

Guam Board of Nurse Examiners

Regular Board Meeting

Thursday, April 09, 2026 at 3:00 PM

194 Hernan Cortez Ave. Terlaje Professional Building Suite 209 Hagatna, Guam 96910

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Meeting ID: 851 8323 8137

Passcode: 137930

MINUTES

Item	Discussion	Responsible Party	Reporting Timeframe	Status	
I	Call to Order	Chaired by: G. Ramos	Chair	1511	Called to Order
	Proof of Publication	Reviewed and confirmed <i>Motion to Approve: Dr. Varghese; 2nd: M. Gay.</i>	Chair		Confirmed
	Roll Call	<p>GBNE Members:</p> <p><u>Present:</u></p> <p><input checked="" type="checkbox"/> Phillip John Calalo, DNP, RN, Vice Chair/Executive Officer</p> <p><u>Virtual Attendance:</u></p> <p><input checked="" type="checkbox"/> Gia Ramos, Chair, RN Member</p> <p><input checked="" type="checkbox"/> Margarita Gay, Treasurer, Community Health Member</p> <p><input checked="" type="checkbox"/> Greg Woodard, APRN Member</p> <p><input checked="" type="checkbox"/> Anna Varghese, Education Member</p> <p><u>Not in Attendance:</u></p> <p><input type="checkbox"/> Brenda Manzana, LPN Member</p> <p><input type="checkbox"/> Charlotte Huntsman, Secretary, Public Member</p>	<p>Other Attendees:</p> <p><u>Present:</u></p> <p>Don Sulat, DPHSS/HPLO</p> <p><u>Virtual Attendance:</u></p> <p>Breanna Sablan, DPHSS/HPLO</p> <p>Peter John Camacho, DPHSS/HPLO</p> <p>Jolene Toves, Guam Daily Post</p> <p>Uriah Aguon, Guam PDN</p> <p>Zennia Pecina, Guam Community College</p> <p>Tamara Hiura, Guam Community College</p> <p>Kevin Hitosis, Guam Nurses Association</p> <p>Ramona Domen, Public</p> <p>K. Cruz, Public</p>	GBNE	Quorum Established
II	Adoption of Agenda	<i>Motion to Adopt the Agenda: Dr. Varghese; 2nd: M. Gay.</i>	GBNE	1515	Unanimously Adopted,
III	Approval of Minutes	Minutes dated: 03/12/2026 <i>Motion to Approve: Dr. Varghese; 2nd: Dr. Calalo.</i>	GBNE	1515	Unanimously Approved
IV	Treasurer's Report	There was no update available for the Treasurer's report due to the position currently being vacant. Dr. Calalo provided clarification that although a Treasurer had previously been elected, a change in position is now required following the resignation of the OPM representative who had been serving in that role, and it was noted that the selection of a new Treasurer would be	Margarita Gay	1517	No Update due to Position being Vacant

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	addressed later in the agenda.			
V	<p>Committee Reports</p> <p>Rules and Regulations (Proposed).</p> <p>It was reported that following the previous meeting, discussions were held regarding necessary revisions to the rules and regulations, specifically addressing missing language that had already received approval from board and rules committee members and was subsequently forwarded to the AG's office for further review. An update was provided that Dr. Varghese and Dr. Calalo jointly reviewed the required verbiage, initiated the process to incorporate the necessary language, and are currently awaiting feedback from the AG's office. Dr. Calalo clarified that the revisions pertain to multi-licensure and compact licensing requirements to ensure full licensure compliance, and while the matter is under review, no specific timeline has been provided, with the commitment that updates will be shared with the board once guidance is received.</p> <p>Dr. Calalo also clarified that once the AG's office completes its review and provides comments or corrections, the board will conduct a comprehensive final review of the rules and regulations, incorporating any necessary revisions, including grammatical adjustments and updates to practice-related provisions. He further explained that any additional changes identified during this process would be addressed accordingly, and the finalized revisions would either be presented during a regular board meeting or discussed in a specially scheduled session, with the approach to be determined at that time.</p>	GBNE	1518	Noted
VI	<p>Nursing Education</p> <p>Dr. Varghese reported that there was no new information available regarding the University of Portland School of Nursing and Health Innovations, followed by discussion of an inquiry concerning a nurse practitioner student seeking to perform clinical practice in Guam and the processes, policies, and oversight required. It was noted that clarification is needed regarding whether such individuals must follow their home institution's policies and who holds responsibility for monitoring their clinical activities. It was expressed that the current rules and regulations do not clearly address this matter, emphasizing the importance of patient safety and suggesting the potential formation of a subcommittee to further evaluate the issue with input from an APRN representative. It was further discussed that nurse practitioner students completing clinical rotations would typically be supervised by a licensed preceptor, would not independently practice or prescribe, and that responsibility would rest with the preceptor under agreements established between the educational institution and the clinical organization, thereby indicating that oversight is primarily governed by the affiliated school and supervising licensed professionals.</p>	Dr. Varghese	1521	Allow APRN Clinicals on Guam, that is Between the Institution and the Preceptor, in which the GBNE Does Not Have Oversight

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	<p>It was expressed that the board's primary responsibility is to provide oversight for schools accredited by the board, and that clinical placements for out-of-state nursing programs are generally governed through agreements between the educational institution, the clinical organization, and the designated preceptor, rather than direct board oversight. It was discussed that the inquiry from the University of Portland likely stemmed from a misunderstanding of the board's role, and that the board could issue a formal statement clarifying that such arrangements fall outside its authority, potentially with guidance or review from the AG's office before dissemination. Additional considerations were raised regarding existing practices, including requirements such as malpractice insurance and institutional agreements, which are typically determined by the participating organizations and schools. The discussion further distinguished between advanced practice nursing students and RN-level students, noting that APRN students are supervised under a one-to-one preceptor model and do not practice independently, while concerns were raised about RN programs, particularly those involving preceptor-based clinicals rather than faculty-driven instruction, emphasizing the need to ensure patient safety and adherence to established educational standards. While some members supported allowing APRN students to complete clinical hours in Guam due to the absence of local programs, there was hesitation regarding extending the same approach to RN students without clearer regulatory guidance, leading to a consensus to focus on the immediate APRN-related request and defer broader considerations for future discussion. G. Woodard formally made a motion stating that the board does not have oversight over APRN clinical placements, as such responsibilities lie between the educational institution and the designated preceptor, and proposed that APRN students be permitted to complete their clinical training in Guam, specifically limited to clinical practice and excluding didactic instruction.</p> <p><i>Motion to Allow APRN Clinicals on Guam, that is Between the Institution and the Preceptor, in which the GBNE Does Not Have Oversight: G. Woodard; 2nd: Dr. Varghese.</i></p>			
VII	<p>Executive Officer's Report</p> <p>A. Elections</p> <p>There were vacancies for the positions of Vice Chair and Treasurer. Dr. Varghese abstained from participation in the nominations due to the completion of her term and the pending appointment of a replacement. A nomination was made for M. Gay to serve as Vice Chair, which she accepted, and with no further nominations presented, the board expressed its support and confirmed her appointment through a vote of confidence. Subsequently, a nomination was made for G. Woodard to serve as Treasurer, which he accepted, and with no additional nominations, the board likewise confirmed his</p>		1538	Noted

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	<p>appointment through a vote of confidence, acknowledging both individuals for their willingness to serve.</p>			
	<p>B. GBNE Complaints</p>			
	<p>1. GBNE-CO-20-007/1, 2, 3, 4, 6 & 7 Received 9/16/20. G. Woodard raised concerns regarding this complaint involving the death of a child at GMH, in which several nurses were named for alleged violations of nursing practice guidelines. G. Woodard stated that he was also named as a participant, although efforts have been made to remain impartial in fulfilling his public duties, repeated public attention and social media references to his involvement in the case have created concern about potential bias. It was noted that the matter had previously been referred to an external party for review, with the understanding that further investigation would be handled independently upon receipt of recommendations. G. Woodard expressed willingness to continue involvement if directed but recommended that the case be forwarded to the AG's office for guidance on how to proceed, while also acknowledging the challenges posed by public scrutiny and emphasizing the need for appropriate legal counsel in managing the matter moving forward.</p> <p>Dr. Calalo provided an update indicating that the organization's administration had submitted a legal response regarding the case, which had been reviewed internally and distributed to relevant board members, with plans to also forward the materials to the AG's office for further input. He clarified that a corrective action had been issued by the organization through its administration, and that the matter would be reviewed by the Attorney General to support appropriate resolution and potential closure of the case. G. Ramos acknowledged that the matter remains pending while awaiting legal guidance. Appreciation was expressed to G. Woodard for his involvement in reviewing the case, along with an acknowledgment of the challenges arising from public commentary surrounding the matter. It was further reiterated that board members are expected to act impartially and rely on appropriate legal authorities, including the Attorney General's office, for expert guidance in complex investigatory matters.</p>	<p>G. Woodard</p>		<p>Pending Action from Attorney General Office</p>
	<p>2. GBNE-CO-2025-001 It was reported that in the referenced case, the nurse involved was determined to have acted within the scope of her rights and duties as a licensed nurse in Guam. Based on this finding, it was concluded that no further investigation was</p>	<p>Pending Assessment</p>		<p>Motioned to Close Case</p>

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	<p>required, and the matter was considered closed. <i>Motion to Close: G. Woodard; 2nd: M. Gay.</i></p>			
VIII	<p>Old Business</p> <p>A. Pending Application</p> <p>1. Shannon McCrory – Reinstatement (RN) <i>Motion to Approve: G. Woodard; 2nd: M. Gay.</i></p> <p>2. Roi Ivan Viray – Reinstatement (RN) Dr. Calalo reported that the nurse in question had ceased practicing due to a medical condition. He recommended that, if approval is considered, the individual should disclose the medical condition to the prospective employer and obtain appropriate medical clearance confirming the ability to safely perform nursing duties without impairment. It was further noted that the nurse would be required to complete 30 CEUs, and that the period away from practice appeared to be approximately two years, though this was not stated with certainty. <i>Motion to Conditionally Approve Pending Submission of Completed CEU's and Medical Clearance to His Provider: G. Woodard; 2nd: Dr. Calalo.</i></p> <p>3. Zally Mae Galsim – NCLEX Examination Dr. Calalo reported that the individual had already been enrolled in an NCLEX-style review course based in the United States and would be required to complete the course prior to being permitted to retake the examination. It was noted that the candidate had failed the NCLEX multiple times, approximately four to five attempts, and a recommendation was made that completion of a structured review course should be required before any further examination attempt due to the reduced likelihood of success without remediation.</p> <p>G. Ramos sought clarification regarding whether existing rules and regulations require a refresher course after multiple examination failures, Dr. Calalo confirmed that such a requirement is already established within the board's rules. It was further explained that the applicant must provide proof of completion, including a certificate from the approved NCLEX review course, prior to submission or consideration of a new application to retake the examination. <i>Motion to Conditionally Approve Pending Submission of Certificate of Completion of Required NCLEX Review Course: M. Gay; 2nd: G. Woodard.</i></p> <p>B. GCC CTE Nursing Assistant 50-Hour Clinical Summer Session <i>Motion to Remove from Agenda: Dr. Varghese; 2nd: G. Woodard.</i></p>	GBNE	1549	<p>Unanimously Approved</p> <p>Conditionally Approved, Pending Submission of Completed CEU' and Medical Clearance to His Provider</p> <p>Conditionally Approved, Pending Submission of Certificate of Completion of Required NCLEX Review Course</p> <p>Motioned to Remove from Agenda</p>
IX	<p>New Business</p> <p>A. Board Resolution A board resolution related to the lawsuit <i>Ramona Delman v. GBNE</i> had been distributed to all board members via email for formal action. The resolution concerned the withdrawal of</p>	GBNE	1559	Unanimously. Accepted Board Resolution

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	<p>a cease and desist order that had been issued to R. Delman on November 5, 2025. It was clarified that although the board had previously voted in earlier meetings to revoke the cease and desist order, the current agenda item required formal approval of the board resolution to complete the official withdrawal process. It was noted that the resolution had been circulated on March 13, 2026 and was available for review in members' email correspondence. G. Ramos confirmed receipt of the document, which would require board members' signatures upon approval.</p> <p><i>Motion to Accept the Board Resolution: G. Woodard; 2nd: Dr. Varghese.</i></p>			
	<p>B. Adoption of Written Policy: Cease and Desist Procedures</p> <p>It was discussed that the board considered the adoption of a written policy and standard operating procedure, identified as SOP No. 2026-001, related to cease and desist actions. Clarification was sought regarding the specific draft version being reviewed, and it was confirmed that the document in question represented the correct draft for consideration, with reference made to multiple versions previously circulated for review.</p> <p>Members further discussed whether the SOP constituted a new policy or an amendment to an existing framework, and it was clarified that the document served as a corrective clarification to strengthen and define procedures already in place rather than establishing an entirely new policy. It was explained that the SOP was intended to provide clearer procedural guidance for the issuance and handling of cease and desist actions, ensuring consistency in how such regulatory matters are addressed under existing board authority.</p> <p><i>Motion to Approve : M. Gay; 2nd: G. Woodard.</i></p>			Unanimously Approved
	<p>C. Settlement</p> <p>It was reported that a settlement agreement had been reached in a case involving legal counsel, with a former chair noted as the signatory to the agreement in their capacity at the time. It was clarified that the matter resulted in a monetary settlement and was resolved as a no-fault case, which did not proceed to court. While the specific dollar amount was not recalled during the discussion, it was confirmed that the settlement documentation containing the amount is part of the official record and has been circulated to board members via email for reference prior to execution.</p> <p>It was further noted that the settlement process had been reviewed and recommended by the Attorney General's office, and that the action was undertaken with legal counsel oversight. Members confirmed awareness of the settlement details and clarified that the agenda item was informational in nature and did not require a formal board vote, serving instead as notification of the finalized agreement.</p>			Noted

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	<p>D. GCC CNA and ADN-RN Programs</p> <p>Z. Pecina presented a proposal requesting a revision to the Guam Board of Nurse Examiners' methodology for calculating NCLEX and NAP pass rates to ensure alignment with existing rules and regulations, specifically citing provisions that define pass rate calculations based on first-time test takers who have received exam results. It was explained that the current practice includes individuals who have not taken the examination, which was identified as inconsistent with regulatory language and potentially detrimental to the fair evaluation of nursing programs. Z. Pecina clarified that the intent was not to alter standards for RN and LPN programs, particularly due to accreditation requirements, but rather to ensure that CNA program calculations adhere strictly to the "first write" definition outlined in the rules.</p> <p>In response, Dr. Varghese emphasized that program quality is often measured by overall outcomes, including both graduation and examination pass rates, and highlighted broader concerns regarding accountability, resource investment, and student success, particularly in CNA programs where not all graduates proceed to testing. Dr. Varghese underscored the need for a more comprehensive discussion, including considerations of workforce needs, educational standards, and potential screening processes for program entry, while acknowledging the importance of maintaining consistency and fairness across programs.</p> <p>Z. Pecina reiterated that, under the current rules, reported pass rates would continue to be calculated based only on individuals who actually take the examination until any regulatory changes are made, and cautioned that maintaining inconsistent methodologies could negatively impact nursing programs and workforce development. It was further noted that national guidance allows flexibility in how pass rates are calculated, leaving such determinations to the board's discretion. Board members agreed on the need for a dedicated meeting to further evaluate the issue, review applicable standards, and determine whether revisions to the rules and calculation methodology are warranted, with the understanding that both pass rates and program completion rates should be considered in future assessments.</p> <p>G. Ramos raised an inquiry regarding whether the board's rules and regulations include provisions that authorize the granting of waivers in certain circumstances, and if not, whether such authority should be formally incorporated. In response, it was expressed that waiver decisions have historically been made at the board's discretion, particularly in consideration of local workforce needs and geographic limitations, and that similar waivers have been</p>			Noted

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	<p>granted in the past. However, it was also acknowledged that accrediting bodies may not favor such practices, and that careful consideration must be given to qualifications, particularly in relation to teaching credentials and clinical experience requirements.</p> <p>Further discussion emphasized the importance of evaluating instructor qualifications, including distinguishing between clinical expertise and formal teaching preparation, and considering appropriate experience thresholds to ensure competency. It was noted that while waivers may support workforce development and help address nursing shortages, there are potential risks associated with granting exceptions without clear regulatory authority.</p> <p>G. Ramos expressed support for the use of waivers in appropriate situations but raised concerns regarding the absence of explicit language in the rules and regulations authorizing such actions, noting that reliance on unwritten authority could expose the board to potential liability. It was emphasized that formal inclusion of waiver provisions within the rules and regulations, or confirmation of existing authority, is necessary to ensure legal protection and consistency in decision-making. Accordingly, it was suggested that guidance from the AG's office be sought to clarify the board's authority and to mitigate future legal risks associated with granting waivers.</p> <p>Dr. Calalo confirmed that the board's current rules and regulations do not explicitly include language granting authority to issue waivers, and it was suggested that such provisions be considered for inclusion as part of the ongoing review with the AG's office to ensure clarity and legal support for future decisions. G. Ramos acknowledged that while waivers have been granted in past situations, formalizing this authority would help mitigate potential liability and provide consistency moving forward.</p> <p>At the same time, it was recognized that there is an immediate need to address staffing challenges impacting a nursing program, particularly the difficulty in securing qualified instructors, which could affect the program's ability to continue operations. It was emphasized that failure to act could result in program closure, thereby exacerbating workforce shortages. In response, the board expressed willingness to consider a conditional waiver to allow the program to proceed while maintaining oversight of qualifications and timelines.</p> <p>It was further agreed that the requesting party would submit a formal letter outlining the proposal, including criteria and timelines, and that the board would evaluate the request</p>			

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	<p>accordingly. Concurrently, the board would work with the AG's office to review and potentially revise the rules and regulations to formally address waiver authority, ensuring both immediate operational needs and long-term regulatory compliance are appropriately balanced.</p> <p>Z. Pecina raised additional concerns regarding the CNA examination process, specifically highlighting inconsistencies in the administration of the skills portion of the exam. It was noted that while failures in the clinical component are typically rare, recent feedback from examinees indicated irregularities in proctoring practices, including unclear or inappropriate testing methods and a lack of standardized expectations among proctors. Concerns were expressed that proctors may not be adequately trained or aligned with established evaluation guidelines, potentially impacting the fairness and reliability of the assessment process.</p> <p>Further, Z. Pecina emphasized the need for greater consistency and oversight in proctor selection and training, recommending that individuals serving in this role possess appropriate experience and understanding of testing standards. Additional concerns were raised regarding limitations in testing availability, particularly the practice of capping the number of examinees, which may delay certification for qualified candidates amid an ongoing CNA shortage. It was suggested that decisions regarding testing capacity should be addressed at the board or executive level rather than administratively, to better support workforce needs. The comments were presented for the board's awareness, with an indication that documentation of these concerns would be maintained for future reference and follow-up.</p> <p>The Chair requested that Z. Pecina submit a formal written statement outlining the concerns discussed regarding the CNA examination process so that the matter may be properly reviewed and included on a future meeting agenda. Z. Pecina acknowledged the request and agreed to provide the documentation for the board's consideration, with the shared objective of improving current practices.</p>			
	E. Approved Applications			
	1) Endorsement Applications			
	1. <u>CNA</u>			
	1. Patricia Rocco			Approved
	2. <u>RN</u>			
	1. Rechella Paggao			Approved

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	2. Yukino K. Johnson			Approved	
	3. Geulim Kim			Approved	
	4. Yujin Park			Approved	
	5. Francis Silagan			Approved	
	6. Carrene Joy Ann Pagkalinawan			Approved	
	2) Initial Applications				
	1. CNA				
	1. Maria Lourdes S. Gatus			Approved	
	2. Dennilyn Giramur			Approved	
	3. Aubrey Judith Magdalera			Approved	
	4. Joanna Pangelinan			Approved	
	2. RN				
	1. Gerald De Roxas			Approved	
	2. Keisha J. Fajardo				
	3. Steven Lujan			Approved	
	4. Rejean E. Salud			Approved	
	5. Denielle Bumagat				
	6. Krystel Hazel D. Mendiola			Approved	
	7. Johanna M. Siguenza				
	8. Jasmine Faye Magsombol			Approved	
	3. APRN				
	1. Susan Dorairaj			Approved	
	3) Reinstatement Applications				
	4. RN				
	1. Nicole Torrey			Approved	
	2. Kyeonggeun Park			Approved	
X	Next Board Meeting	Next Board Meeting is tentatively scheduled for Thursday, May 14, 2026 at 3:00 PM.	GBNE	1650	Set Meeting Date
XI	Adjournment	<i>Motion to Adjourn: Dr. Calalo ; 2nd: G. Woodard.</i>	GBNE	1651	Adjourned

Minutes Drafted by: FLAME TREE Freedom Center, Inc.

Date Submitted: 05/01/2026

Submitted by the GBNE Secretary:

Date:

Approved by the GBNE with or without changes:



Date: 05/21/2026

Certified by or Attested by the Chairperson:

Date: