

GUAM BOARD OF NURSE EXAMINERS

Regular Board Meeting

Thursday, June 18, 2026 at 3:00 PM

194 Hernan Cortez Ave. Terlaje Professional Building Suite 209

Hagatna, Guam 96910

Join Zoom Meeting:

<https://us06web.zoom.us/j/87428899840?pwd=G4NFaziC16BXBEkp2A8X4Rgj8lwkYP.1>

Meeting ID: 874 2889 9840

Passcode: 272843

MINUTES

Item		Discussion	Responsible Party	Reporting Timeframe	Status
I	Call to Order	Chaired by: Dr. Varghese	Education Member	1507	Called to Order
	Proof of Publication	Reviewed and confirmed: 06/11/2026 and 06/16/2026	Chair		Confirmed
	Roll Call	GBNE Members: <u>Present:</u> ☒ Philip John Calalo, DNP, RN, Executive Officer <u>Virtual Attendance:</u> ☒ Gia Ramos, RN, Chair ☒ Margarita Gay, Vice Chair ☒ Anna Varghese, Education Member <u>Not in Attendance:</u> ☐ Greg Woodard, APRN Member, Treasurer ☐ Charlotte Huntsman, Public Member, Secretary	GBNE		Quorum Established
II	Adoption of Agenda	Motion to Adopt the Agenda: Dr. Varghese; 2 nd : M. Gay.	GBNE	1508	Unanimously Adopted
III	Approval of Minutes	Minutes dated: 05/14/2026 (Reconvened 05/21/2026) Motion to Approve: Dr. Varghese; 2 nd : G. Ramos.	GBNE	1509	Unanimously Approved
IV	Treasurer's Report	No report	M. Gay	1510	No Report
V	Committee Reports	A. Rules and Regulations (Proposed). Dr. Calalo informed the Board was that revisions to the Rules and Regulations are nearing completion, with a draft already prepared. Additional updates are being incorporated, including a review with B. Sablan to ensure the language is gender-neutral. The Board also discussed inquiries received from nursing colleagues, particularly advanced practice nurses, regarding the inclusion of additional treatment modalities such as tier data,	GBNE	1510	Noted

			Party	Timeframe	
		chemotherapy, aromatherapy, and hydrotherapy, with further research being conducted to determine whether these practices should be addressed within the Rules and Regulations. Additional inquiries were discussed regarding the use of the title "provider" in clinical settings and on clearance forms, particularly in instances where nurse practitioners are the signing practitioners. It was clarified that no conflict of interest exists under current Board policy; however, it was suggested that clinics revise their forms by replacing the term "physician" with "provider" where appropriate. Dr. Callao anticipated that the revisions would be completed by the following month.			
VI	Nursing Education	A. Annual CNA Report (2024-2025) The Board received the CNA report, which was prepared and recommended for approval by Dr. Varghese. Dr. Calalo acknowledged receipt of the report and expressed appreciation for its submission, noting that reports from GCC and GMTC were still pending. He had emailed them and was awaiting their responses. <i>Motion to Approve: M. Gay; 2nd: Dr. Calalo.</i>	GBNE	1512	Unanimously Approved
		i. UOG School of Health (Received May 15, 2026)			
VII	Executive Officer's Report	A. Board Appointments		1513	
		i. Introduction of Incoming LPN Member: Temple Decena (July 2026) The Board welcomed T. Decena as its newest member and expressed appreciation for joining the Board. T. Decena conveyed gratitude for the nomination and appointment to serve on the Board. It was noted that T. Decena's official appointment would commence on July 1, 2026.	GBNE		Noted
		ii. Status of Pending Appointments: Updates on pending executive appointments for the following positions:			
		a. Registered Nurse (RN) Member Dr. Calalo informed the Board that a registered nurse applicant had submitted the required appointment packet and that final approval from the Governor and Lieutenant Governor was pending.	GBNE		Noted
		b. Advanced Practice Registered Nurse (APRN) Member Dr. Calalo informed the Board that a candidate had been identified for the position and that the Board was awaiting the individual's nomination and acceptance of the position.			Noted
		c. Education Member Dr. Calalo announced the appointment of Dr. Anna Joy Mendez as the new education member, It was noted that Dr. Mendez's appointment would become effective on July 1, 2026. Dr. Calalo expressed the transition as a bittersweet moment while welcoming another mentor and colleague to the Board meant saying farewell to Dr. Varghese.			Noted

			Party	Timeframe	
		Dr. Varghese expressed appreciation for the opportunity to serve on the Board, describing the experience as meaningful and rewarding through the professional growth, collaboration, friendships, and guidance gained during the term of service. She thanked the Board for the opportunity and support provided.			
		B. 2026 NLC and Midyear Meeting Report Dr. Varghese reported on attendance at the National Council of State Boards of Nursing (NCSBN) Mid-Year Meeting held in Phoenix, Arizona, from March 17–21, 2026, and expressed appreciation to the Board for the opportunity to participate and represent Guam. The presentation focused on national discussions regarding nursing policy, nursing regulation, and emerging nursing trends. It was noted that the conference brought together nursing leaders from across the nation to address shared priorities and challenges affecting the future of nursing. Dr. Varghese reported that key discussions at the NCSBN Mid-Year Meeting included informed consent, clinical and regulatory decision-making, and the integration of evidence-based practice into nursing policy and regulatory activities. It was emphasized that nursing boards must continuously update themselves on emerging trends and revise policies accordingly to maintain alignment with evolving standards and best practices. A consistent focus throughout the meeting was the principle of public protection, which was identified as central to the mission of the NCSBN. The presentation highlighted the importance of conducting literature reviews and consulting with subject matter experts, with repeated emphasis on utilizing NCSBN as a resource and reference point when addressing regulatory questions and policy development. It was further noted that structured guidance and pathways are available through NCSBN to support boards in implementing regulatory changes. Additional emphasis was placed on the importance of education and ensuring that appropriately qualified individuals serve on regulatory boards, particularly when addressing scope of practice considerations for advanced practice registered nurses. Dr. Varghese also noted national discussions regarding emerging and evolving nursing practices, including hydration therapy and medical spa services performed by APRNs, as well as the continued expansion of telehealth, which has become increasingly prevalent in healthcare delivery over the past two decades. The presentation further referenced	GBNE		Noted

			Party	Timeframe
		discussions on broader nursing workforce trends, including the demographic distribution of nurses and its implications for future regulatory planning. Nursing workforce levels have returned to pre-pandemic conditions following a significant decline during the COVID-19 pandemic, which included increased retirements and voluntary departures from the profession. It was noted that employment levels are stabilizing, turnover rates have improved, and nursing salaries have increased in the post-pandemic period. However, research presented at the conference indicated continued workforce challenges, including an aging nursing population and projections that approximately 40 percent of nurses may retire within the next five years, not just Baby Boomers but Generation X cohorts. The discussion further identified contributing factors to workforce attrition, including high workload demands, staffing ratios, regulatory and organizational pressures, burnout, workplace violence, lateral violence, and bullying within healthcare environments. Additional trends included the continued expansion of nursing education programs nationwide, alongside a persistent gap between associate degree, BSN, and graduate-level pathways, as well as an ongoing faculty shortage. It was emphasized that these challenges should not result in reduced educational or licensure standards, and that Boards of Nursing must remain committed to maintaining regulatory integrity despite workforce pressures. Dr. Varghese also referenced recent internal discussions regarding educational criteria, including a prior request to revise MSN requirements to BSN standards, and expressed appreciation for collaborative work on that matter. Additional concerns were raised regarding a decline in first-time licensure examination candidates, with reference to changes in accreditation standards from organizations such as the ACEN and the CCNE. It was noted that while accreditation bodies have modified their evaluation metrics, Boards of Nursing retain the authority to establish and maintain licensure performance standards, and that the current benchmark of a 75 percent first-time pass rate was considered appropriate and continues to be upheld. Dr. Varghese reported that conference discussions included the evolving role of technology in nursing practice, particularly the adoption of AI in clinical decision-making, administration, and APRN functions such as diagnosis and treatment. It was noted that emerging modalities of care, including hydrotherapy, intravenous therapy, and medical spa services operated by APRNs, are increasingly being implemented across the nation, and		

			Party	Timeframe
		that the NCSBN provides guidance to assist regulatory boards in addressing questions related to these evolving areas of practice. A continued emphasis throughout the conference was placed on public protection, including ongoing concerns regarding substance misuse among nurses and the importance of employer-based monitoring and intervention. The expansion of medical spa services and hydration-related therapies was discussed in the context of national provider shortages, with consideration given to whether such services fall within APRN scope of practice when appropriately licensed. Challenges related to defining and regulating APRN scope of practice were also highlighted, with repeated recommendation that Boards of Nursing seek guidance from NCSBN when addressing complex regulatory issues. Additional discussion included the emerging legalization of therapeutic psilocybin use in certain jurisdictions and its potential inclusion within APRN practice in accordance with applicable scope and regulatory frameworks. Workforce-related topics also included changes to immigration and H1B visa programs as a mechanism to address the national nursing shortage and the role of Boards of Nursing in supporting licensure and workforce integration of foreign-educated nurses. The presentation further addressed ongoing shifts in nursing education, including an overall increase in BSN programs alongside a decline in ADN and LVN programs, as well as a reduction in the total number of nursing schools due to closures. Concerns regarding regulatory compliance in nursing education were noted, including reference to instances of institutions allegedly granting licensure without completion of required educational hours. It was emphasized that Boards of Nursing are responsible not only for regulating nursing practice but also for overseeing nursing education to ensure public safety and maintain educational standards. Dr. Varghese concluded by affirming confidence in the Board's performance and compliance with its regulatory responsibilities and invited questions or comments from the Board. Dr. Calalo inquired about potential areas for improvement in Guam's nursing education and practice based on recent research findings and national discussions. In response, it was stated that Guam maintains strong nursing education standards and is supported by appropriately credentialed faculty, including individuals with terminal degrees such as PhD, DNP, and master's-level preparation involved in both academic instruction and clinical education. It was further noted that maintaining high educational standards remains		

			Party	Timeframe	
		a priority and should not be compromised, consistent with national expectations. In discussing nursing practice, it was acknowledged that public safety concerns exist and that such issues are typically identified through mandatory reporting by agencies and organizations in accordance with applicable laws. The importance of timely reporting of patient safety incidents to the Board was emphasized. Overall, Dr. Varghese expressed that GBNE remains in good standing and is not significantly behind national standards or regulatory guidance from the NCSBN. During the discussion, G. Ramos's previously unaddressed question, due to technical difficulties, was revisited regarding whether the NCSBN supports the H1B visa program and whether NCSBN has issued a position statement to Congress. Dr. Varghese noted that a definitive response was not available at the time, and recommended the Executive Officer to contact and seek clarification from NCSBN for confirmation.			
VIII	Old Business	A. Pending Applications		1531	
		i. Maricel Caasi – NCLEX Examination Dr. Calalo reported the above applicant had failed the licensure examination multiple times and had been contacted by the Board for further guidance. He noted that the applicant is required to complete a renewal or refresher course and submit certification of completion prior to proceeding. In addition, the applicant must complete 30 CEUs prior to being eligible to retake the NCLEX examination.	GBNE		Noted
IX	New Business	A. Letter from Guam Nurses Association The Board discussed an inquiry from the GNA regarding the establishment of a full-time Executive Officer position. Dr. Calalo reported that a meeting was held with Lillian Perez-Posadas and Deputy Peter John Camacho, himself and B. Sablan, during which relevant perspectives and considerations were presented. He further noted that Dr. Hitosis was also present during the meeting. The Board additionally sought legal guidance from the Office of the Attorney General and received a response regarding the matter. B. Sablan provided historical context regarding the Executive Officer position, noting that the role has traditionally been filled by an employee of the Department of Public Health and Social Services due to statutory requirements that the Executive Officer be a licensed registered nurse. It was explained that the position has typically functioned in a dual capacity, serving both as administrator and Executive Officer for the GBNE. It was further noted that, historically, the position has remained within Public Health; however, following prior resignation and changes in designation or delegation, two individuals had served in a	GBNE	1533	Noted

			Party	Timeframe	
		limited capacity. It was also noted that Dr. Calalo currently serves in the Executive Officer role. The Board was informed that the meeting discussions were productive, particularly with respect to capacity planning and funding considerations associated with the potential establishment of an Executive Officer position. It was emphasized that funding remains a primary factor in any effort to recruit for the position. The Board received formal guidance indicating that the Executive Officer position may be created within the Department structure. It was further reported that a memorandum and position description had been developed in coordination with the Acting Director, P. J. Camacho, and submitted to the DOA to initiate the process of creating the position. The Board was advised that the creation of the Executive Officer position is in its beginning stages, she noted that the position is required to be designated as an unclassified position as part of the request. Guidance was provided that if the GBNE is unable to fully fund the position and must rely on the Department of Public Health and Social Services as the funding source, the recruitment process would need to follow Government of Guam procedures. B. Sablan further explained that the Executive Officer position has not previously been formally established due to its historical arrangement, in which the role was performed in a dual capacity. The Board was informed that the current step involves preparation and submission of documentation to the Department of Administration to initiate formal consideration and development of the position. It was noted that follow-up actions will continue as the process advances, including review of the job description and subsequent determination of the appropriate pay grade and salary scale. The Board was informed that, in accordance with statutory requirements, the Executive Officer position must be filled by a licensed registered nurse with a minimum of five years of experience, along with other specified qualifications. It was noted that a determination regarding whether the position would fall under a nursing pay scale could not be made at that time and would depend on further guidance from DOA. It was reiterated that the primary objective is to ensure the GBNE is adequately supported			

		Party	Timeframe
	through the Executive Officer position, whether filled by Dr. Calalo or a future appointee. The importance of funding sustainability was emphasized, particularly in relation to whether the position is classified or unclassified and how revenue fluctuations, including differences between renewal and non-renewal years, may impact financial capacity. The Board was provided with an overview of recent revenue trends, noting that collections over the past five years were estimated at approximately \$56,000 to \$58,000 annually, totaling just over \$200,000 for the five-year period. It was stated that this funding level may be insufficient to fully support the anticipated cost of the Executive Officer position depending on the final pay grade determination. It was further noted that continued efforts are being made to advance the request, with ongoing coordination and follow-up to ensure progress. Dr. Calalo, the current Executive Officer, was acknowledged for his hard work, particularly in supporting the completion and advancement of the rules and regulations. They want to make sure they address the NLC to make sure we move this forward.		
	B. 2026 NCSBN Conferences	GBNE	
	i. 2026 NCSBN Scientific Symposium		
	a. Date: July 15, 2026		
	b. Location: Virtual Event		
	c. Focus: Presentation of in-depth, evidence-based research findings and data trends directly impacting modern nursing regulation.		
	ii. 2026 NLC Commission Annual Meeting and NCSBN Annual Meeting		
	a. Date: August 18–21, 2026		
	b. Location: Chicago, IL & Virtual (Hybrid)		
	c. Focus: The primary annual business and voting assembly for the Nurse Licensure Compact (NLC) commission and general NCSBN voting membership.		
	iii. 2026 NCLEX Virtual Conference		
	a. Date: September 10, 2026		
	b. Location: Virtual Event		
	c. Focus: Formulated primarily for nursing educators and regulatory staff; covers foundations for entry-level nursing assessments and performance updates regarding the Next Generation NCLEX.		
	iv. 2026 Leadership and Public Policy Conference		

		Party	Timeframe	
	a. Date: October 7–9, 2026			
	b. Location: Philadelphia, PA			
	c. Focus: High-level policy shaping, leadership development tracks, and navigating upcoming legislative issues affecting the national nursing landscape.			
	C. CNA Renewal			
	a. Renewal Window Opens: July 1, 2026			
	b. Renewal Deadline: September 30, 2026			
	D. Approved Applications			
	APRN			
	i. Roseanne Marie Williams			Approved
	ii. Kiana Venable			Approved
	iii. Erik Quintero			Approved
	Prescriptive Authority			
	i. Susan Doriraj			Approved
	ii. Roseanne Marie Williams			Approved
	iii. Erik Quintero			Approved
	Endorsement – CNA			
	i. Kiara Nichole Dela Cruz			Approved
	ii. Patricia Anika Ilao			Approved
	Endorsement – LPN			
	i. Nelson Pagaduan			Approved
	Endorsement – RN			
	i. Jedward Calasin			Approved
	ii. Corey Stults			Approved
	iii. Andrea Vogel			Approved
	iv. Thomas Fuller			Approved
	v. John Anthony Angello			Approved
	vi. Andrew Kaopuiki			Approved
	vii. Marie Singh			Approved
	viii. Rosel Venus Balaoeg			Approved

			Party	Timeframe	
		ix. Yunkyeong You			Approved
		x. Eric Lee			Approved
		xi. Ranalyn Macguro			Approved
		Reinstatement – CNA			
		i. Roselyn Hattig			Approved
		Reinstatement – LPN			
		i. Kanako Watabiki			Approved
		Reinstatement – RN			
		i. Anna Boily			Approved
		ii. Ruby Jean Belingon			Approved
		Examination – NCLEX			
		i. Althea Peredo			Approved
		ii. Katherine Alcantara			Approved
X	Next Board Meeting	Next Board Meeting is tentatively scheduled for Thursday, July 9, 2026 at 3:00 PM.	GBNE	1541	Set Date
XI	Adjournment	<i>Motion to Adjourn: Dr. Varghese; 2nd: Dr. Calalo.</i>	GBNE	1542	Adjourned

Minutes Drafted by: FLAME TREE Freedom Center, Inc.

Date Submitted: 06/30/2026

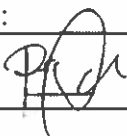
Submitted by the GBNE Secretary:

Date:

Approved by the GBNE with or without changes:

Date:

Certified by or Attested by the Chairperson:



Date: 07/16/2026