

MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN  
2006 (SECOND) Regular Session

Bill No. 285(L5)

Introduced by:

J. T. Won Pat 

Mark Forbes 

F. B. Aguon 

AN ACT ADD A NEW SECTION 5122 OF TITLE 17  
GCA, RELATIVE TO LONGEVITY PAY FOR  
CERTIFICATED EMPLOYEE OF THE GUAM  
PUBLIC SCHOOL SYSTEM IN AN  
INSTRUCTIONAL CAPACITY; TO ADD A NEW  
SECTION 5123 OF TITLE 17 GCA, RELATIVE TO  
THE ESTABLISHMENT OF A MENTOR TEACHER  
PROGRAM; TO REPEAL AND REENACT SECTION  
5B104 OF TITLE 17 GCA, RELATIVE TO BONUS FOR  
NBTFS.

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

2           **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds  
3 that teachers are the heart of education, because our children cannot reach  
4 their full potential without good teachers. Each year the Guam Public School  
5 System (GPSS) loses good teachers for a number of reasons, including  
6 retirements, teachers leaving to teach elsewhere, and teachers leaving the  
7 profession for higher paying jobs. In the end, each of those reasons is related  
8 to dollars. The fact is that a profession that does not pay well will not attract,

1 nor will it keep new blood. And in the teaching profession, those who suffer  
2 most in a shortage of teachers are the children. Hence, the government of  
3 Guam must pursue aggressive strategies to recruit and retain teachers by  
4 making teaching at GPSS more attractive than other work.

5 *I Liheslaturan Guåhan* further finds that the Department of Administration  
6 and the Guam Public School System are working feverishly to implement  
7 Public Law 28-036 by April 2006. With the implementation of Public Law 28-  
8 036, teachers will finally receive the pay that they truly deserve that is  
9 competitive with other school districts in the United States.

10 It is the intent of *I Liheslaturan Guåhan* to ensure that GPSS is capable of  
11 recruiting and retaining the best and brightest to the classroom by offering  
12 additional financial incentives with the expected salary adjustment this year.  
13 These financial incentives are longevity pay, mentor teacher pay and National  
14 Board Certification bonus. At the end of the day, our island's economy cannot  
15 remain healthy without a well-educated work force, and we cannot create and  
16 maintain that work force without the help of good teachers at GPSS.

17 **Section 2.** A new §5122 is added to Title 17 of the Guam Code  
18 Annotated to read as follows:

19 **§5122. Longevity Pay.** (a) A certificated employee in the Guam Public  
20 School System (GPSS) in an instructional capacity, other than an employed  
21 retiree, is entitled to an annual salary supplement equal to the following:

22 (1) Two hundred fifty dollars (\$250.00) for at least four (4) years but less  
23 than (6) years of service with GPSS

1 (2) Five hundred dollars (\$500.00) for at least six (6) years but less than  
2 eleven (11) years of service with GPSS

3 (3) One thousand dollars (\$1000.00) for at least eleven (11) years but less  
4 than twenty (20) years of service with GPSS

5 (4) One thousand five hundred dollars (\$1500.00) for twenty (20) years or  
6 more of service with GPSS

7 (b) Longevity pay shall be paid annually on the last working day of the  
8 certificated employee's anniversary month of employment at GPSS. Upon  
9 separation, for any reason, longevity is paid on a prorated basis."

10 **Section 3.** A new §5123 is added Title 17 of the Guam Code Annotated  
11 to read as follows:

12 "§5123. **Mentor Teacher Program.** The Superintendent of Education  
13 shall develop rules to establish and operate a mentor teacher program in order  
14 to provide ongoing support for individuals entering the teaching profession.  
15 The goal is to ensure success of first-year teachers through the mentor's  
16 support and assistance. The mentor teacher shall receive an annual  
17 compensation of one thousand dollars (\$1,000.00) to be paid in a lump sum no  
18 later than June 30 of each year. Funding for the mentor teacher program shall  
19 be provided from direct appropriation by *I Liheslaturan Guåhan*. The  
20 Superintendent of Education shall report to *I Liheslaturan Guåhan* on or before  
21 sixty (60) days after the enactment of this section, on the progress in  
22 implementing this section. This section shall be implemented no later than  
23 July 2007."

1           **Section 4.** Section 5B104 of Title 17, of the Guam Code Annotated is  
2 hereby repealed and reenacted as follows:

3           “**§5B104. Bonus for NBPTS.** ~~The Civil Service Commission shall~~  
4 ~~determine, through rules and regulations, appropriate pay grades or~~  
5 ~~differential amounts for teachers who are NBPTS certified. This Section shall~~  
6 ~~apply to all NBPTS Certified teachers, not just those who received assistance~~  
7 ~~under the provisions of § 5B102(e) of this Chapter. The funding for the bonus~~  
8 ~~for NBPTS shall be provided from direct appropriation by *I Liheslaturan*~~  
9 ~~*Guåhan.* A certificated employee of the Guam Public School System in an~~  
10 ~~instructional capacity, who has successfully obtained a NBPTS certification~~  
11 ~~shall be entitled to receive a bonus of five thousand dollars (\$5000.00) for the~~  
12 ~~first year and a bonus of two thousand five hundred (\$2,500.00) for each year~~  
13 ~~thereafter during the life of the certificate. The bonus shall be paid no later~~  
14 ~~than June 30 of each year to the qualified certificated employee. Upon~~  
15 ~~separation, for any reason, the bonus for NBPTS is paid on a prorated basis~~

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