994  
*Royal Children's Hospital*  
 Melbourne, Australia

- Provided care to critically sick newborn and pediatric patients including care of post-operative heart transplants, liver transplants, head injuries, brain death, septicemia, mechanical ventilation, airway management, infectious diseases, and home care training of ventilator dependent pediatric patients.
- Flight nurse to pick up critically sick patients within Victoria, Australia.

## **RELATED EXPERIENCE**

**EMT Director** Spring 2012-Fall 2012  
*Guam Community College*  
 Tamuning, Guam

- Supervised Guam EMT transition program.
- Co-ordinate instructors, training site, media presence.
- Presented with Guam EMT Advocate of the year Award 2012.

## **KEY STRENGTHS AND SKILLS**

My skills and strengths include the ability to develop professional relationships with fellow instructors, students and members of the community.

I am dedicated and work tirelessly to help educate future generations of nurses and impact the care of numerous patients.

In the past I have developed and continue to develop continuing education courses and update allied health curriculum.

Specialist computer training to use the Allied Health high fidelity patient simulator 'SimMan' for allied health student education and GCC community tours.

Coordinate and supervise student laboratories, laboratory inventory, and purchasing of supplies.

Though community involvement I have been able to secure expired medical equipment used for student training.

Co-ordinate and manage TRACDAT for the pre-nursing, practical nursing course and program, and Nursing Assistant courses.

Teach Basic Life Support (BLS) to students and community members.

Teach Advanced Cardiac Life Support (ACLS) courses for health care professionals on a volunteer basis at GMH.

Ensure my knowledge remains current by regularly attending medical, nursing, and educational conferences.

## **LICENSURE/CERTIFICATIONS**

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*Guam Board of Nurse Examiners Registered Nurses (RN) License*

*American Heart Association, Instructor, Basic Life Support (BLS)*

*American Heart Association, Instructor, Advanced Cardiovascular Life Support (ACLS)*

*GCC Trauma Nurse Director*

*Trauma Nurse Instructor, Trauma Nursing Core Course (TNCC)*

*Trauma Nurse Instructor, Emergency Nursing Pediatric Course (ENPC)*

## **COMMUNITY INVOLVEMENT**

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Department of Public Health Community Outreach Immunization Programs -2014

Mag-Pro 5km run volunteer -2014

GMH Infection Control Health Fair -2013

Guam EMT Advocate of the Year Award -2012

Advanced Life Support Instructor - Volunteer Instructor Guam Memorial Hospital 2012-present

Guam Girl Scouts - Volunteer Helper - 2012-2013

Guam Cancer Care - Health Fair 2011-present

Takecare Asia - Volunteer Flu Clinic 2010-present

Basic Life Support Instructor - Volunteer instruction for staff at Guam Surgi-Center 2008-2010

Guam Federation of Teachers - Volunteer PPD screening Health Fair Clinic 2007-present

## **PROFESSIONAL AFFILIATIONS**

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Guam Association of Advanced Practice Registered Nurses - 2014

Sigma Theta Tau International member June - 2013 - present

Guam Community College - Standard IV committee member

Guam Community College - Allied Health Advisory committee member

**RESUME**  
**RONNY PRO C. ESPINA, BSN-RN**

PERSONAL INFORMATION	
<b>Mailing Address:</b> <i>PMB413 535            Chalan Pale RH Ste 116            Yigo, Guam 96929</i>	<b>Date of Birth:</b> <i>November 23, 1991</i>
<b>Contact Numbers:</b> <i>(H) 671-637-8463            (Cell) 671-988-7302</i>	<b>Citizenship:</b> <i>U.S. Citizen</i>
	<b>Email Address:</b> <i>ronnypro.espina@guamcc.edu</i>
	<b>Marital Status:</b> <i>Married</i>

**I. Education History**

- Simon Sanchez High School, High School Diploma (2005 - 2009)  
*Top Four Graduate*
- University of Guam, Bachelor of Science in Nursing (2009 - 2013)  
*Merit Scholar*

**II. Employment History**

Name of Employer/Department	Title	Year
PMC Isla Health Group/ Family Practice	Registered Nurse	2014 to 2015
Guam Community College/Allied Health Department	Faculty Instructor	2014 to 2015
Guam Visiting Nurses/ Home Visit Care	Registered Nurse	2015 to 2017
Guam Regional Medical City/ Surgical and Telemetry Unit	Registered Nurse	2015 to Present
Guam Department of Education/ School Health	School Health Counselor III	2015 to Present

**III. Experience**

- Prepared, organized, and taught extensive amounts of health and healthcare related presentations to the community, college aged students and High school students as nursing student, an instructor at the Guam Community College and as a School Health Counselor.
- Floor nurse in Medical Surgical and Telemetry wards at the Guam Regional Medical City.
- Maintained and followed through case management plans for patients receiving home health visits by providing assessment, nursing care, and follow-ups.
- Lead and participated in community outreach activity with high school students in taking blood pressure, health fairs, and CPR training.
- Prepared, managed, and executed teaching plans for high school students and college age students in Certified Nurse Assistant (CNA) roles and skills.
- Teacher of the winners of the Island-Wide High School Nursing Students Challenge Bowl (2015)

### **INTERPERSONAL COMMUNICATION**

- Dealt with a variety of clients from different cultural backgrounds and provided appropriate communication techniques to assure comfort and rapport.
- Maintained a friendly relationship with workers at each of my various workplaces to assure effective teamwork.
- Spoken with doctors, pharmacies, charge nurses, supervisors, staff, and families regarding client care at the Guam Regional Medical City.
- As a Nursing Instructor:
  - Shared knowledge with students from multicultural backgrounds.
  - Worked with many different professionals within Guam Community College (GCC) and the Guam Department of Education (GDOE)
  - Was able to meet the required deadlines in providing evidence and paperwork regarding students' activities and grades in a timely manner.

### **NURSING CARE KNOWLEDGE BASE**

- Have provided care to many patients at the Guam Memorial Hospital, PMC Isla Health Center, and Community College
- Have completed nursing skills such as:
  - Basic comfort and care
  - Basic First Aid
  - Wound Care
  - IV line Insertion
  - Medication administration
    - Oral, Intramuscular, Intradermal, Subcutaneous, Intravenous
  - Full Body Assessments
  - Therapeutic communication
  - Blood transfusion
  - Nasogastric Tube insertion
  - Chest tube maintenance
  - Peripherally Inserted Central Catheter (PICC) line care
  - Foley Insertion
  - Tracheostomy suctioning
  - Tracheostomy care
  - PEG tube feeding
- Assisted with specific outreaches dealing with immunizations, health screening, and health promotion

#### **IV. Certification/Licensure**

- American Heart Association – Basic Life Support (BLS)
- Career Technical Education Courses
- Guam Board of Nurse Examiners- Registered Nurse
  - License #:RX0763
  - Expires: 9/2021

#### **V. Awards/ Recognition**

- Government of Guam MagPro Award of Excellence 2018 – Lifesaving Medal



## **Resume**

Loressa M. Melegrito

December 12, 2018

### **Personal Contact Information:**

Home Address: 114 Chato Court Sinjana Guam 96910

Mailing Address: Same as Home Address

(C) Phone Number: 671-488-4024

### **Education:**

I. College: University of Guam

Attended: Fall 1997 to Summer 2004

Course of Study: Nursing

Degree: Bachelors of Science in Nursing

II. High School: John F. Kennedy High School

Attended: Fall 1993 to Spring 1997

Diploma attained in SP 1997

### **Employment History:**

I. Employer: *Guam Memorial Hospital/Skilled Nursing Unit*

From: October 2006- Current

Position: Full-Time

Supervisor: PeterJohn Camacho, MPH/CEO Hospital Administrator

Contact Number: 671-647-2330

Full-Time Employee

**Position Title: Hospital Nurse Supervisor II/Appointed as Acting Administrator of Skilled Nursing Facility (SNF)**

The Long Term Care Administrator is responsible for the administrative and clinical supervisory work in the coordination of program services, facility maintenance, compliance and operational aspects of the Skilled Nursing Facility. Manages all departments by providing leadership and strategic direction and reports directly to the Hospital Administrator/Chief Executive Officer of the Guam Memorial Hospital Authority.

**Specific Duties and skills:**

Knowledge of Long Term Care operational standards set forth in Federal and State regulations; Knowledge of performance management and effective leadership skills; Knowledge for Centers for Medicare and Medicaid Services (CMS) regulations; Knowledge of budget and financial processes; Knowledge of basic computer and Microsoft Office Suite; Excellent verbal and written skills; Skill in effective supervision, conflict management, and team building; Skills in interpersonal relations and team building, self-directed and flexible in fulfilling obligations; Ability to develop and administer skilled nursing programs of the hospitals; Ability to evaluate programs effectiveness and implement recommend changes in organizational policies and procedures to enhance effectiveness; Ability to maintain records, reports and other statistical data

**Certifications: BLS and ACLS**

**II. Employer: *Guam Community College/ Allied Health Department***

**From: August 2010 to May 2015**

**Supervisor: Dorothy M. Duenas, RN, MSN, Allied Health Administrator**

**Contact Number: 671-735-7536/7006**

**Position: Adjunct Faculty**

**Position Title: Instructor/ Post secondary instructor for License Practical Nursing Program**

**Specific Duties Performed: Instructs in Theory & Clinical. Courses ; NU 110 Foundation in Nursing, NU 160 Pharmacology, NU 220 & NU292 Adult Medical-Surgical Nursing. Clinical Instructor duties include supervising a minimum of seven and maximum of 10 students in providing patient care to Guam Memorial Hospital and Public Health clients. Team member of Standard Committee IV.**

**III. Employer: *US Renal Care***

**From: June 2012 to March 31, 2015**

Supervisor: Charisse Macapagal, BSN, RN, Clinical Unit Administrator

Contact Number: 671-646-3516

Part-Time Employee

Position Title: Clinical Nurse

Specific Duties Performed: patient care that included; medication administration, permacatheter care, connecting patient to dialysis machine, disconnecting patient from dialysis machine, cannulating AVF/Fistual access, patient monitoring, patient education, charge nurse role, communicating with MD's, transcribing MD orders





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**RENEWAL APPLICATIONS**

(GBNE Regular Board Meeting 08/08/2019)

1. Abad, Carmencita N. – LPN
2. Abilo, Beanca Patrice E. – RN
3. Adoptante, Maria Lourdes B. – RN
4. Aggabao, Marnette P. – RN
5. Aglit, Caresse S. – RN
6. Agpaoa, Raven Karen G. – RN
7. Agsalud, Aaron S. – RN
8. Agtarap, Naomi R. – RN
9. Aguiqui, Danielle D. – LPN
10. Aguilar, Abegail Q. – LPN
11. Aguilar, Emiretha M. – RN
12. Aguilar, Mary Grace D. – RN
13. Aguirre, Charlene D.C – LPN
14. Aguon, Germaine A. – RN
15. Agustin, Sheryl B. – RN
16. Aiton, Diana D. – LPN
17. Alave, Veronica B. – RN
18. Alcaide, Jeanette G. – RN
19. Alegre, Maria Isabella F.- RN
20. Alfonso, Jose Zhivago R. – RN
21. Alfonso, Lindsay M. – RN
22. Alimurong, Jennifer A. – LPN
23. Allen, Marryanne – RN/APRN
24. Allsteadt, Amelia – RN
25. Almonte, Glynis S. – RN
26. Amparo, Ma. Jocelyn C.- RN
27. Ancheta, Michelle R.- LPN
28. Anderson, Donabel Q. – RN
29. Anderson, Michael A. – LPN
30. Anderson, Teresa L. – RN/APRN
31. Andres, Pamila A. – LPN
32. Apacionado, Ursula A.- RN
33. Apuron, Georgette E.M. – RN
34. Aquino, Gerald D. – RN
35. Aquino, May Anne S.- RN
36. Aquino, Micah G. – LPN
37. Arcangel, Leonel C. – RN
38. Arevalo, Kyle C. – RN
39. Arroyo, Marian K. – RN





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41. Atienza, Ronalyn Ivy A. – RN
42. Ato, Ryan – LPN
43. Atoigue, Ramdna P. – RN
44. Austria, Genevieve D,G.- RN
45. Ayangco, Anjelica M. – LPN
46. Babasa, Josephine S.L. – RN
47. Babauta, Rosielyn B.- RN
48. Bailiff, Ana T. – RN
49. Bais, Michelle J. – LPN
50. Baisa, Daisy Rose L. – RN
51. Baldo, Annie T. – RN
52. Baldoz, Mel Christian J. – RN
53. Baluyut, Katrina Jean M.- RN
54. Banico, Gena A. -LPN
55. Banks, Woonjeong K. – RN
56. Bansil, Kristin Joy Y. – LPN
57. Barcinas, Ayesha – LPN
58. Barnum, Jessica J. – RN
59. Bascon, John Christopher L. RN
60. Bautista, Katherine D. – RN
61. Bayley, Brandon C. – RN
62. Baza, Lourayne R. – LPN
63. Beck, Brittany A. – RN
64. Belga, Harlyn D. – LPN
65. Belga, Jane D. – LPN
66. Benavente, Jennifer C. – LPN
67. Bennett, Jobeth P. – LPN
68. Biala, Nadine B. – RN
69. Blakley, Andrew E. – RN/APRN
70. Blas, Audrey E. – RN
71. Blomberg, Kristen A. – APRN
72. Bockman, Blair K. – RN
73. Bolus, Irish Jianne E. – RN
74. Bondoc, Adrian Bryan A. – RN
75. Bondoc, Johna M.- RN
76. Bonifacio, Jeffrey Anderson N. – RN
77. Borja, Stephanie R.M. – RN
78. Brinkley, Marilyn T. – RN
79. Brown, Marie Grace T. – RN
80. Buentipo, Betty Ann D. – RN
81. Bugtong, Ida Estrella C. – LPN
82. Burkhardt, Marion J. – LPN







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84. Cabrera, Suzanne L. – RN
85. Cabuag, Rhona C. – RN
86. Cabuag, Rosalinda C. - RN
87. Cacawa, Mariza J. – RN
88. Calalo, Phillip John B. - RN/LPN
89. Caldeo, Glaiza Vi D.V. – RN
90. Calilung, Jayar S. – LPN
91. Camacho, Erica G. – RN
92. Camacho, Hope C. – RN
93. Camaganacan, Erlina C. – RN
94. Camaganacan, Sar Maye C. – RN
95. Camba, Sherry Anne I. – RN
96. Camemo, Joanne L. – RN
97. Cando, Norhea Marie N. – RN
98. Carpo, Kathleen C. – LPN
99. Carr, Terri A. – RN
100. Carter, Maryann B. RN
101. Casey, Mary E. – RN
102. Castro, Camille V.- LPN
103. Castro, Krystle B. – RN
104. Castro, Shaneerae S. – RN
105. Catague, Erlinda P. – RN
106. Chargualaf, Melinda J. – LPN
107. Chiu, Jamela Denice J. – RN
108. Choi, Sun Lee – RN
109. Cielo, Mark Anthony O. – RN
110. Claasens, Evangeline A. – RN/APRN
111. Coffey, Abby S. – RN
112. Collier, Katie M. – RN
113. Collins, Elisabeth J. – RN/APRN
114. Concepcion, Liezl D. J. – RN
115. Concepcion, Teresa T. - RN
116. Constantino, Loren Sofia A. – RN
117. Cooper, Jeffery L. – RN
118. Cordero, Gem H. - RN
119. Cordova-Panlilio, Joanna C. – RN
120. Coronel, Romelaine G. – RN
121. Cortez, John Rafael P. - RN
122. Craig, Rayna D. – RN
123. Cruz, Ailyn Jade M. – LPN
124. Cruz, Bernice H. – RN
125. Cruz, Christine M. – RN





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126. Cruz, Dennis C.- RN
127. Cruz, Teofila Maria P. – RN/APRN
128. Cruz, Therese Marie S. – LPN
129. Cruz, Veronica A. – RN
130. Cubacub, Lheary C. – RN
131. Cueto, Peter Paul U.- RN
132. Cunanan, Margie D. – RN
133. Cunningham, Jill C. – RN
134. Curtis, Amanda C. – RN
135. Damian, Evelyn G. – LPN
136. Damian, Yvonne SN. – RN
137. Dangan, Lindsey – RN
138. Daulat, Evelyn E. –RN
139. De Belen, Anna Karmela S. – RN
140. De Belen, Fernando M. – RN
141. De Leon, Jamila D. – RN
142. De Leon, Jocelyn M. RN
143. De Vera, Joe Louie – RN
144. Decena, Temple Grace S. – LPN
145. Dejesa, Hermi-Alyss M. – RN
146. Del Castillo, Sheena Mae D.C - LPN.
147. Del Mundo, Clifford V. – RN
148. Del Mundo, Sherrylou T. – RN
149. Dela Cruz, Frances Grace A. – RN
150. Dela Cruz, Leia Amor J. – RN
151. Dela Cruz, Ma Christina M. - RN
152. Dela Pena Jr, Marcelino B. – RN
153. Delfino, Rema G. – RN
154. Dennis, Vanessa L. – LPN
155. Develles, Rulietta G. –RN
156. Dewitt, Laarni C. – RN
157. Diaz, Tiahna Gabrielle H. – LPN
158. Diehl, Jane A. – RN
159. Diestro, Evelyn P.-RN
160. Dimapan, Alyssa Brianne G. - RN
161. Dionisio, Kelvin Paul M. – RN
162. Dios, Delyn D. – RN
163. Dizon, Cheryl Mae A. – RN
164. Dizon, Loreto J. – RN
165. Dizon, Maryann L. - RN
166. Dodd, Beth A. – RN
167. Dolor, Sherry Ann E. – RN
168. Domen, Ramona M. – RN/APRN





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170. Donato, Jonathan F. – RN
171. Dudkiewicz, Connie F. – RN
172. Edquilane, Sylvia D. – RN
173. Emboltura, Rose Virginia V. – RN
174. Enderes. Leticia S.- RN
175. Ermitano, Nanette E. – RN
176. Escudero. Roger V.- RN
177. Estanislao, Jean C.- RN
178. Estoy, Romalie S. – RN
179. Estrella, Lourdes S.- LPN
180. Eusebio, Rachel B. – RN
181. Evangelista, Luke R.M – RN
182. Fausto, Maria Corazon T. – RN
183. Fejeran, Shirae A.C. – RN
184. Fernandez, Kathleen Mae C. – RN
185. Fernandez, Rizalina Y. – RN
186. Fernandez, Vicky P. – RN
187. Finch, James V. – RN/APRN
188. Flores, Eden V. – LPN
189. Foote, Sheri L. – RN/APRN
190. Fruge, Carolyn Lou M. – RN/APRN
191. Gabo, Christine Kaye J. – RN
192. Gabriel, Gerren C. – LPN
193. Gagaring, Grace S. – RN
194. Gamazon, Anita A. – LPN
195. Ganon, Ryan R. – RN
196. Garcia, Nikka Isabel B. – RN
197. Gayahan, Catalina G. – LPN
198. Gimoto, Evelyn G. – RN
199. Glory, Camille Angelique D. – LPN
200. Gogue, Margaret C. – RN
201. Golez, Ave O. – RN
202. Gonzales, Dominie Joy G. – RN
203. Gozum, Jennifer B. – RN
204. Grass, Louis H. – RN/APRN
205. Green, Jessica L. – RN
206. Green, Rhonda R. – RN
207. Greening, Brian W. – RN
208. Gueco, Arceli G. – RN
209. Guiao, Cecilia B. – RN
210. Ha, Yoo Kyong – RN
211. Hermosura, Herdel Kent B. – RN





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213. Ho, Kathleen E. – RN
214. Hongyee, Jean N. – RN
215. Hutt, Michelle – RN
216. Ignacio, John D. – RN
217. Iona, Lucy Marie Cruz. – RN
218. Itugot, Anna Kristina S. – RN
219. Jabinigay, Jacqueline U. – RN
220. Jacob, Diana P. – RN
221. Jamero, Edith S. – RN
222. Joco, Vena M.Y. – RN/APRN
223. Joo-Castro, Lucy H. – RN
224. Josen, Anna Louise A. – RN
225. Joya, Gil T. – RN
226. Kim, Ginnie L. – RN
227. Kishimoto, Benyu – RN
228. Krantz, Lenda G. – RN
229. Laddoo, Edmund A. – LPN
230. Lagman, Angeline Q.Y. – LPN
231. Laird, Cassie L. – RN
232. Lamparero, Kathy L. – LPN
233. Lanada, Joanna D. – RN
234. Lansang, Marites S. – RN
235. Laserna, Eden Lou A. – RN
236. Law, Paula – RN
237. Layson, Irish M. – RN
238. Leano, Juliana M.C. – RN
239. Legaspi, Rosan Gwenneth T. – RN
240. Leon Guerrero, Glenda D. – RN
241. Leonen, Margarita C. – RN
242. Libo-on, Mary Grace E. – RN
243. Lim, Christopher Joshua D.R. – LPN
244. Linsao Jr. Daryl Mamerto A –RN
245. Lipar, Ma. Clarissa G. – RN
246. Liwanag, Maria Delia R. – RN
247. Lizama, Jennifer L. – RN
248. Llegado, Leizl F. – RN
249. Lloyd-Taitano, Jeremy C. – RN
250. Lopez, Lucilyn V. – RN
251. Lopez, Ma. Cristina E. – RN
252. Losbanes, Eva D. – RN
253. Losinio, Cherilyn G. – RN
254. Losinio, Lean Carlo M. – RN







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256. Lumbre, Jeanette Christine M. – RN
257. Macapagal, Charisse D.B. – RN
258. Macaraeg, Dan Christopher F. – RN
259. Mafnas, Maria T. – RN
260. Magat, Elbeth A. –RN
261. Magbitang, Marilyn Z. – LPN
262. Magro, Rosemary H. – RN
263. Manaloto, Aristotle P. – RN
264. Manansala, Maria Corazon D. – RN
265. Mandell, Cynthia F. – RN
266. Manglona, Danielle A. – RN
267. Mangune, Phoebe Estelle T. – RN
268. Manibusan, Jocelyn R. – RN
269. Manzano, Maricar F. – LPN/rn
270. Manzón, Karen C. – LPN
271. Manzón, Paula Ria R. – RN
272. Mapalo, Jayne V. – RN
273. Mapalo, Joy Ann V. – RN
274. Mark, Thora C. – RN
275. Marquez, Maricel G. – LPN
276. Marquez, Samantha A. – LPN
277. Marsh, Rachel A. – RN
278. Martin, Baby Julia B. – RN
279. Martinez, Mello Dee T. – LPN
280. Martinez, Shera Mae –RN
281. McMillan, Chartlotte A. – RN
282. Medina, Adrian M. – APRN
283. Medina, Apple S. – RN
284. Medina, Maria Ethel P. – RN
285. Melegrito, Loressa M. – RN
286. Mendiola, Heather M. – LPN
287. Mendoza, Alvin Paul O. – RN
288. Mesa, Jessamine C. – RN
289. Mesa, Kristina U. – RN
290. Mesa, Margaret L.T. –RN
291. Milan, Joby Valerie D. – RN
292. Montano, Lyn M. – LPN
293. Morales, Joy Lourd E. – RN
294. Morante, Riechell B. – RN
295. Mui, Eva Marie L. – LPN
296. Mui, Ville W.Y. – LPN
297. Muna, Lyanne Michelle C. – LPN





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299. Mutuc Jr, Bernabe C. – RN
300. Mutuc, Rozalyn D. – RN
301. Nakamura, Nahoko H. – RN
302. Nandagopalan, Susheela –RN
303. Napalan Jr., Joseph P. – RN
304. Narvarte, Dominic William R. – RN
305. Nava, Maritess M. – RN
306. Naval, Sandra M. –RN
307. Navarra, John Ray M. – LPN
308. Navasca, Grace S. – LPN
309. Navasca, Rosalie Ann S. – RN
310. Neil, Kelly L. –RN/APRN
311. Nitura, Mary Irene D. – RN
312. Nogoy, Michael Z. – RN
313. Noland, Annah E. – RN
314. Nucum, Amelita E. – RN
315. Nucum, Mariel Rosario R. –RN
316. Nucum, Michelle D.- LPN
317. Obillo, Luzviminda B. – LPN
318. Ocampo, Norlan M. – RN
319. Olivares, Carolina L. – LPN
320. Oliveros, Marilyn M. – RN
321. Ong, Beverly Q. – LPN
322. Opena, Avelina F. – RN
323. Ordillas, Kimberly C. – LPN
324. Orgill, Robert J. – RN/APRN
325. Ortaleza, Catherine Rose O. – RN
326. Oyardo, Gilda Mae L. – RN
327. Pablo, Bayani M. – LPN
328. Pablo, Ruth V. – RN
329. Pacheco, Jamie R. – RN/APRN
330. Padua, Jonah M. – RN
331. Paguio, Gemma R. – RN
332. Paguirigan, Joy U. – RN
333. Pajela, Alicia J. –RN
334. Pajela, Tweetums D.- RN
335. Pakingan, Estrelita A. – RN
336. Palas, Marichu – RN
337. Pama, Rebecca L. – RN
338. Panlasigui, Roehl Bjorn E. – LPN
339. Papelera, Nemia M. – LPN
340. Pecina, Zennia C. – RN
341. Pedrajas, Kristine Nae U. – RN
342. Penaranda, Yolanda Y. – RN





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343. Pereda, Mikelyn B. – LPN
344. Peregrino, Erickson L. – RN
345. Peregrino, Sharmaine Rose D.J. – LPN
346. Perez, Kenneth C. – RN
347. Perez, Mikhail Jarett O. – LPN
348. Perez, Ramona L.G. – RN
349. Perez, Reinalyn R. – LPN
350. Perez, Vanessa F. – RN
351. Perez-Ashley, Hillary R. – RN
352. Permalino, Noreen A. – RN
353. Pickop, Royilmina P. – RN
354. Pilante, Krystal N. – LPN
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356. Pojas, Lilian L. – RN
357. Porcioncula, Lucille C. – RN
358. Price, Stephanie L. – RN
359. Primero, Arielle A. – RN
360. Puno, Ernaly M. – RN
361. Quenga, Salena M. – LPN
362. Quiaoit, Cheryl Joyce T. – RN
363. Quibuyen, Pamela M. – RN
364. Quinata, Virginia Jean O. – RN
365. Quinene, Julietta – RN
366. Quintal, Kasandra R. – RN
367. Quintanilla, Dionita P. – RN
368. Quinto, Leona Kaysie D. – LPN
369. Quirante, Lillian B. – RN
370. Quitariano, Alegria A. – RN
371. Quitariano, Amanda C. – RN
372. Rada, Ana Belen P. – RN
373. Ramos, Marietta Ann F. – RN
374. Rebujo, Shannon Rose J. – LPN
375. Redila, Gerlie A. – LPN
376. Replan, Evelyn P. – LPN
377. Resurreccion, Ivy E. – RN
378. Reyes, Jill B. – RN
379. Reyes, Nicole A. – LPN
380. Reyes, Raizzah M. – RN
381. Rios, Ann Paro S. – RN
382. Rivera, Jenina J. – RN
383. Rodriguez, Colleen M. – RN
384. Romulo, Dan-Michael B. – RN
385. Rosadino, Sherena R.
386. Rozborski, Heysielen U. – RN





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388. Sablan, Pamela Jocelyn P. – RN
389. Sabuya, Karen Grace C. – RN
390. Salalila, Aileen C. – RN
391. Salas, Jennifer M. – RN
392. Samonte, Charlene M. – RN
393. San Agustin, Nenita S. – LPN
394. San Nicolas, Arlene F.D. – RN
395. Sanga, Leslie B. – RN
396. Santos, Bernadette S. – RN
397. Santos, Elizabeth D. – RN/APRN
398. Santos, Joyleen DR. LPN
399. Santos, Rona B. – RN
400. Sanz, Rachel Anne E. – RN
401. Sarmiento, Divina Marie D. – RN
402. Sarmiento, Joanna Lou M. – RN
403. Sciacchitano, Virginia M. – RN
404. Segismundo, Novelyn M. – RN
405. Shimabuku, Leandra P. – LPN
406. Shinohara, Elizabeth S. – RN
407. Siapengco, Alma Gay S. – RN
408. Siguenza, Johanna Maria S. – LPN
409. Silva, Joanna Pauline A. – RN
410. Simbillo, Jemmabeth B. – RN
411. Simsiman, Mae Angelinne T. –RN
412. Smith, Jeffery A. – RN
413. Smith, Shelly D. – RN
414. Solidum, Patricia A. – RN
415. Soriano, Andrea J. – LPN
416. Soto, Reva M. – RN
417. Springer, Mary L. – RN
418. Stanley, Rachel D. – RN
419. Sugimoto, Lina H.L. – RN
420. Sumaylo, Relida S. – RN
421. Sumbo, Ariel Mae D.L – RN
422. Sunga, Joanna Lee B. – RN
423. Sunga, Mishaeleen T. – LPN
424. Surber, Jonalyn – LPN
425. Tadena, Jesse Israel F. – RN
426. Tagalog, Celeste M. – RN
427. Taijeron, Stephanie L. – RN/APRN
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429. Taitano, Anjaneen P. – RN







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430. Tajalle, Ray C. – RN
431. Takai, Krystal Lynn A. – LPN
432. Taman, Darlice M. –RN
433. Tamisin, Alicia E. – RN
434. Tang, Maureen L. – RN
435. Thomas, Chelsey M. – RN
436. Tiamzon, Nicole Yvette C. – RN
437. Tigulo, Maria Evelyn S. – RN
438. Tinio, Sherill D.J. – RN
439. Tiong, Florita B. – RN
440. Tison, Julieta P. – RN
441. Torre, Robin D.G. – RN
442. Toves, Jo Ann V. –RN
443. Treltas, Melinda Ann T. – RN
444. Tudela, Adrienne Y. – LPN
445. Tudela, Maegan Marie M. – RN
446. Tudela, Shanease-Marie M. – RN
447. Tudela, Vanessa Marie M. – RN
448. Tuquero, Christine C. – RN
449. Twilligear, Michelle M. – LPN
450. Unsay Vivian C. –RN
451. Unsay, JonJon A.- RN
452. Unsay, Kristie Anne Faith P. – RN
453. Vallero, Jonighna S.- RN
454. Vance, Jennifer – LPN
455. Vela, Mercedes Z. – RN
456. Velasquez, Carmelette M. – RN
457. Velasquez, Hernie T. – RN
458. Venus, Maria Shiela E. – RN
459. Vercio Dora C. –RN
460. Vercio-Wresch, Betty Jo V. – RN
461. Verzosa, Susana G. – RN
462. Vida, Regine Z. – RN
463. Villanueva, Minerva C. – RN
464. Villarta, Jessica B. – RN
465. Villaruel, Joy Gemma J. – RN
466. Viray, Alvin-J T. –RN
467. Visperas, Cherrie B. – RN
468. Wahl, Lu A. – RN
469. Walker, Courtney B. – RN
470. Wallace, Tynisha D.- RN
471. Wang, Jinky G. – RN
472. Yanesa, Ma Gwen A. – RN





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- 473. Yap, Aida Corell P. – RN
- 474. Yutuc, Jennifer Mae C. –RN
- 475. Zamora, Jocelyn L. – RN
- 476. Zantua, Arnel Jose D. –RN
- 477. Zantua, Mayette M. – RN
- 478. Zita, Criselle M. – RN



**GBNE PENDING APPLICANTS as of: 8/8/19**

	<b>NAME</b>	<b>TYPE</b>
1	Bustillo, Aurora	LX
2	Campbell, Kelly Y.	RE
3	Chan, Wing Ying	Reinstate
4	Curl, Keegan A.	RE
5	Desanto, Deanna	RE
6	Evans, Allison	RE
7	Gatus, Reden D.	LX
8	Harris, Telicia J.	RE
9	Jochim, Jacque M.	RE
10	Lopp, Roddie M.	RE
11	Orlando-Istatia, Robin M.	RE
12	Padiernos, Carmelito J.	RE
13	Pagulayan, Marvie Margaret	Reinstate
14	Sanchez, Honey Vi A.	LX
15	Sarga, Melanie S.	RX
16	Scott, Yolanda R.	RE
17	Seavers, Shelby J.	RE
18	Sexton, Marc	NE
19	Sibal, James P.	RE
20	Zurczak, Laura	RE




# GUAM BOARD OF NURSE EXAMINERS

## Board Meeting Attendance Sheet

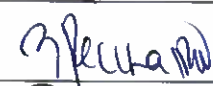



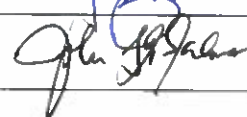
194 Hernan Cortez Ave, Hagatna, GU 96910  
Health Professional Licensing Office Conference Room 209

Date of Meeting: August 8, 2019       Regular Meeting       Special Meeting

Meeting Call to Order 3:25 pm      Time of Adjournment 4:55 pm       Quorum       No Quorum

BOARD MEMBERS	POSITION	SIGNATURE
1. Bernadette S. Santos, RN, MPA	Chairperson (Community RN)	
2. Christine Tuquero, RN, MSN	Vice Chairperson (Hospital)	ABSENT
3. Brenda Manzana	Secretary (LPN)	ABSENT
4. Meagan Bamba-Ada	Member (APRN)	ABSENT
5. Anna Maria Cruz, DNP, FNP-BC	Member (DPHSS)	
6. Annamma S. Varghese, DNP, CMSRN	Member (Education)	
7. Eliza G. Dames	Public Member	

### OTHERS PRESENT

PRINT NAME	AGENCY/TITLE	SIGNATURE
1. Robert Weinberg	OAG Assistant Attorney General	ABSENT
2. Zennia Pecina	HPLO Interim Executive Officer	
3. Rosemary Carman	HPLO Word Processing Secretary II	
4. <i>NORMAN BERTHIAUME FNP</i>	<i>FNP</i>	
5. <i>Alnette Senior</i>	<i>FTC</i>	
6. <i>John Sales</i>	<i>FTC</i>	
7.		
8.		
9.		



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**THE GUAM BOARD OF BARBERING & COSMETOLOGY**

**Regular Board Meeting**  
**Monday, August 5, 2019 at 9:00 AM**  
in the Health Professional Licensing Office  
Board Conference Room, Terlaje  
Professional Bldg., 194 Heman Cortez  
Ave., 2<sup>nd</sup> Floor Suite 209, Hagåtña, Guam.

For more information contact the Board office at 735-7411 thru 12. Persons with disabilities needing special accommodations may call at 735-7172 or the telecommunication device for the Hearing/Speech Impaired (TDD) at 649-1801.

**THE GUAM BOARD OF NURSE EXAMINERS**

**Regular Board Meeting**  
**Thursday, August 8, 2019**  
**at 3:00 PM**  
in the Health Professional Licensing Office  
Board Conference Room, Terlaje  
Professional Bldg., 194 Heman Cortez  
Ave., 2<sup>nd</sup> Floor Suite 209, Hagåtña, Guam.

Persons with disabilities needing special accommodations may call the ADA at 735-7172.

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## Assistant AG placed on leave after assault charge

By Nick Delgado  
nick@postguam.com

An assistant attorney general who was arrested on charges of assault last week has been placed on administrative leave pending the completion of an internal review, according to AG's spokesperson Carlina Charfauros.

Attorney David J. Highsmith, 67, who handles civil litigation, was arrested and charged with assault on Thursday by police following an altercation at the courthouse that involved another attorney.

Attorney General Leevin Camacho has sent a letter to Gov. Lou Leon Guerrero requesting the acquisition of services and a special prosecutor to independently "review the report and determine whether to file criminal charges."

"I am committed to the transparent and impartial review of this case," Camacho states in the letter. "For that reason, I ask that your office handle the acquisition of legal services to address this matter."

On Aug. 1, Highsmith and attorney Gary "Frank" Gumataotao were on opposite sides of a case arguing about a bankruptcy proceeding and whether it had been discharged properly. Gumataotao's law firm partner, William Pole, said after the two left a Superior Court courtroom, Highsmith turned and allegedly pushed Gumataotao, who fell to the ground.

Pole said Gumataotao was out for about three or four minutes after he hit his head on the floor inside the courthouse. Gumataotao has since been treated and released from the hospital.

Pole said Gumataotao is recovering at home. He also said Gumataotao is in shock over the alleged incident, as the two have worked together as colleagues over the past 30 years.



**Gary Gumataotao**

# New school bell, busing schedules released

Public school parents who often find themselves bringing forgotten homework or lunch boxes to their children may want to check out the school schedules released by the Guam Department of Education.

Officials released the school bell and busing schedules for the new school year. The first day of classes is Aug. 13.

Elementary and middle schools start at 8:30 a.m.

Four high schools will start at 6:45 a.m. They are John F. Kennedy High School, J.P. Torres Success Academy both central and south, Southern High School and Tiyan High School.

Three high schools will start the school day at 7:15 a.m. They are George Washington High School, Okkodo High School and Simon Sanchez High School.

"With just over one week left before classes begin, we are working to prepare our 42 campuses for a successful school year," GDOE Superintendent Jon Fernandez said. "We would like to thank our teachers, administrators, faculty and staff for working diligently to ensure our schools are ready to open on day one."

Education officials posted the schedule and other information on the GDOE website on the GDOE Back-to-School page, which can come in really handy for parents. For example, middle schools start at 8:30 a.m. but not all schools schedule their class times the same. Additionally, some schools divide students' classes into two days. For example, Benavente Middle School has first through fifth periods on Blue Day and sixth through 10th periods on

### Bell schedule

The following is this year's bell schedule for elementary and secondary students.

• **Elementary:** 8:30 a.m.-2:43 p.m.

• **Middle:** 8:30 a.m.-3:30 p.m.

• **High schools:** bell schedules are divided into two:

• **6:45 a.m.-1:45 p.m.**

John F. Kennedy High School

J.P. Torres Success Academy (central and south)

Southern High School

Tiyan High School

• **7:15 a.m.-2:15 p.m.**

George Washington High School

Okkodo High School

Simon Sanchez High School

### Coming up

For a printed copy of the school bus schedule, see the Thursday edition of The Guam Daily Post.



### Online Information

Guam Department of Education Back-to-School online information: <https://sites.google.com/a/gdoe.net/gdoe/gdoe-newletters>

You can also find back-to-school information on PostGuam.com



**GETTING READY:** Guam Department of Education officials have released the bus schedules and other information on their website in anticipation of Aug. 13, which is the first day of classes for more than 30,000 students. In this file photo, students of Agueda Johnston Middle School wait at a bus stop in Chalan Pago on the first day of the 2018-2019 school year. Post file photo

Gold Day. And lunchtime depends on what grade level your child is in. In addition to the daily schedules, the breakfast and lunch menus, the school year calendar, student orientation schedules, the school principal listing, and registration information can be found online.

### Bus shelter cleanup

In a press release, Fernandez thanked government partners, community sponsors and volunteers for contributing to the ongoing Broken Crayon school supply drive and the islandwide bus shelter cleanup scheduled for Aug. 10.

"This community approach

will help to provide the foundations needed to support teaching and learning in our island's public schools," he stated.

The cleanup is scheduled for 8 a.m. to noon this Saturday. GDOE students who participate can earn service learning hours. Interested volunteers should register by emailing their name and contact information to [volunteer@gdoe.net](mailto:volunteer@gdoe.net) by Friday. Students should indicate their school and grade, and whether they will be seeking service learning hours.

(Daily Post Staff)

## THE GUAM BOARD OF NURSE EXAMINERS

**Regular Board Meeting**  
**Thursday, August 8, 2019**  
**at 3:00 PM**

in the Health Professional Licensing Office Board Conference Room, Terlaje Professional Bldg., 194 Herman Cortez Ave., 2<sup>nd</sup> Floor Suite 209, Hagåtña, Guam.

Persons with disabilities needing special accommodations may call the ADA at 735-7172.

# HAFA ADAI

**AT THE GUAM GREYHOUND PARK**  
**TUESDAY, AUGUST 6, 2019**

DOORS OPEN AT 4:00PM, SESSION STARTS AT 7:30PM | TEL. NUMBER: 969 - 3673  
ALL MAJOR CREDIT CARDS ACCEPTED

<p><b>BUDGET BINGO</b> <b>TUESDAY</b> <b>ONLY \$15 BUNDLE A!</b></p> <p><b>HAFA ADAI BONANZA</b></p> <p><b>\$10,000</b></p> <p><b>GIVEAWAY</b></p> <p><b>EARLY BIRD \$500   HALFTIME \$500</b></p> <p><b>BUNDLES</b></p> <ul style="list-style-type: none"> <li>• BUNDLE A (50 PKGS. + 3 SPC. EA.) \$15</li> <li>• BUNDLE B (70 PKGS. + 4 SPC. EA.) \$25</li> <li>• BUNDLE C (100 PKGS. + 5 SPC. EA.) \$35</li> <li>• BUNDLE D (110 PKGS. + 6 SPC. EA.) \$45</li> </ul> <p><b>BUY 2 SAME BUNDLE, BUNDLES INCLUDES: GET ONE FREE</b> Letter X, Indian Star &amp; Jr. Blackout</p> <p><small>*NO SHARING OF LOCATOR IF FOUND SHARING, MANAGEMENT WILL FORFEIT PAYOUTS* **MANAGEMENT RESERVES THE RIGHT TO ALTER OR CANCEL ANY EVENT OR PROGRAM WITHOUT PRIOR NOTICE*</small></p>	<p><b>JUNIOR BLACKOUT</b></p> <p><b>\$5,000</b> IN 46 #S OR LESS   \$1,000 Consolation</p> <p><b>LETTER X</b></p> <p><b>\$5,000</b> IN 14 #S OR LESS   \$1,000 Consolation</p> <p><b>SPECIAL PACKAGE (BUY 2 SAME SPECIAL PKG, GET ONE FREE PROMO) ALL IN</b></p> <p><b>GOLD PKG (100PKG +20 FREE)</b> \$50 8 JR. BKOUT, 8 LETTER X, 8 IND. STAR 2 SHEET OF E.B., 2 SHEET HALFTIME WRMUP, 1 BONANZA, HOTBALL A &amp; B</p> <p><b>DIAMOND PKG (110PKG +20 FREE)</b> \$55 10 JR. BKOUT, 10 LETTER X, 10 IND. STAR 2 SHEET OF E.B., 2 SHEET HALFTIME WRMUP, 10 BONANZA, HOTBALL A &amp; B</p>	<p><b>INDIAN STAR</b></p> <p><b>\$5,000</b> IN 27 #S OR LESS   \$1,000 Consolation</p> <p><b>7 PACKAGE GAMES</b></p> <p><b>\$2,500</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td>LETTER X</td> <td>\$3</td> </tr> <tr> <td>JR. BLACKOUT</td> <td>\$3</td> </tr> <tr> <td>INDIAN STAR</td> <td>\$3</td> </tr> <tr> <td>BONANZA</td> <td>\$4</td> </tr> <tr> <td>EARLY BIRD</td> <td>\$2</td> </tr> <tr> <td>HALFTIME</td> <td>\$2</td> </tr> </table>	LETTER X	\$3	JR. BLACKOUT	\$3	INDIAN STAR	\$3	BONANZA	\$4	EARLY BIRD	\$2	HALFTIME	\$2
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