

**MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN**  
**2005 (FIRST) Regular Session**

**Bill No.** 78 (LS)

Introduced by:

J. T. Won Pat  
F. B. Aguon  
R. J. Respicio  
B. S. Cruz

**AN ACT TO ESTABLISH A COMPENSATION PLAN  
REVIEW FOR CERTIFICATED PERSONNEL AND  
HEALTH CARE PROFESSIONALS OF THE DEPARTMENT  
OF EDUCATION.**

**BE IT ENACTED BY THE PEOPLE OF GUAM:**

**Section 1. Legislative Findings and Intent** *I Liheslaturan Guahan* finds that a historic turnover is taking place in the teaching profession. According to the National Education Association (NEA), while student enrollments are rising rapidly, more than a million veteran teachers are nearing retirement nation wide. Experts predict that overall we will need more than 2 million new teachers in the next decade. The NEA has also reported that this teacher recruitment problem, which has reached crisis proportions in some areas, is most acute in urban and rural schools; for high-need subject areas such as special education, math and science.

*I Liheslaturan Guahan* finds that teacher compensation is a significant deterrent to recruitment. Teachers are still paid less than professions that require

1 comparable education and skills. Moreover, teachers still are not valued and  
2 respected to the extent of their actual contributions to society. While *I*  
3 *Liheslaturan Guahan* recognizes that solving the teacher shortage is not strictly  
4 a numbers game, it also recognizes the need to bring more young people into  
5 the teaching profession, as well as the need to hold onto the quality teachers  
6 already hired – both the beginning teachers as well as the more seasoned ones.  
7 It is critical to the Guam’s Public School System that *I Liheslaturan Guahan*  
8 addresses the teacher shortage, recruitment and retention issues facing the  
9 Department of Education. For too long teachers have not received the just pay  
10 they truly deserved. To stop the mass exodus of teachers to DODEA and other  
11 educational institutions in the mainland, it is crucial for Guam to stay  
12 competitive and that salaries are maintained within the U.S. national average.  
13 It is therefore, the intent of *I Liheslaturan Guahan* to compel the Civil Service  
14 Commission to provide a compensation plan for certificated personnel and  
15 healthcare professionals of the Department of Education that is competitive  
16 with U.S. national levels.

17 **Section 2. Department of Education Compensation Pay Review.** The  
18 Executive Director of the Civil Service Commission shall, in consultation with  
19 the Department of Education, and not later than ninety (90) days upon the  
20 enactment of this Act, and at least every three (3) years thereafter, shall  
21 recommend to the Civil Service Commission a compensation plan for any and  
22 all certificated personnel and health care professionals of the Department of  
23 Education. The compensation plan shall be competitive with the U.S.  
24 National Average levels. The Civil Service Commission shall transmit their

- 1 recommendations to I Maga'Lahen Guahan and I Liheslaturan no later than
- 2 thirty (30) days after completion of the assessment of the compensation plan.