




I MINA' BENTE NUEBI NA LIHESLATURAN GUÅHAN
2008 (SECOND) Regular Session

Bill No. 361(EE)

Introduced by:

Dr. David L.G. Shimizu 
Tina Rose Muna Barnes
Judith T. Won Pat, Ed. D. 

2008 SEP -4 AM 11:07 

AN ACT TO PROVIDE FIVE HUNDRED THOUSAND DOLLARS (\$500,000) TO THE GUAM PUBLIC SCHOOL SYSTEM FOR A TEACHER MENTOR PROGRAM.

IT ENACTED BY THE PEOPLE OF GUAM:

1 **Section 1. Legislative Intent.** The Guam Public School System
2 (GPSS) has developed a Teacher Mentor Program with the Teacher Quality
3 Enhancement Grant (Project Hatsa) funds. This source of funding will not be
4 available for continuing the Teacher Mentor Program, and other federal funds
5 may also not be available to cover this program.
6 Teacher mentoring has been established as very important for the
7 retention of new teachers. The turnover cost of a new teacher is approximately
8 Thirty Percent (30%) of an exiting teacher's salary. Attrition rate for new
9 teachers hovers at Twenty Percent (20%) to Thirty Percent (30%), and may be
10 as high as Fifty Percent (50%) nationwide.

1 It has been shown that for teachers who participate in a mentoring
2 program that retention rate results in One Hundred Percent (100%) retention
3 rate the first year and Ninety-eight Percent (98%) the second year.

4 It is easily seen that an investment in the mentoring program will result
5 in considerable savings in retention costs for new teachers, and a much higher
6 satisfaction rate for teachers. This results in better education for our students.

7 The appropriation contained in this legislation is for Eight (8) mentors
8 and One (1) program coordinator for the Teacher Mentor Program. This
9 program should result in the need to hire fewer teachers each year within the
10 GPSS. The vacancy rate is currently about Three Hundred (300) to Four
11 Hundred (400) teachers each year that need to be recruited.

12 **Section 2. Appropriation for Teacher Mentor Program.** Five Hundred
13 Thousand Dollars (\$500,000) are appropriated from the General Fund to
14 the Guam Public School System for the sole purpose of funding Eight (8)
15 mentors and One (1) program coordinator to continue the Teacher Mentor
16 Program established through the Teacher Quality Enhancement Grant
17 (Project Hatsa).

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