

VIRGINIA BOARD OF NURSING
FORMAL HEARINGS
November 20, 2025

TIME AND PLACE: The meeting of the Virginia Board of Nursing was called to order at 9:14 A.M., on November 20, 2025, in Board Room 2, Department of Health Professions, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

BOARD MEMBERS
PRESENT:

Carol Cartte, RN, BSN; **President**
Pamela Davis; LPN
Cleopatra Kitt, PhD, Citizen Member
Shelly Smith, PhD, DNP, ANP-BC
Dolores Valenta, LPN
Jeanell Webb-Jones, MSN, RN

STAFF PRESENT:

Claire Morris, RN, LNHA; Executive Director
Ann Hardy, MSN, RN; Deputy Executive Director
Tamika Claiborne, Senior Discipline Specialist

OTHERS PRESENT:

Sara Blose, Senior Assistant Attorney General
PN and RN Students from Riverside College of Health Sciences

ESTABLISHMENT
OF A PANEL:

With six members of the Board present, a panel was established.

FORMAL HEARINGS:

Dawn Michelle Blair, RN

0001-242762

Ms. Blair appeared.

Piero Mannino, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Stephen Grider, court reporter with County Court Reporters, recorded the proceedings.

Kris Keilman, Senior Investigator, Enforcement Division, was present and testified. Monica Bouchey testified via telephone.

CLOSED MEETING:

Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 10:23 A.M., for the purpose of deliberation to reach a decision in the matter of **Dawn Michelle Blair**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Hardy, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed

necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION: The Board reconvened in open session at 11:03 A.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Ms. Davis moved that the Board of Nursing revoke the license of **Dawn Michelle Blair** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Dr. Kitt and passed unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESS: The Board recessed at 11:04 A.M.

RECONVENTION: The Board reconvened at 11:12 A.M.

FORMAL HEARINGS: **Essence Nettles, CNA** **1401-184531**

Ms. Nettles appeared.

Jovonni Armstead, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Stephen Grider, court reporter with County Court Reporters, recorded the proceedings.

Jay Paff, Senior Investigator, Enforcement Division, Ashley Lawton, and Mary Redden were present and testified.

CLOSED MEETING: Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 12:36 P.M., for the purpose of deliberation to reach a decision in the matter of **Essence Nettles**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Hardy, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and

their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION: The Board reconvened in open session at 1:12 P.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed or considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Dr. Smith moved that the Board of Nursing dismiss the case of **Essence Nettles** to practice as a nursing aide in the Commonwealth of Virginia. The motion was seconded by Ms. Davis and passed unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESS: The Board recessed at 1:13 P.M.

RECONVENTION: The Board reconvened at 1:23 P.M.

FORMAL HEARINGS: **Callie Callaway, RN Reinstatement Applicant** **0001-262670**

Ms. Callaway appeared.

Amy Weiss, Adjudication Specialist, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Stephen Grider, court reporter with County Court Reporters, recorded the proceedings.

Kimberly Hyler, Senior Investigator, Enforcement Division, was present and testified.

CLOSED MEETING: Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 1:49 P.M., for the purpose of deliberation to reach a decision in the matter of **Callie Callaway**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Hardy, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting because their presence in the closed meeting is deemed necessary and their presence will

aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION: The Board reconvened in open session at 1:56 P.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed and considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION: Dr. Smith moved that the Board of Nursing reinstate the license of **Callie Callaway** to practice professional nursing in the Commonwealth of Virginia. The motion was seconded by Ms. Davis and carried unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

RECESS: The Board recessed at 1:56 P.M.

RECONVENTION: The Board reconvened at 2:07 P.M.

FORMAL HEARING: **Caitlin Johnston, RN** **0001-260947**

Ms. Johnston appeared and was represented by Margaret Hardy.

Tammie Jones, Adjudication Consultant, Administrative Proceedings Division, represented the Commonwealth. Ms. Blose was legal counsel for the Board. Stephen Grider, court reporter with County Court Reporters, recorded the proceedings.

Bryan Horowitz, Senior Investigator, Enforcement Division, Melissa Karnolt, RN, Deneen Davis, RN, Charlene Bridges, RN, and Rupa Karki, APRN were present and testified.

CLOSED MEETING: Ms. Davis moved that the Board of Nursing convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia at 3:25 P.M., for the purpose of deliberation to reach a decision in the matter of **Caitlin Johnston**. Additionally, Ms. Davis moved that Ms. Morris, Ms. Hardy, Ms. Claiborne, and Ms. Blose, Board Counsel, attend the closed meeting

because their presence in the closed meeting is deemed necessary and their presence will aid the Board in its deliberations. The motion was seconded by Ms. Webb-Jones and carried unanimously.

RECONVENTION:

The Board reconvened in open session at 3:56 P.M.

Ms. Davis moved that the Board of Nursing certify that it heard, discussed and considered only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Webb-Jones and carried unanimously.

ACTION:

Dr. Smith moved that the Board of Nursing indefinitely suspend the license of **Caitlin Johnston** to practice as a professional nurse in the Commonwealth of Virginia with suspension stayed contingent upon entry into and compliance with Virginia Health Practitioners' Monitoring Program. The motion was seconded by Dr. Kitt and carried unanimously in favor of the motion.

This decision shall be effective upon entry of a written Order by the Board stating the findings, conclusion, and decision of this formal hearing panel.

ADJOURNMENT:

The Board adjourned at 3:57 P.M.

Claire Morris, RN, LHNA
Executive Director