



I Mina'Trentai Tres na Liheslaturan Guåhan

33rd Guam Legislature

Senator Nerissa Bretania Underwood, Ph.D.

Chairperson, Committee on Early Learning, Juvenile Justice,
Public Education and First Generation Initiatives

MAR 12 2015

The Honorable Judith T. Won Pat, Ed.D.

Speaker

I Mina'trentai Tres Na Liheslaturan Guåhan

155 Hesler Place

Hagåtña, Guam 96910

VIA: *for: [Signature]* **The Honorable Rory J. Respicio**

Chairperson, Committee on Rules

RE: Committee Report on the Appointment of Dr. Lisa A. Baza-Cruz, Ed.D.

Dear Speaker Won Pat:

The Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives hereby reports out the nomination of Dr. Lisa A. Baza-Cruz to serve as the Ed.D. Member to the Guam Commission for Educator Certification for a term of three (3) years from the date of confirmation by the Legislature as defined by §27003, Chapter 27 of Title 17 Guam Code Annotated.

Committee votes are as follows:

- 8 TO CONFIRM
- 0 TO NOT CONFIRM
- 0 TO REPORT OUT ONLY
- 0 TO ABSTAIN
- 0 TO PLACE IN INACTIVE FILE

Si Yu'os Ma'åse'.

Senator Nerissa Bretania Underwood, Ph.D.

Chairwoman

155 Hesler Place, Suite 104

Hagåtña, Guam 96910

Tel: (671) 969-0973/74

Fax: (671) 969-0975

Email: senatorunderwood@guamlegislature.org

2015 MAR 16 PM 5:12 [Signature]

COMMITTEE REPORT ON THE APPOINTMENT
OF
DR. LISA A. BAZA-CRUZ, Ed.D.
TO SERVE AS THE Ed.D MEMBER TO THE
GUAM COMMISSION FOR EDUCATOR
CERTIFICATION



I Mina'Trentai Tres na Liheslaturan Guåhan

33rd Guam Legislature

Senator Nerissa Bretania Underwood, Ph.D.

Chairperson, Committee on Early Learning, Juvenile Justice,
Public Education and First Generation Initiatives

MAR 12 2015

MEMORANDUM

To: All Members

Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives

From: Senator Nerissa Bretania Underwood, Ph.D.
Committee Chairperson

Subject: Committee Report on the Appointment of Dr. Lisa A. Baza-Cruz, Ed.D.

The Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives hereby reports out the nomination of Dr. Lisa A. Baza-Cruz, Ed.D. to serve as the Ed.D. Member to the Guam Commission for Educator Certification for a term of three (3) years from the date of confirmation by the Legislature as defined by §27003, Chapter 27 of Title 17 Guam Code Annotated.

This report includes the following:

1. Committee Voting Sheet
2. Committee Report Narrative
3. Copy of Appointment Letter to the Speaker
4. Copy of Appointment Packet & Supporting Documents
5. Public Hearing Sign-in Sheet
6. Copy of COR referral of the Appointment
7. Notices of Public Hearing
8. Copy of the Public Hearing Agenda

Please take the appropriate action on the attached voting sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact my office.

Si Yu'os Ma'åse',

Senator Nerissa Bretania Underwood, Ph.D.
Chairwoman

155 Hesler Place, Suite 104
Hagåtña, Guam 96910
Tel: (671) 969-0973/74
Fax: (671) 969-0975

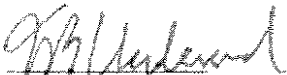

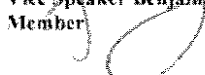

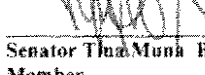


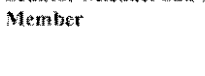


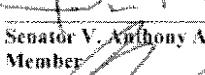
Email: senatorunderwood@guamlegislature.org

I MINA' TRENTAI TRES NA LIHESLATURAN GUÅHAN

Committee Voting Sheet

Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives

Appointee: Dr. Lisa A. Baza-Cruz, Ed.D.
 Position: Ed.D. Member
 Guam Commission for Educator Certification

Committee Members	To Confirm	To Not Confirm	Report Out Only	Abstain	Inactive File
 Senator Nerissa Bretania Underwood, Ph.D. Chairwoman	✓				
Speaker Judith T. Won Pat Vice Chairwoman					
 Vice Speaker Benjamin J.F. Cruz Member	✓				
 Senator Rory J. Respicio Member	✓				
 Senator Thua Muna Barnes Member	✓				
 Senator Thomas C. Ada Member	✓				
 Senator Michael San Nicolas Member					
 Senator Frank Blas Agnon, Jr. Member	✓				
 Senator Dennis G. Rodriguez Member	✓				
 Senator V. Anthony Ada Member	✓				
 Senator Brant McCreddie Member	✓				
 Senator Thomas A. Morrison Member	✓				
Senator Mary Camacho Torres Member					



I Mina'trentai Tres na Liheslaturan Guahan

33rd GUAM LEGISLATURE

Senator Nerissa Bretania Underwood, Ph.D.

Chair, Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiative

COMMITTEE REPORT
APPOINTMENT: DR. LISA A. BAZA-CRUZ, Ed.D.
GUAM COMMISSION FOR EDUCATOR CERTIFICATION

II. OVERVIEW

The Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiative convened a public hearing on March 9, 2015 at 2:00 pm in *I Liheslatura's* public hearing room. Among the items on the agenda was the consideration of the appointment of Dr. Lisa A. Baza-Cruz, Ed.D to serve as the Ed.D. Member to the Guam Commission for Educator Certification, and whose appointment history is as follows:

1. Appointed by Governor Edward B. Calvo on January 15, 2015 to serve three (3) years from date of confirmation by the Legislature.
2. Appointment packet forwarded to *I Liheslatura* on January 15, 2015;
3. Appointment packet forwarded to this Committee for public hearing on January 15, 2015.

Public Notice Requirements

Notices were disseminated via hand-delivery and e-mail to all senators and all main media broadcasting outlets on February 27, 2015 (5-Day Notice), and again on March 6, 2015 and March 7, 2015 (48-Hour Notice).

(a) Committee Members and Senators Present

Senator Nerissa Bretania Underwood, Ph.D., Chairwoman
Vice Speaker BJ Cruz, Member
Senator Frank Aguon, Member
Senator Brant McCreadie, Member
Senator Mary Torres
Senator James Espaldon

(b) Appearing before the Committee

Dr. Lisa A. Baza-Cruz, Appointee
Ms. Christina B. Quitugua
Ms. Lea Santos, Executive Director, Guam Commission for Educator Certification
Monsignor David Quitugua

Ms. Jayne Flores, Representing Dr. Mary Okada, President, Guam Community College

(c) Written Testimonies Submitted

Dr. Mary Okada, President, Guam Community College

Ms. Desiree Taimanglo Ventura, Instructor, Guam Community College

Ms. Lea Santos, Executive Director, Guam Commission for Educator Certification

Mr. J. Peter Roberto, M.S.W., A.C.S.W, Department Chair for the Criminal Justice & Social Sciences Department, Guam Community College

Mr. Timothy Fedenko, President, Guam Federation of Teachers

Ms. Simone Bollinger, English Instructor, Guam Community College

Mr. Juan P. Flores

I. SUMMARY OF TESTIMONY & DISCUSSION

Chairwoman Nerissa Bretania Underwood: The Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives is now called to order. Today is Monday, March 9, 2015. The time is 2:0pm. We have the confirmation hearing for the appointment of Dr. Lisa Baza-Cruz to the Guam Commission for Educator Certification.

Notices for this public hearing were disseminated via hand-deliver notices and email to all senators and all main broadcasting outlets on February 27, 2015 to meet the 5-day notice and again on March 6, 2015 for the 48-hour notice.

I would like to acknowledge my colleagues who have joined me today. To my right I have Senator Mary Camacho Torres. To my left I have Senator Brant McCreddie and Senator Frank Aguon. Thank you very much for joining me.

Let's start with the first item on our agenda; the confirmation hearing for Dr. Lisa Baza-Cruz. We have a list of individuals; we have Christina Quitugua, Lea Santos, Monsignor David Quitugua and Ms. Jayne Flores. Monsignor Quitugua and Christina Quitugua are here to show support and not provide oral testimony today.

Testimonies & Discussion

Ms. Lea Santos: [Read written testimony verbatim. See attached]

Chairwoman Nerissa Bretania Underwood: Thank you very much, Ms. Santos. I would like to acknowledge the presence of Senator Jimmy Espaldon. Ms. Flores?

Ms. Jayne Flores: Thank you, Senator Underwood. I am here on behalf of GCC President, Dr. Mary Okada. She is currently at a Tri-Board meeting and could not be here today. So, she asked me to read her testimony to the Committee.

[Read Dr. Okada written testimony verbatim. See attached]

Chairwoman Nerissa Bretania Underwood: Thank you, Ms. Flores. I would also like to acknowledge Vice Speaker Cruz. Dr. Lisa Baza-Cruz? Would you like to say a few words?

Dr. Lisa Baza-Cruz: Sure, I would like to say a couple of things. I have been on the Commission for three years and I believe that this experience has truly allowed me to participate with other colleagues in ensuring the integrity of teacher certification on island. I am not versed in many areas but with the other members on this Commission, we are able to provide each from our own area what our thoughts are regarding the teaching of students in the public school system and in other educational arenas. I truly enjoy this Commission.

Chairwoman Nerissa Bretania Underwood: Thank you very much. I would like to ask if any of my colleagues would like to say something. Senator Torres.

Senator Mary Torres: Dr. Lisa Baza-Cruz, I just want to thank you for your willingness to serve. I know that in your professional realm and in your personal life, you probably have so many obligations and commitments. So it is very heartwarming to know there are professionals like you who are so dedicated to the field and to your community to want to continue on this Board. And I just want to say I had the opportunity to also observe you in personal, social arenas and I think that you do possess the good judgment to always be professional and tactful in whatever circumstance or situation I have seen you in. You have my overwhelming support and I just want to thank you first and foremost for agreeing to serve.

Dr. Lisa Baza-Cruz: Thank you very much, Senator.

Chairwoman Nerissa Bretania Underwood: Senator Aguon.

Senator Frank Aguon, Jr.: Ms. Baza-Cruz, thank you for extending yourself and wanting to continue to serve in this particular capacity. One of the questions I have is something that is lingering. I know that the good Chairperson has a public hearing on a piece of legislation – there were a large number of educators who stepped forward and expressed their concerns with regards to the impact of that proposal. I know the Certification Board endorsed that proposal. But, listening and looking at some of the specific provisions within that proposal are you open to revisiting that proposal and allowing the process to proceed in terms of receiving public comments?

Dr. Lisa Baza-Cruz: Senator, I am unsure as to what proposal you are asking about?

Senator Frank Aguon, Jr.: This is the legislation that was enacted in December that impacted a number of educators allowing the Certification Board to be able to rescind teacher certification. I know Ms. Santos is very well versed in this and I supported the legislation, but a number of educators stepped forward and asked if the Legislature could

reconsider and perhaps the Certification Board would reconsider – just certain provisions; not the entire concept or the entire proposal.

Dr. Lisa Baza-Cruz: If I am not mistaken, if this is the GFT-GCC concern - because it is in the legal arena right now, I would prefer not to comment on that.

Senator Frank Aguon, Jr.: So, there has been a lawsuit filed? Because if that is the case Madam Chair, I understand that you are proceeding with some public discussion on that measure. But, I will leave it at that. I will follow the guidance of the Chair. Ms. Baza-Cruz I just wanted to understand if you were open to allowing a revisit based on some of the concerns that were raised. Because it is under possible litigation right now, I will rescind that question.

Ms. Lea Santos: GFT filed a civil suit filed in the District Court last week.

Senator Frank Aguon, Jr.: Thank you for that clarification. Thank you Ms. Baza-Cruz and best wishes in your continued service.

Dr. Lisa Baza-Cruz: Thank you Senator.

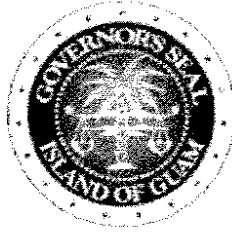
Chairwoman Nerissa Bretania Underwood: Anyone else? Lisa, we have actually talked together. It's good to see you again. I, too thank you for your service and willing to sit on the Commission.

What were some of the challenges that you have encountered as a board member?

Dr. Lisa Baza-Cruz: I think some of the challenges more recently is the change over. We have new appointees because others have completed their terms. A lot of history goes with them. A lot of the research goes with them. A lot of the discussions in terms of decision-making has gone with them. I think that will be a challenge, but I also think it's something that the Commission itself looks forward to having them still attend our meetings and provide assistance if needed. I have not seen anything else that I have found a major concern. I think we work very well together and I think we continue to ensure the integrity of our charge.

Chairwoman Nerissa Bretania Underwood: As a member of the Commission what would be your three top priorities?

Dr. Lisa Baza-Cruz: Right now, I think we're looking at ensuring that the Praxis test that are to be taken that we keep up with what the changes are, especially the specific content areas. I think another thing is that we keep abreast of current trends in education; both at the local level as well as the national level. So, that we can be prepared and provide assistance, as needed by educators on island. And to be open to educators coming in and providing input from their perspective as we deliberate and talk with them and make effective decisions.



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

JAN 15 2015

33-15-0067

Honorable Judith T. Won Pat, Ed.D.
Speaker
I Mina' trentai Tres Na Liheslaturan Guåhan
155 Hesler Street
Hagåtña, Guam 96910

Date: 01-15-15
Time: 1:53 pm
Received: [Signature]

RE: Board Appointment

Dear Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam and the local laws applicable to the following position, I am pleased to transmit the following appointment and supporting documents for:

APPOINTEE: Dr. Lisa A. Baza-Cruz, Ed.D.
POSITION: Ed.D. Member, Guam Commission for Educator Certification
TERM LENGTH: Three (3) years

2015 JAN 15 PM 2:14 [Signature]

The appointment is subject to the consent of *I Liheslaturan Guåhan*. Please schedule a hearing at your earliest convenience.

Senseramente,

EDDIE BAZA CALVO

0067



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam.

JAN 15 2015

Dr. Lisa A. Baza-Cruz, Ed.D.
147 FEDERICO ST.
MANGILAO GU 96913

Dear Dr. Baza-Cruz:

Thank you for your commitment to serve the people of Guam. The Calvo-Tenorio administration continues to face unprecedented challenges, both near and long-term. The task ahead of us will require the collective efforts of the best minds who will have the courage to make tough decisions for the good of all our people. I hereby re-appoint you to serve in the Calvo-Tenorio administration as:

Ed.D. Member, Guam Commission for Educator Certification
Length of term: Three (3) years

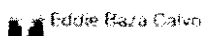
This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. Please contact the Office of the Governor at 472-8931 for further processing.

Senseramente,


EDDIE BAZA CALVO

P.O. Box 2950 • Hagatna, Guam 96932

Tel: (671) 472-8931 • Fax: (671) 477-4826 • governor.guam.gov • calendar.guam.gov



Eddie Baza Calvo



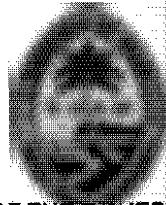
@eddiebazacalvo



@governorcalvo



governorofguam



OFFICE OF THE GOVERNOR
GUAM

Boards & Commissions Nomination Information

The following information is required for submission to the Speaker of *I Liheslaturan Guahan* in accordance with Title 4, Guam Code Annotated Section 2103.5 and Section 13104.1:

NOMINEE INFORMATION

Last Name	Baza-Cruz	First	Lisa	M.I.	A.	Date	Nov. 20, 2014
Address	[REDACTED]			Apartment/Unit #			
City	[REDACTED]		State	GU	ZIP	96913	
Phone	[REDACTED]		E-mail Address	[REDACTED]			

Position to which Appointment is Made **Commission for Educator Certification**

Are you a citizen of the United States?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
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EDUCATION

High School	John F. Kennedy	City/State	Tumon, GU	
From	1976	To	1978	
Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree	HS Diploma
College	Washington State University	City/State	Pullman, WA	
From	1978	To	1882	
Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree	BA Special Educ./Elem. Educ

EDUCATION

Graduate School	University of Guam		City/State	Mangilao, GU				
From	1984	To	1988	Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree	MEd. Reading
Other Degree	Argosy Univerisity		City/State	Honolulu, HI				
From	2005	To	2009	Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree	Ed.D. Educational Leadership

EMPLOYMENT HISTORY

(1) Present Employer	Guam Community College		Position	Department Chairperson/Professor		
Address	P.O.Box 23069 GMF		Dates Held	1990-Present		
(2) Previous Employer	Department of Education		Position	Teacher IV		
Address	Hagatna, GU		Dates Held	1982-1990		
(3) Previous Employer			Position			
Address			Dates Held			
(4) Previous Employer			Position			
Address			Dates Held			
(5) Previous Employer			Position			
Address			Dates Held			

PRIOR GOVERNMENT OF GUAM SERVICE

Agency	NA		Phone			
Address						
Job Title	From:		To			

PRIOR GOVERNMENT OF GUAM SERVICE

Agency _____ Phone _____
Address _____
Job Title _____ From: _____ To: _____

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

Agency **NA** Phone _____
Address _____
Job Title _____ From: _____ To: _____

Agency _____ Phone _____
Address _____
Job Title _____ From: _____ To: _____

TRAINING

Institute/Seminars/On-the-Job Training	Date
NASDTEC 18th Professional Practices Institute	October 28-30, 2014
2012 Praxis Client Conference	April 29-May 2, 2012

AWARDS

List all educational, professional, civic awards, and recognition for public service:

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level, list organization, activities participated in, offices held:

Membership: National Council of Teachers of English

National Association of Developmental Education

Board Member: Guam Commission for Educator Certification / Treasurer 2011-2014

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities, participated in, offices held

PUBLICATIONS AND PRESENTATIONS

List any published articles, papers delivered at professional meetings, etc.:

MILITARY SERVICE (PLEASE ATTACH FORM DD-214)

Branch NA

From To

Rank at Discharge

Type of Discharge

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

YES

NO

If so, please specify in detail:

Address of the court: _____

Date of Conviction: _____

Specific infraction committed: _____

(2) Have you ever been declared mentally incompetent by any court, whether within or without the United States?

YES

NO

If so, please specify in detail the reasons and facts related to such declaration:

(3) Have you ever been found not guilty or not punishable in any criminal proceedings by reason of insanity?

YES

NO

(4) Have you ever been confined to a mental institution for any reason?

YES

NO

If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:



Statement of Financial Interests

(Required by 4 G.C.A. § 13104.1)

TO: Governor Eddie Baza Calvo
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: Lisa Baza-Cruz

- I have no financial interest in any business
- I do have interest(s) in the following business(es):

Name and address of business interest:	Type and amount of interest
Perez Baza LLC	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)
	Twenty-five percent (25%)

Lisa A. Baza-Cruz
Signature

Nov. 19, 2014
Date

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam, (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.

Signature	<i>Rosa G. Baza-Cruz</i>	Date	<i>Nov. 19, 2014</i>
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Government of Guam
GUAM POLICE DEPARTMENT
RECORDS & IDENTIFICATION SECTION
 P.O. Box 23909
 Guam Main Facility, Guam 96921



November 19, 2014

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Lisa Ann BAZA-CRUZ		
DATE OF BIRTH:		FINGERPRINT #:	None
■	The individual has no record of conviction (s) in GPD files that are subject to Guam law and rules and regulations of the Department.		

*****NOTHING FOLLOWS*****

THIS INFORMATION MAY BE LIMITED TO A LOCAL CRIMINAL OFFENSE ONLY AND IS NOT INTENDED FOR USE FOR ANY LOCAL STATE OR FEDERAL LAW ENFORCEMENT AGENCY.

By Direction: katm

FRED E. BORDALLO, JR.
 Chief of Police

The absence of an original GUAMPOLICE seal invalidates this police clearance.
 REVISED 06/2013



SUPERIOR COURT OF GUAM

Guam Judicial Center • 120 West O'Brien Drive • Hagatña, Guam 96910

Telephone (671) 475-3370/475-3449

Fax (671) 472-2856

DANIELLE T. ROSETE
Clerk of Court

Name: **LISA ANN BAZA-CRUZ**

SS#:

ID# GUAM DL# [REDACTED] Date of Birth: [REDACTED]

CERTIFICATE OF SEARCH

The undersigned Clerk hereby certifies the following results of a diligent search of the records of this Court:

Criminal Cases:

- A. No Case Found
- B. 1. Criminal Case No.
- 2. Criminal Case No.
- 3. Criminal Case No.
- 4. Criminal Case No.
- 5. Criminal Case No.

Criminal Record: Page 1 of 1

Civil Cases:

- A. No Case Found
- B. 1. Civil Case No.
- 2. Civil Case No.
- 3. Civil Case No.
- 4. Civil Case No.
- 5. Civil Case No.

Civil Record: Page 1 of 1

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagatña, Guam. Hours of operation are Monday – Friday, 8:00 a.m. to 5:00 p.m. Closed Saturday, Sunday and local/federal holidays. Court Clearances are Non-Refundable.

Dated: 11/19/2014

DANIELLE T. ROSETE
Clerk of Court

BY: 
DAISY M. NORMAN
Deputy Clerk

Prepared By: JLRC



The absence of an original Court Seal invalidates this document



Mina'trentai Tres na Liheslaturan Guahan
33RD GUAM LEGISLATURE

Senator Nerissa Bretania Underwood, Ph.D.
Chairperson, Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiative

March 9, 2015
Confirmation Hearing
Lisa Baza-Cruz, Member, Commission for Educator Certification

SIGN UP SHEET

NAME	ADDRESS	PHONE	EMAIL	WRITTEN	ORAL	SUPPORT	
						Yes	No
Christina D. Quintana	P.O. Box 20950 Merrigada, GU 96921	482-6624	cquintana@yahoo.com			Yes	
LOPEZ SANTOS	P.O. Box 3554 HAGATNA 96910	753-2554	LOPEZ.SANTOS@GCEC- GUAM.GOV	/	/	YES	
Mrs. David Quintana	P.O. Box 49 Hagatna, Guam 96910	96932	dbey2@guam.net			yes	
Jayne Flores		735-5638	jayne.flores	✓	✓	yes	

MAR 09 2015

Sen. Nerissa Bretania Underwood, Ph.D.
Chairman
Committee on Early Learning, Juvenile Justice,
Public Education and First Generation Initiatives
33rd Guam Legislature
155 Hesler Place, Ste. 201
Hagatna, GU 96910

Buenas yan Hafa Adai Senator Underwood and Committee Members,

It is my honor to recommend the re-confirmation of Dr. Lisa Baza-Cruz as a member of the Guam Commission for Educator Certification. Dr. Baza-Cruz has served on the GCEC since 2011. She was the Commission treasurer for two years, and currently serves as the vice chair and as a member of the Appeals Committee.

The Commission is tasked with ensuring the integrity of educator certification for teachers, administrators, counselors – anyone who comes in contact with the thousands of students in Guam's public education and DODEA arenas. I cannot think of anyone more suited to continuing this work than Dr. Baza-Cruz, as she possesses outstanding professional and personal standards. At GCC, in addition to serving as the chair of our English Department, Dr. Baza-Cruz currently sits on the General Education Committee at the College. This committee is tasked with reviewing, exploring, and assessing the effectiveness of General Education policies and procedures at GCC, and making recommendations to administrators, the Faculty Senate and department and committee chairpersons. A team player possessing incredible depth of knowledge of educational processes and procedures, Dr. Baza-Cruz has contributed greatly to the superior educational standards of Guam Community College.

Dr. Baza-Cruz has brought these same professional and personal strengths to the Guam Commission for Educator Certification. If re-confirmed, which I strongly recommend, she will do her utmost to continue to ensure that all of the educators that teach in our island's school system are highly qualified and adhere to professional standards. The GCEC works because of strong, effective, professional members like Dr. Baza-Cruz.

Thank you for the opportunity to testify on her behalf today.



Mary A.Y. Okada, Ed.D.
President

March 7, 2015

Desiree T. Ventura
P.O. Box 20933
Barrigada, Guam 96921

Senator Nerissa B. Underwood
Chairperson, Committee on Early Learning, Juvenile Justice, Public Education and First
Generation Initiatives
33rd Guam Legislature
155 Resler Place, Suite 104
Hagåtña, Guam 96910

I am writing to support the appointment of Dr. Lisa Baza Cruz to the Commission for Educator Certification. Dr. Baza Cruz offers a wealth of classroom experience, a sincere understanding of challenges faced by teachers in today's classroom environment, and exceptional leadership skills. As a member of this Commission, she will be a strong advocate for local educators while remaining dedicated to the best interests of Guam's students.

I have the privilege of working under Dr. Baza Cruz within the Guam Community College's English Department. As my Department Chairperson, Dr. Baza Cruz has served as both my instructional and professional mentor since arrival at the College in August of 2010. During my five years with GCC, her constructive feedback and guidance has helped me to become a more confident and effective force within the classroom. Under her mentorship, I have felt supported, protected, and encouraged. She is never too busy to go over new ideas and classroom strategies, review plans for career advancement, perform observations, or offer a helpful perspective on particularly rough days. After working at three other institutions of higher learning, I have come to learn that this kind of sincere and attentive mentorship from senior faculty is rare.

I am also deeply appreciative of the high standard Dr. Baza Cruz holds me to as a member of her Department. Best practices are stressed and lapses in judgment are few and far between when she is on the clock. She holds those around her accountable for their decisions without hurting morale, and she is quick to develop solutions when those under her purview are frustrated. I have been impressed by Dr. Baza Cruz's ability to make tough (and sometimes unpopular) decisions in order to protect the integrity of the classroom and her fellow faculty. It is a trait I admire and think is necessary for the Commission to continue insuring quality instruction and professionalism within our Island's community of educators.

With Dr. Baza Cruz as a member, I am confident that the Commission will engage in meaningful dialogue, make ethical decisions, and never fail in its commitment to fairness to both Guam teachers and students.

Sí Yy'us Ma'åse,



Desiree Taimanglo Ventura
Instructor
Guam Community College



KUMISION SETTEFIKASION PARA I MANMANIDUKA
GUAM COMMISSION FOR EDUCATOR CERTIFICATION

303 University Drive, SOE Room 105, Mangilao, GU 96913

Tel: (671)735-2554 Fax: (671)735-2569

www.gcec.guam.gov



TESTIMONY FOR DR. LISA BAZA-CRUZ

Honorable Sen. Underwood and members of the Committee.

Hafa adai! I am Lea Santos, the Executive Director of the Guam Commission for Educator Certification. I support the reappointment of Dr. Lisa Baza-Cruz to the Guam Commission for Educator Certification. Her appointment meets the requirement of Public Law 29-73 for one of two members with a terminal degree in education from an accredited university.

GCEC Vice-chair Baza-Cruz has been a dedicated member of the Commission. She previously served as the Treasurer from 2011-2014

As a former GDOE special education teacher and current GCC English department chairperson/professor, she provides a wide perspective of the many challenges that the education system faces. As a developmental education reading teacher, she firmly believes in the importance of preparing our students to become successful and effective readers and is a strong advocate for the Praxis tests. She believes that the integrity of the certification process must be protected at all times.

The nominee has a proven record of commitment to education. She was a special education teacher for eight years prior to moving to GCC. She has been with the English department since 1990; thus has 33 years of teaching experience. She has been recognized by her peers and is listed in the Who's Who Among America's Teachers and in Cambridge Who's Who Registry of Executives and Professionals.

I humbly ask the I Liheslaturan Guahan for your favorable consideration of Dr. Lisa Baza-Cruz's reappointment. *Si Yu'os Ma'ase* and thank you for giving me the opportunity to provide this testimony.

Lea Santos
Executive Director



Kolehon Komunitadit Guahan

School of Trades & Professional Services
P.O. Box 23069 GMF
Barrigada, Guam 96921 Tel: (671) 735-5622



March 9, 2015

Honorable Dr. Nerissa B. Underwood
Senator, 33rd Guam Legislature
Chairwoman
Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives

*Nomination Letter of Support: BAZA-CRUZ, Dr. Lisa
Guam Commission for Educator Certification*

Hafa Adai Chairwoman Underwood:

My name is J. Peter Roberto. I am currently the Department Chair for the Criminal Justice & Social Sciences department at the Guam Community College. (GCC) I am providing written testimony IN SUPPORT of Dr. Lisa Baza-Cruz's nomination to serve as a member on the *Guam Commission for Educator Certification*.

I have known Dr. Lisa for about 5 years both as a friend and colleague. Presently, we serve together on the GCC Council of Department Chairs. My support of Dr. Lisa's nomination is largely due to the fact that she possesses the professionalism, standards and integrity required to meet the duties and responsibilities of the Commission. When it comes to the decision making process she listens, gathers pertinent information, is deliberate in weighing the facts presented to her and does not waiver when she makes her decisions or recommendations. Her professional demeanor in discussions comes across as being fair and attentive to the issues at hand. For me, Dr. Lisa has a simple, yet very effective professional philosophy, which is, "what is in the best interest of students, *first?*"

Additionally, I believe that Dr. Lisa brings to the Commission the credentials as a long time educator in the classroom, extensive knowledge and experience within the educational system, and the dedication and commitment to ensure that educators in the classroom are held accountable to the rules, regulations and professional conduct as required for educator certification.

I humbly ask that you and your esteemed colleagues on the Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives give your highest consideration and approval for Dr. Lisa's nomination to serve on the Commission.

Thank you.

Very Sincerely,

J. Peter Roberto, M.S.W., A.C.S.W.



GFT, AFT Local 1581
Together We Win!

Timothy Fedenko, President
Corazon Mucho, Secretary

Sanjay Sharma, Vice President
James Lujan, Treasurer

March 9, 2015

Senator Nerissa Bretania Underwood, Ph.D.
Chairperson, Committee on Early Learning, Juvenile Justice,
Public Education and First Generations Initiatives
33rd Guam Legislature
155 Hesler Place, Suite 104
Hagatna, Guam 96910

Dear Senator Underwood:

Buenas yan Háfa Adai! GFT appreciates the opportunity to provide its comments and position on the nomination of Dr. Lisa A. Baza-Cruz, Ed.D. to be a member of the Guam Commission for Educator Certification, and Proposed Bill No. 43-33.

It is with pleasure that the Guam Federation of Teachers endorses Dr. Baza-Cruz's nomination.

In regard to proposed Bill No. 43-33, the Guam Federation of Teachers confirms its support for the passage of this proposed legislation.

If you have any questions, please call our office at 735-4390.

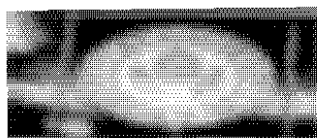
Si Yu'os Ma'áse.

Sincerely,

A handwritten signature in black ink that reads 'Timothy Fedenko'.

Timothy Fedenko
President

Timothy Fedenko



Lisa Dames <cipo@guamlegislature.org>

Testimony in support of Dr. Baza-Cruz

Simone Bollinger <simone.bollinger@guamcc.edu>

Mon, Mar 9, 2015 at 1:48 PM

To: cipo@guamlegislature.org

To Whom It May Concern,

I'd like to take a minute to show my support of Dr. Lisa-Baza-Cruz as a candidate for the Commission for Educator Certification.

Since I became English faculty at Guam Community College in 2011, Dr. Baza-Cruz has been a mentor and role model for me. She has always shown expertise in literacy education and set a standard for those of us who have the privilege of working alongside her. She knows what strong teaching looks like in its many forms, and she knows how to support those who approach teaching from a different standpoint than her.

She has always been ethical and fair, and has student learning at heart. She has a strong vision for education on a systematic level concerning teacher education and teaching, and truly believes in the potential for teachers to shape the future of Guam and the world.

It is an honor to support her in this capacity before the Legislature of Guam and the Public.

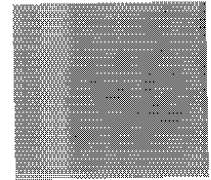
Sincerely,

Simone Bollinger,

English Instructor

M.Ed. Harvard University

Juan P. Flores
P.O Box 10724
Tamuning, Guam 96931
jpflores58@gmail.com



March 7, 2015

Senator Nerissa Brefania Underwood
Committee on Early Learning, Juvenile Justice,
Public Education, and First Generation Initiatives
33rd Guam Legislature

Dear Senator Underwood,

I am writing to support the confirmation of Ms. Lisa Baza Cruz to the Guam Commission for Educator Certification. This letter serves as written testimony for the March 9, 2015 Confirmation Hearing for Ms. Baza Cruz.

I support Ms. Baza Cruz's confirmation because, as a veteran educator, she understands and appreciates the demands of school educators and the expectations placed on them to assure that students in Guam's public schools are receiving effective instruction leading to high academic achievement. Ms. Baza Cruz also has the perspectives of a postsecondary instructor who works with prospective teachers and is fully aware of the knowledge and skills needed to complete a postsecondary preparation in education. Finally, Ms. Baza Cruz is a parent of a former public school-educated son. As a parent, Ms. Baza-Cruz was actively involved in communicating with teachers, staff, and administrators in advocating for the best education for her son and in supporting the efforts of the school staff members. These perspectives provide Ms. Baza-Cruz with the wisdom and passion to continue to uphold the highest standards for educators on Guam.

I hope the consideration of Ms. Baza Cruz's confirmation will lead to a positive response that will allow her to continue to serve on the Commission. Thank you for your attention and consideration of my input.

Warm regards,

A handwritten signature in black ink, appearing to read 'Juan P. Flores'.

Juan P. Flores





COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

155 Hesler Place, Hagåtña, Guam 96910 • www.guamlegislature.com

E-mail: roryforguam@gmail.com • Tel: (671)472-7679 • Fax: (671)472-3547

Senator
Rory J. Respicio
CHAIRPERSON
MAJORITY LEADER

Senator
Thomas C. Ada
VICE CHAIRPERSON
ASSISTANT MAJORITY LEADER

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Judith T.P. Won Pat, Ed.D.
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Vice-Speaker
Benjamin J.F. Cruz
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Senator
Frank Blas Aguon, Jr.
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Senator
Michael F.Q. San Nicolas
Member

Senator
Nerissa Bretania Underwood
Member

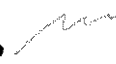
V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

January 15, 2015

MEMORANDUM

To: **Rennae Meno**
Clerk of the Legislature

From: **Senator Rory J. Respicio** 
Majority Leader & Rules Chair

Subject: **Referral of Appointment**

As the Chairperson of the Committee on Rules, I am forwarding my referral of the following appointment:

Appointee: Dr. Lisa A. Baza-Cruz, Ed.D.
Position: Ed.D. Member, Guam Commission for Educator Certificate

For a copy of Dr. Baza-Cruz' appointment packet, please visit the Guam Legislature's website at www.guamlegislature.com. Under the "Reports" menu select the "Messages & Communications" option and refer to:

"Doc. 33GL-15-0067: Governor's message transmitting the appointment of Dr. Lisa A. Baza-Cruz, Ed.D., to serve as Ed.D. Member, Guam Commission for Educator Certificate."

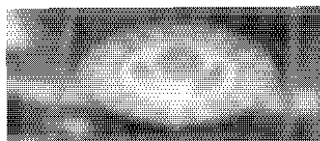
Please ensure that the subject appointment is referred, in my name, to **Senator Nerissa B. Underwood, Chairperson of the Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives**. I also request that the same be forwarded to all Senators of *I Mina'trentai Tres Na Liheslaturan Guåhan*.

Should you have any questions, please feel free to contact our office at 472-7679.

Si Yu'os ma'åse'!

I Mina Trentai Tres Na Liheslaturan Guahan
Appointment Log Sheet

Date Received	M&C No.	Appointee	Position	Agency	Appt. Date	Term Length	Expiration Date of Action	Expiration Date of Term	Committee Referred	Date Referred	PH Date	CR Filled	Confirmed	Notes
01/15/15	33GL-15-0067	Dr. Lisa A. Baza-Cruz, Ed.D.	Member	Guam Commission for Educator Certificate	01/15/15	Three (3) Years			Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives	01/15/15				



Lisa Dames <cipo@guamlegislature.org>

Public Hearing - FIRST Notice

Lisa Dames <cipo@guamlegislature.org>
To: PHrg Notice <phnotice@guamlegislature.org>

Fri, Feb 27, 2015 at 11:28 AM

----- Forwarded message -----

From: **Lisa Dames** <cipo@guamlegislature.org>
Date: Fri, Feb 27, 2015 at 11:25 AM
Subject: Re: Public Hearing - FIRST Notice
To: phmaterials@guamlegislature.org

PLEASE DISREGARD PREVIOUS EMAIL. SEE REVISED AGENDA.

On Fri, Feb 27, 2015 at 9:08 AM, Lisa Dames <cipo@guamlegislature.org> wrote:

The Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives will conduct a public hearing on **Monday, March 9, 2015 beginning at 2:00pm** in the Guam Legislature's Public Hearing Room.

The following is on the agenda:

Confirmation Hearing

Ms. Lisa Baza-Cruz, Member, Commission for Educator Certification

Public Hearing

Bill No. 21-33 (COR) – Introduced by Senator Brant McCreadie

An Act to amend § 5106 (a) of Chapter 5, Title 19 Guam Code Annotated Relative to providing discretion to the Office of the Attorney General with regards to the automatic certification of minors as adults for certain crimes, which may be cited as the “Juvenile Justice Reform Act of 2015”.

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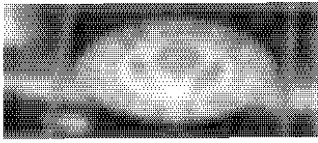
In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for further information, please call the Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives at 969-0973/4 or email at cipo@guamlegislature.org

--
Lisa Dames
I MINA'TRENTAI TRES NA LIHESLATURAN GUAHAN
Senator Nerissa B. Underwood, PhD
Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives
Phone: 969-0973/74
Fax: 969-09745
email: cipo@guamlegislature.org

--
Lisa Dames
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Fax: 969-09745
email: cipo@guamlegislature.org

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Lisa Dames <cipo@guamlegislature.org>

Public Hearing - FIRST NOTICE

Lisa Dames <cipo@guamlegislature.org>

Fri, Feb 27, 2015 at 9:07 AM

To: news@k57.com, news@guampdn.com, Sabrina Salas Matanane <sabrina@kuam.com>, Jason Salas <jason@kuam.com>, Mindy Aguon <mindy@kuam.com>, Ken Quintanilla <kenq@kuam.com>, Krystal Paco <krystal@kuam.com>, clynt@k57.com, Betsy Brown <betsy@k57.com>, Jon Anderson <editor@mvguam.com>, "Gerardo R. Partido" <gerry@mvguam.com>, Mar-Vic Cagurangan <marvic@mvguam.com>, louella@mvguam.com, rgibson@k57.com, kstokish@gmail.com, Jerick Sablan <jpsablan@guampdn.com>, Lifestyles_PDN <life@guampdn.com>, Steve Limtiaco <slimtiaco@guampdn.com>, "Daleno, Gaynor D" <gdumat-ol@guam.gannett.com>, cimiculka@guampdn.com

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The following is on the agenda:

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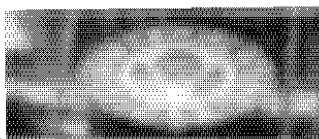
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In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for further information, please call the Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives at 969-0973/4 or email at cipo@guamlegislature.org

--
Lisa Dames
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Senator Nerissa B. Underwood, PhD
Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives
Phone: 969-0973/74
Fax: 969-09745
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Lisa Dames <cipo@guamlegislature.org>

Public Hearing - FIRST NOTICE

Lisa Dames <cipo@guamlegislature.org>

Fri, Feb 27, 2015 at 11:23 AM

To: news@k57.com, news@guampdn.com, Sabrina Salas Matanane <sabrina@kuam.com>, Jason Salas <jason@kuam.com>, Mindy Aguon <mindy@kuam.com>, Ken Quintanilla <kenq@kuam.com>, Krystal Paco <krystal@kuam.com>, clynt@k57.com, Betsy Brown <betsy@k57.com>, Jon Anderson <editor@mvguam.com>, "Gerardo R. Partido" <gerry@mvguam.com>, Mar-Vic Cagurangan <marvic@mvguam.com>, louella@mvguam.com, rgibson@k57.com, kstokish@gmail.com, Jerick Sablan <jpsablan@guampdn.com>, Lifestyles_PDN <life@guampdn.com>, Steve Limtiaco <slimtiaco@guampdn.com>, "Daleno, Gaynor D" <gdumatol@guam.gannett.com>, cimiculka@guampdn.com

PLEASE DISREGARD PREVIOUS EMAIL. SEE REVISED ATTACHED AGENDA.

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Lisa Dames

I MINA'TRENTAI TRES NA LIHESLATURAN GUAHAN

Senator Nerissa B. Underwood, PhD

Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives

Phone: 969-0973/74

Fax: 969-09745

email: cipo@guamlegislature.org

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Lisa Dames

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Senator Nerissa B. Underwood, PhD

Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives

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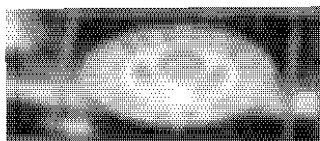
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email: cipo@guamlegislature.org



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Lisa Dames <cipo@guamlegislature.org>

Public Hearing - SECOND Notice

Lisa Dames <cipo@guamlegislature.org>
To: PHrg Notice <phnotice@guamlegislature.org>

Fri, Mar 6, 2015 at 11:15 AM

The Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives will conduct a public hearing on **Monday, March 9, 2015 beginning at 2:00pm** in the Guam Legislature's Public Hearing Room.

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Ms. Lisa Baza-Cruz, Member, Commission for Educator Certification

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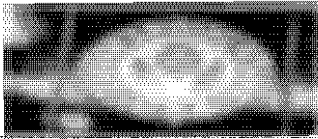
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--
Lisa Dames

I MINATRENTAI TRES NA LIHESLATURAN GUAHAN

Senator Nerissa B. Underwood, PhD

Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives



Lisa Dames <cipo@guamlegislature.org>

Public Hearing - SECOND Notice

Lisa Dames <cipo@guamlegislature.org>

Fri, Mar 6, 2015 at 11:15 AM

To: news@k57.com, news@guampdn.com, Sabrina Salas Matanane <sabrina@kuam.com>, Jason Salas <jason@kuam.com>, Mindy Aguon <mindy@kuam.com>, Ken Quintanilla <kenq@kuam.com>, Krystal Paco <krystal@kuam.com>, ciynt@k57.com, Betsy Brown <betsy@k57.com>, Jon Anderson <editor@mvguam.com>, "Gerardo R. Partido" <gerry@mvguam.com>, Mar-Vic Cagurangan <marvic@mvguam.com>, louella@mvguam.com, rgibson@k57.com, Jerick Sablan <jpsablan@guampdn.com>, Steve Limtiaco <slimtiaco@guampdn.com>, kstokish@gmail.com, "Daleno, Gaynor D" <gdumat-ol@guam.gannett.com>, Lifestyles_PDN <life@guampdn.com>, cimiculka@guampdn.com

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—
Lisa Dames
I MINA'TRENTAI TRES NA LIHESLATURAN GUAHAN
Senator Nerissa B. Underwood, PhD
Committee on Early Learning, Juvenile Justice, Public Education, and First Generation Initiatives
Phone: 969-0973/74
Fax: 969-09745
email: cipo@guamlegislature.org

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aguon4guam@gmail.com
agusto.aflague@gmail.com
ahernandez@guamlegislature.org
ajuan@kijifm104.com
alerta.jermaine@gmail.com
aline4families@gmail.com
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amandalee.shelton@mail.house.gov
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christine.quinata@takecareasia.com
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joesa@guamlegislature.org
john.calvo@noaa.gov
john@kuam.com

Listserv: phnotice@guamlegislature.org

Updated as of February 27, 2015

tina@tinamunabarnes.com
tina.alicto@yahoo.com
tinamunabarnes@gmail.com
tjtaitano@cs.com
tom@senatorada.org
tommy@senatormorrison.com
tony@senatorada.org
tony@tonyada.com
tpocaigne@judiwonpat.com
tritten@pstripes.osd.mil

terlaje@guam.net
vejohntorres@guamlegislature.org
vince@tinamunabarnes.com
vleonguerrero@judiwonpat.com
xiosormd@gmail.com
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zita@mvguam.com
zpalomo@guamag.org

FRIDAY, MARCH 6, 2015 - MARIANAS VARIETY GUAM EDITION



Uliga Tratal Tres na Liheslatuon Guahan

33rd Guam Legislature

Senator Nerissa Bretania Underwood, Ph.D.

Chairperson, Committee on Early Learning, Juvenile Justice,
Public Education and First Generation Initiatives

PUBLIC HEARING

Monday, March 9, 2015

Guam Legislature Public Hearing Room

AGENDA

2:00 PM

Confirmation Hearing

Ms. Lisa Baza-Cruz, Member, Commission for Educator Certification

Public Hearing

Bill No. 21-33 (COR) - Introduced by Senator Brant McCreadie

An Act to amend § 5106 (a) of Chapter 5, Title 19 Guam Code Annotated Relative to providing discretion to the Office of the Attorney General with regards to the automatic certification of minors as adults for certain crimes, which may be cited as the "Juvenile Justice Reform Act of 2015".

Bill No. 43-33 (COR) - Introduced by Senator Nerissa Underwood, Ph.D.

An Act to Amend § 3107 of Article 1, Chapter 3, Title 5 Guam Code Annotated Relative to standardized Testing within the Department of Education.

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for further information, please call the Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives at 969-0973/4 or email at clpo@guamlegislature.org

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In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services or for further information, please call the Committee on Early Learning, Juvenile Justice, Public Education and First Generation Initiatives at 969-097074 or email at nlrc@guamlegislature.gu

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AUCTION

The United States Marshals Service, Districts of Guam and the Northern Mariana Islands will hold a public auction on the following vehicles:

1995 Ford Mustang 2007 Lexus IS250

The auction will be held at 10:00 A.M. on Wednesday, March 25, 2015 at the Camacho Family Partnership Complex, 233 Pangelinan Way, Benigada, Guam. Please call 633-7991 for directions.

All items will be sold "AS IS WHERE IS." The vehicles may be inspected 30 minutes prior to the beginning of the auction. All interested parties must sign-in with a U.S. Marshals Service Representative 30 minutes prior to the start of the auction at the location stated above.

A 10% non-refundable deposit is required from the awarded bidder by 4:00 P.M., on the day of the auction and must pay the remaining amount of the bid the following day by 12:00 P.M. Payment must be a Certified Check or Cashier's Check payable to the order of "United States Marshals Service."

United States Marshals Service
Chuck Ellis, Chief Deputy U.S. Marshal
Attn: Tina Dirac, Asset Forfeiture Unit
Suite 344, U.S. District Courthouse
520 West Soledad Avenue, Hagatna, Guam 96910
Tel: (671) 473-9169 Fax: (671) 473-9195

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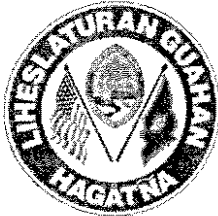
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Applications should be submitted with resume, copies of current health certificate, police and court clearances no later than March 20, 2015 to the GFS Group Corporate Office at Suite 306 (3rd Flr) Ballej Pavilion Chalan San Antonio Tamuning from 1-5pm Monday through Friday, or email hr@gfsgroup.com

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155 Hesler Place, Suite 104

Hagåtña, Guam 96910

Tel: (671) 969-0973/74

Fax: (671) 969-0975

Email: senatorunderwood@guamlegislature.org