

GUAM BOARD OF NURSE EXAMINERS

Regular Board Meeting

Thursday, May 14, 2026 at 3:00 PM reconvened on May 21, 2025 at 3:00 PM

194 Hernan Cortez Ave. Terlaje Professional Building Suite 209

Hagatna, Guam 96910

Join Zoom Meeting

<https://us06web.zoom.us/j/81336979757?pwd=MjLskvpMVspJV581Gptk9M5v4VfhK8.1>

Meeting ID: 813 3697 9757

Passcode: 679689

MINUTES

Item		Discussion	Responsible Party	Reporting Timeframe	Status
I	Call to Order	Chaired by: G. Ramos	Chair	1507	Called to Order
	Proof of Publication	Reviewed and confirmed: 05/07/2026 and 05/12/2026 <i>Motion to Approve: Dr. Varghese; 2nd: Dr. Calalo.</i>	Chair		Confirmed
	Roll Call	GBNE Members: <u>Present:</u> <input checked="" type="checkbox"/> Philip John Calalo, DNP, RN, Vice Chair <input checked="" type="checkbox"/> Margarita Gay, Treasurer <u>Virtually Present:</u> <input checked="" type="checkbox"/> Gia Ramos, RN, Chair <input checked="" type="checkbox"/> Greg Woodard, APRN Member <input checked="" type="checkbox"/> Anna Varghese, Education Member <u>Not in Attendance:</u> <input type="checkbox"/> Charlotte Huntsman, Public Member, Secretary	Other Attendees: <u>Present:</u> Kaysie Lee, DPHSS/HPLO <u>Virtual Attendance:</u> Breanna Sablan, DPHSS/HPLO		GBNE
II	Adoption of Agenda	<i>Motion to Adopt the Agenda: M. Gay; 2nd: Dr. Varghese.</i>	GBNE	1509	Unanimously Adopted.
III	Approval of Minutes	Minutes dated: 04/09/2026 Dr. Calalo noted a correction to the spelling of his name, clarifying that his last name is spelled with one "L" rather than two, and requested that the meeting minutes be amended accordingly prior to approval. <i>Motion to Approve as Amended: Dr. Varghese; 2nd: Dr. Calalo.</i>	GBNE	1509	Unanimously Approved
IV	Treasurer's Report	Dr. Calalo reported that a more detailed Treasurer's Report had been prepared but was not yet ready for presentation. The Board was informed that the report would be presented at the next meeting. G. Ramos expressed interest in reviewing revenue information related to licensure activities received by the GBNE, noting that such data would be beneficial for budget planning	M. Gay	1511	No Update, Next Update Next Board Meeting

			Party	Timeframe	
		and financial oversight.			
V	Committee Reports	<p>A. Rules and Regulations (Proposed).</p> <p>Dr. Calalo updated the Board regarding proposed amendments and draft language related to implementation of the NLC, including fingerprinting requirements necessary for full NLC compliance. The draft also included provisions concerning the requirement of a MSN degree or higher for clinical faculty, as discussed in relation to the Nursing Education Report, as well as revised language addressing the shortage of nursing educators, particularly within ADN programs. It was reported that staff were continuing to work with legal counsel to finalize the draft, after which it would be presented to the Board for review and a public hearing prior to final approval. The proposed changes may subsequently be submitted to the appropriate legislative committee for consideration.</p> <p>When asked about a projected timeline, it was reported that no specific target date had been established due to the ongoing legal review process; however, the Board would be informed once a definitive timeline became available. The Board discussed the fingerprinting provisions previously submitted for legal review and was advised that the requested revisions, including specific wording changes and grammatical corrections to the Rules and Regulations, had been incorporated into the draft. Additional discussion noted that legal reviews are conducted through the AG's Office, by attorneys who are available to review the submissions given that the Board does not have an attorney assigned to them specifically.</p> <p>The Board expressed hope that the review process was nearing completion, noting that the matter had been under consideration for more than a year. It was further reported that communication had been maintained with the NLC leadership, including discussions regarding Guam's progress and the challenges delaying full implementation of the NLC in Guam.</p>	GBNE	1512	Noted
VI	Nursing Education	<p>A. University of Portland School of Nursing and Health Innovations</p> <p>Dr. Calalo informed the Board that concerns previously discussed regarding nursing education clinical placements had been addressed through language incorporated into the proposed Rules and Regulations draft. The revised language clarified that responsibility for educational arrangements rests with the participating university, the clinical site, and the student nurses, while the Board's role is to ensure that students are able to safely complete their clinical experiences at approved sites on Guam. It was further reported that</p>	Dr. Varghese	1516	Motioned to Close Complaint

			Party	Timeframe	
		<p>this language had been included in the draft submitted for review, along with a corresponding draft form. Following confirmation that the inquiry from the University of Portland School of Nursing and Health Innovations had been addressed, the matter was presented for closure and noted as having been responded to by the Board.</p> <p><i>Motion to Close: M. Gay; 2nd: Dr. Varghese.</i></p>			
VII	Executive Officer's Report	<p>A. GBNE Complaints</p> <p>1. GBNE-CO-20-007/1, 2, 3, 4, 6 & 7</p> <p>Dr. Calalo gave an update regarding a longstanding complaint case involving a public hospital that has been under review since 2019. It was reported that legal counsel advised that the final determination regarding the matter rests with the Board. The case involved allegations concerning nursing staff, and an off-island expert investigator had previously been retained to evaluate the circumstances and identify any potential deficiencies. The Board was informed that the hospital administration had submitted a response in March 2026 and acknowledged certain process deficiencies while outlining mitigation measures that had been implemented.</p> <p>Discussion focused on applying a “Just Culture” approach to evaluate the matter from organizational, unit-specific, and individual perspectives. Dr. Calalo suggested that the Board seek additional information regarding corrective actions taken by the hospital since the incident, including policy changes, staffing improvements, educational initiatives, evidence-based practices, and competency development efforts involving the nurses identified in the expert review. Board members emphasized the importance of assessing system-wide factors rather than focusing solely on individual actions.</p> <p>During the review, B. Sablan clarified that the complaint was originally submitted in 2020 and that responses had been received from the nurses involved, as well as from the hospital and its legal counsel. The Board was advised that the hospital had provided a mitigation plan and had implemented system-wide improvements designed to enhance the safety and quality of patient care. It was further noted that the off-island investigator had already provided recommendations; however, the authority to adopt those recommendations and determine the disposition of the case remained with the Board.</p>	G. Woodard	1518	Motion to Close Complaint

			Party	Timeframe	
		<p>Following discussion, the Board considered whether additional follow-up was necessary and reviewed information indicating that the corrective actions had been implemented, the identified issues were not recurring, and detailed action plans had been completed. Based on the information provided, G. Woodard made a recommendation to close the case, noting that the matter had undergone extensive review and that the hospital had taken corrective measures to address the identified deficiencies. A motion was subsequently made to close the associated complaint cases, citing the submission and implementation of an acceptable mitigation plan.</p> <p><i>Motion to Close: Dr. Calalo; 2nd: G. Woodard.</i></p>			
IX	New Business	<p>A. UOG BSN Student Inquiry: Eligibility Requirements for LPN-NCLEX Examination</p> <p>Dr. Calalo noted that the matter had been addressed by Dr. Varghese during their previous meeting.</p> <p><i>Motion to Close: Dr. Calalo; 2nd: Dr. Varghese.</i></p>	GBNE	1534	Motioned to Close Complaint
		<p>B. Approved Applications:</p> <p><i>Motion to Approve: M. Gay; 2nd: Dr. Varghese.</i></p>	GBNE		Unanimously Approved
		Prescriptive Authority			
		1. Tyler Schmidt			Approved
		Endorsement – LPN			
		1. Hallea Koun-McAlister			Approved
		Endorsement – RN			
		1. Gregory Shiffman			Approved
		2. Noren Arroyo			Approved
		3. Rocelyn Quintal			Approved
		4. Jeanelle Ramilo			Approved
		5. Jennie Williams			Approved
		6. Junggen Gwak			Approved
7. Courtney Manning		Approved			
8. Pulemalie Tonumailau		Approved			
9. Cassandra Espinoza		Approved			
10. Avery Daamen		Approved			
11. Judy Manivong		Approved			

			Party	Timeframe	
		Reinstatement – LPN			
		1. Eden Flores			Approved
		Reinstatement – RN			
		1. Gina Davis			Approved
		2. Jill Reyes			Approved
		Examination – NCLEX (RN)			
		1. Shermyla Tinio			Approved
		2. Ericka Gatus			Approved
		3. Adrienne Tudela			Approved
		4. Sherwin Nucum			Approved
		5. Ceidree Duenas			Approved
		6. Nikki De Guzman			Approved
		7. Krystal Lynn Takai			Approved
		Examination – NNAAP (CNA)			
		1. Nour Yasmin Mazloun			Approved
		2. Joshua Alfred			Approved
		3. Alyssa-Grace Toves			Approved
		4. Joshua Ginel Gomez			Approved
		5. Fernando Scott			Approved
		6. Paul Abadam			Approved
		7. Angela Kylene Alba-Lacno			Approved
		8. Harriet Havika Enriquez			Approved
		9. Katrina Camaganacan			Approved
		10. Michelle Echon			Approved
		11. Alannah Acfalle			Approved
		12. Christian Teves			Approved
		13. Libria Roselene Gonzalez			Approved
		14. Hanna Mae Suarez			Approved
X	Next Board Meeting	Next Board Meeting is tentatively scheduled for Thursday, June 18, 2026 at 3:00 PM. <i>Motion to Change Next Board Meeting from June 11 to June 18: Dr. Calalo; 2nd: M. Gay</i>	GBNE	1537	Set Date

XI	Adjournment	<i>Motion to Adjourn: Dr. Varghese; 2nd: M. Gay.</i>	Party GBNE	Timeframe 1544	Adjourned
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Minutes Drafted by: FLAME TREE Freedom Center, Inc.

Date Submitted: 06/03/2026

Submitted by the GBNE Secretary:

Date:

Approved by the GBNE with or without changes:

Date:

Certified by or Attested by the Chairperson:



Date: 06/18/2026