




I MINA BENTE OCHO NA LIHESLATURAN GUAHAN
2006 (SECOND) REGULAR SESSION

Bill No. 259 (EC)

Introduced by:

B.J.F. Cruz 
L.A. Leon Guerrero 
R.J. Respicio 

AN ACT TO ESTABLISH THE SALARY LEVELS OF
TEACHERS

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Legislative Findings & Intent. It is the finding of I
3 *Liheslaturan Guahan* that the salaries of teachers employed by the
4 Guam Public School System are significantly less than salaries paid in
5 the rest of the nation.

6 According to the American Federation of Teachers, the national
7 average and beginning salaries for teachers in the 50 states during
8 2003-2004, the latest report issued as of the date of introduction of
9 this legislation, are as follows:

10	Average Salary	\$46,597.00
11	Average Beginning Salary	\$31,704.00

12 The break down of the average salaries and beginning salaries
13 for teachers from the 50 states as listed by the American Federation of
14 Teachers 2003-2004 report is as follows:

STATE	Average Salary	Beginning Salary	STATE	Average Salary	Beginning Salary
Alabama	\$ 38,282.00	\$ 30,973.00	Montana	\$ 37,184.00	\$ 24,032.00
Alaska	\$ 51,136.00	\$ 40,027.00	Nebraska	\$ 39,635.00	\$ 28,527.00
Arizona	\$ 42,324.00	\$ 28,236.00	Nevada	\$ 43,211.00	\$ 27,942.00
Arkansas	\$ 39,226.00	\$ 26,129.00	New Hampshire	\$ 42,689.00	\$ 27,367.00
California	\$ 56,444.00	\$ 35,135.00	New Jersey	\$ 53,663.00	\$ 37,061.00
Colorado	\$ 43,318.00	\$ 31,296.00	New Mexico	\$ 38,469.00	\$ 31,920.00
Connecticut	\$ 56,516.00	\$ 34,462.00	New York	\$ 55,181.00	\$ 36,400.00
Delaware	\$ 51,122.00	\$ 34,566.00	North Carolina	\$ 43,211.00	\$ 27,572.00
Florida	\$ 40,598.00	\$ 30,969.00	North Dakota	\$ 35,411.00	\$ 24,108.00
Georgia	\$ 45,848.00	\$ 35,116.00	Ohio	\$ 47,791.00	\$ 28,692.00
Hawaii	\$ 45,456.00	\$ 37,615.00	Oklahoma	\$ 35,061.00	\$ 29,473.00
Idaho	\$ 40,111.00	\$ 25,908.00	Oregon	\$ 47,829.00	\$ 33,396.00
Illinois	\$ 53,820.00	\$ 35,114.00	Pennsylvania	\$ 52,640.00	\$ 34,140.00
Indiana	\$ 45,791.00	\$ 29,784.00	Rhode Island	\$ 54,809.00	\$ 32,902.00
Iowa	\$ 38,381.00	\$ 26,967.00	South Carolina	\$ 41,162.00	\$ 27,883.00
Kansas	\$ 38,622.00	\$ 28,530.00	South Dakota	\$ 33,236.00	\$ 25,504.00
Kentucky	\$ 39,831.00	\$ 28,416.00	Tennessee	\$ 40,318.00	\$ 30,449.00
Louisiana	\$ 37,123.00	\$ 29,655.00	Texas	\$ 40,476.00	\$ 32,741.00
Maine	\$ 39,864.00	\$ 25,901.00	Utah	\$ 38,976.00	\$ 26,130.00
Maryland	\$ 50,303.00	\$ 33,760.00	Vermont	\$ 43,009.00	\$ 25,819.00
Massachusetts	\$ 53,274.00	\$ 34,041.00	Virginia	\$ 43,936.00	\$ 32,437.00
Michigan	\$ 54,474.00	\$ 34,377.00	Washington	\$ 45,437.00	\$ 30,159.00
Minnesota	\$ 45,010.00	\$ 30,772.00	West Virginia	\$ 38,496.00	\$ 26,692.00
Mississippi	\$ 36,217.00	\$ 28,106.00	Wisconsin	\$ 41,687.00	\$ 23,952.00
Missouri	\$ 38,247.00	\$ 28,938.00	Wyoming	\$ 39,537.00	\$ 28,900.00

1 It is the intent of *I Liheslaturan Guahan* to increase the salaries of
2 teachers of the Guam Public School System. Beginning Teachers on
3 Guam are currently being paid less than all other beginning teachers
4 in the 50 States. Upon passage of this legislation, beginning Teachers
5 shall be paid at a level of Ten Percent (10%) above the national
6 average salary of a beginning teacher, which shall be calculated as
7 follows:

8	National Average Beginning Teacher	\$31,704
9	Ten Percent Added On	3,170
10	New Guam Beginning Teacher Salary	\$34,874
11	Current Guam Beginning Teacher Salary	(\$24,656)
12	Salary Amount Increase	\$10,218

13 The salaries for all other teachers of the Guam Public School
14 System shall be proportionately increased as well.

15 **Section 2.** A new §6233 is added to Chapter 6, Article 2 of Title
16 4 of the Guam Code Annotated to read as follows:

17 **“§6233. Teacher Compensation.** (a) Beginning April 01, 2006
18 and every April 01, thereafter, the beginning salary of teachers
19 employed by the Guam Public School System shall be at a rate
20 of ten percent (10%) above the national average as listed by the
21 most current American Federation of Teachers annual survey of
22 state departments of education; except that there shall be no

1 decrease in salary as a result of a decline of the national
2 average.

3 (b) Beginning April 01, 2006 and every April 01, thereafter, the
4 salaries for all other teachers shall be adjusted to maintain the
5 same percentage variance between pay grades for all Guam
6 Public School System teachers.


7 (c) Should an annual cost-of-living study be published by the
8 government of Guam, all teachers salaries shall be adjusted by
9 the percentage of increase in the cost-of-living that is indicated
10 in the cost-of-living study. There shall be no decrease in any
11 teachers salaries should there be a decrease in the cost-of-
12 living."

I MINA BENTE OCHO NA LIHESLATURAN GUAHAN
2006 (SECOND) REGULAR SESSION

Bill No. 258 (EC)

As amended by the Author

Introduced by:

B.J.F. Cruz 
L.A. Leon Guerrero
R.J. Respicio

AN ACT TO ESTABLISH THE SALARY LEVELS OF
TEACHERS BY ADDING A NEW SECTION 6233 TO
CHAPTER SIX, ARTICLE 2 OF TITLE 4 G.C.A.

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Legislative Findings & Intent. It is the finding of I
3 *Liheslaturan Guahan* that the salaries of teachers employed by the
4 Guam Public School System are significantly less than salaries paid in
5 the rest of the nation.

6 According to the American Federation of Teachers, the national
7 average and beginning salaries for teachers in the 50 states during
8 2003-2004, the latest report issued as of the date of introduction of
9 this legislation, are as follows:

10	Average Salary	\$46,597.00
11	Average Beginning Salary	\$31,704.00

1 The break down of the average salaries and beginning salaries
 2 for teachers from the 50 states as listed by the American Federation of
 3 Teachers 2003-2004 report is as follows:

STATE	Average Salary	Beginning Salary	STATE	Average Salary	Beginning Salary
Alabama	\$ 38,282.00	\$ 30,973.00	Montana	\$ 37,184.00	\$ 24,032.00
Alaska	\$ 51,136.00	\$ 40,027.00	Nebraska	\$ 39,635.00	\$ 28,527.00
Arizona	\$ 42,324.00	\$ 28,236.00	Nevada	\$ 43,211.00	\$ 27,942.00
Arkansas	\$ 39,226.00	\$ 26,129.00	New Hampshire	\$ 42,689.00	\$ 27,367.00
California	\$ 56,444.00	\$ 35,135.00	New Jersey	\$ 53,663.00	\$ 37,061.00
Colorado	\$ 43,318.00	\$ 31,296.00	New Mexico	\$ 38,469.00	\$ 31,920.00
Connecticut	\$ 56,516.00	\$ 34,462.00	New York	\$ 55,181.00	\$ 36,400.00
Delaware	\$ 51,122.00	\$ 34,566.00	North Carolina	\$ 43,211.00	\$ 27,572.00
Florida	\$ 40,598.00	\$ 30,969.00	North Dakota	\$ 35,411.00	\$ 24,108.00
Georgia	\$ 45,848.00	\$ 35,116.00	Ohio	\$ 47,791.00	\$ 28,692.00
Hawaii	\$ 45,456.00	\$ 37,615.00	Oklahoma	\$ 35,061.00	\$ 29,473.00
Idaho	\$ 40,111.00	\$ 25,908.00	Oregon	\$ 47,829.00	\$ 33,396.00
Illinois	\$ 53,820.00	\$ 35,114.00	Pennsylvania	\$ 52,640.00	\$ 34,140.00
Indiana	\$ 45,791.00	\$ 29,784.00	Rhode Island	\$ 54,809.00	\$ 32,902.00
Iowa	\$ 38,381.00	\$ 26,967.00	South Carolina	\$ 41,162.00	\$ 27,883.00
Kansas	\$ 38,622.00	\$ 28,530.00	South Dakota	\$ 33,236.00	\$ 25,504.00
Kentucky	\$ 39,831.00	\$ 28,416.00	Tennessee	\$ 40,318.00	\$ 30,449.00
Louisiana	\$ 37,123.00	\$ 29,655.00	Texas	\$ 40,476.00	\$ 32,741.00
Maine	\$ 39,864.00	\$ 25,901.00	Utah	\$ 38,976.00	\$ 26,130.00
Maryland	\$ 50,303.00	\$ 33,760.00	Vermont	\$ 43,009.00	\$ 25,819.00
Massachusetts	\$ 53,274.00	\$ 34,041.00	Virginia	\$ 43,936.00	\$ 32,437.00
Michigan	\$ 54,474.00	\$ 34,377.00	Washington	\$ 45,437.00	\$ 30,159.00

Minnesota	\$ 45,010.00	\$ 30,772.00	West Virginia	\$ 38,496.00	\$ 26,692.00
Mississippi	\$ 36,217.00	\$ 28,106.00	Wisconsin	\$ 41,687.00	\$ 23,952.00
Missouri	\$ 38,247.00	\$ 28,938.00	Wyoming	\$ 39,537.00	\$ 28,900.00

1 It is the intent of *I Liheslaturan Guahan* to increase the salaries of
2 teachers of the Guam Public School System. Beginning Teachers on
3 Guam are currently being paid less than all other beginning teachers
4 in the 50 States. Upon passage of this legislation, beginning Teachers
5 shall be paid at a level of Ten Percent (10%) above the national
6 average salary of a beginning teacher, which shall be calculated as
7 follows:

8	National Average Beginning Teacher	\$31,704
9	Ten Percent Added On	3,170
10	New Guam Beginning Teacher Salary	\$34,874
11	Current Guam Beginning Teacher Salary	(\$24,656)
12	Salary Amount Increase	\$10,218

13 The salaries for all other teachers of the Guam Public School
14 System shall be proportionately increased as well.

15 **Section 2.** A new §6233 is added to Chapter 6, Article 2 of Title
16 4 of the Guam Code Annotated to read as follows:

17 **“§6233. Teacher Compensation.** (a) Beginning April 01, 2006
18 and every April 01, thereafter, the beginning salary of teachers
19 employed by the Guam Public School System shall be at a rate
20 of ten percent (10%) above the national average as listed by the

1 most current American Federation of Teachers annual survey of
2 state departments of education; except that there shall be no
3 decrease in salary as a result of a decline of the national
4 average.

5 (b) Beginning April 01, 2006 and every April 01, thereafter, the
6 salaries for all other teachers shall be adjusted to maintain the
7 same percentage variance between pay grades for all Guam
8 Public School System teachers.

9 (c) Should an annual cost-of-living study be published by the
10 government of Guam, all teachers salaries shall be adjusted by
11 the percentage of increase in the cost-of-living that is indicated
12 in the cost-of-living study. There shall be no decrease in any
13 teachers salaries should there be a decrease in the cost-of-
14 living."