# DEPARTMENT OF EDUCATION
## OFFICE OF THE SUPERINTENDENT

www.gdoe.net
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Email: jsanchez@gdoe.net

**JOSEPH L.M. SANCHEZ**
Acting, Superintendent of Education

2017 FEB 10 PM 1:39

February 2, 2017

Speaker Benjamin J.F. Cruz

FEB 10 2017
Time: 1220 ☐ AM ☐ PM
Received By:
GL*34-17-184

The Honorable Eddie Baza Calvo
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

Honorable Benjamin J. F. Cruz
Speaker
Thirty-fourth Guam Legislature
Hagåtña, Guam 96932

**Dear Governor Calvo and Speaker Cruz:**

***Håfa Adai!*** Pursuant to Public Law 31-233, Section 38, *Reporting Requirements for Boards and Commissions,* attached are electronic copies of the Guam Education Board's meeting agenda, approved minutes and other documents as discussed at the August 10, 2016, special meeting. The meeting was held at J.Q. San Miguel Elementary School, Cafeteria.

Should you have any questions, please contact me at 300-1547.

*Senseramente,*

**JOSEPH L.M. SANCHEZ**
Acting, Superintendent of Education

Attachment
- E-Copies of GEB Meeting Packet

cc: GEB Members
Deputy Supt., FAS
File

0184

LOURDES B. SAN NICOLAS
Chairwoman

# GUAM EDUCATION BOARD

500 Mariner Avenue
Barrigada, Guam 96913-1608
Telephone Number: (671) 300-1627
Facsimile Number: (671) 472-5001
Website Address: www.gdoe.net/geb

ROSIE R. TAINATONGO
Vice-Chairperson

**VOTING MEMBERS**

Lourdes San Nicolas, Chair
Rosie R. Tainatongo, Vice-Chair
Peter Alecxis D. Ada
Lourdes M. Benavente
Kenneth P. Chargualaf
Charlene D. Concepcion
Jose Q. Cruz, Ed. D.
Maria A. Gutierrez
Ryan F. Torres

**EX-OFFICIO MEMBERS**

Ermin Samelo (SHS)
IBOGS Representative

Audrey J. Perez (SSHS)
GFT Representative

Mayor, Rudy M. Matanane
MCOG Representative

**EXECUTIVE SECRETARY**

Jon J. P. Fernandez
GDOE Superintendent

**Guam Education Board**
**SPECIAL MEETING**
**Wednesday, August 10, 2016**
**2 pm**
**J.Q. San Nicolas Elementary School, Cafeteria**

## AGENDA

I. **Meeting Call to Order**

II. **Roll Call of Members**

III. **New Business**

1) School Readiness- SY 2016-2017

IV. **Executive Session**

V. **Adjournment**

# Body camera didn't record cop's fatal shooting of teen

By Jeremy Gorner
and Annie Sweeney
Chicago Tribune

CHICAGO – The body camera of a Chicago police officer who fatally shot an unarmed teenager on the South Side last week was not recording when he opened fire, police officials said Monday.

Police Department spokesman Anthony Guglielmi said the department is investigating why the equipment didn't capture the shooting of 18-year-old Paul O'Neal, who was struck in the back. The officer, as well as two others involved in the shooting, had received the camera equipment just recently, Guglielmi said.

**3 officers relieved of their powers**

The department moved swiftly in the days after the Thursday night shooting to relieve all three officers of their police powers after a preliminary determination concluded they had violated department policy.

O'Neal was shot near 74th Street and Merrill Avenue after he crashed a reportedly stolen Jaguar into two Chicago police vehicles and took off running.

Two officers had opened fire at O'Neal while he was in the Jaguar, according to police sources. A third officer who had been in one of the police vehicles struck by the Jaguar gave chase after O'Neal fled on foot and fatally shot him. The Cook County medical examiner's office said O'Neal was struck in the back.

Police have recovered video from body cameras and dashboard cameras that captured parts of the shooting, including footage of an officer firing at the Jaguar after it struck the first vehicle, sources have told the Chicago Tribune.

But Superintendent Eddie Johnson, speaking at an unrelated news conference Monday morning, confirmed that the fatal encounter was not captured on the officer's body camera. The city rolled out body cameras in 2015 with a pilot project in the Shakespeare District. Department officials recently expanded the program to six additional districts, including the South Shore community where O'Neal was shot.

# Texas allows guns in college classrooms under new law

(Reuters) – A new law went into effect in Texas on Monday that allows certain students to bring guns into classrooms, with supporters saying it could prevent mass shootings and critics saying the measure will endanger safety on campuses.

The so-called state "campus carry" law allows people 21 and older with a concealed handgun license to carry pistols in classrooms and buildings throughout public colleges, including the University of Texas system, one of the nation's largest with an enrollment of more than 214,000 students.


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LOURDES B. SAN NICOLAS, Chairwoman
ROSE R. TAINATONGO, Vice Chairperson

**PUBLIC NOTICE**

**Guam Education Board**
**SPECIAL MEETING**
**Wednesday, August 10, 2016**
**2:00 p.m.**
**J.Q. San Miguel Elementary School, Cafeteria**

**AGENDA**

I. Meeting Call to Order
II. Roll Call of Members
III. New Business
1) School Readiness - SY 2016-2017
IV. Executive Session
V. Adjournment

Individuals requiring special accommodations or information may contact Leilani Cruz, Administrative Officer at 300-1627 or by email: lmbcruz@gdoe.net.

*This advertisement was paid by GDOE local funds.*



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY**

**Board of Commissioners Meeting**
**12:00 P.M., Friday, August 05, 2016**
**GHURA Main Office**
**1st floor Conference Room**
**117 Bien Venida Avenue, Sinajana**

**Agenda**

I. ROLL CALL
II. APPROVAL OF PREVIOUS BOARD MINUTES – July 22, 2016
III. CORRESPONDENCE AND REPORTS
IV. OLD BUSINESS
V. NEW BUSINESS
VI. GENERAL DISCUSSION/ ANNOUNCEMENT
VII. ADJOURNMENT

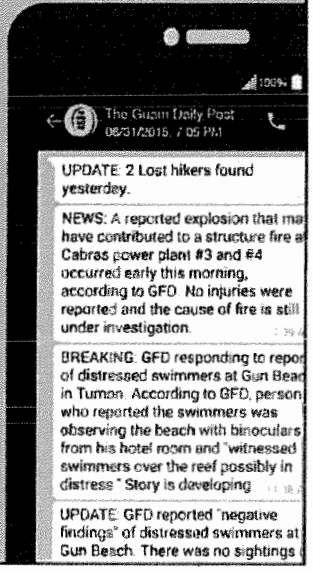
**For special accommodation, contact Ms. Kathy Taitano**
**Tele No. 475-1322 or TTY #472-3701**



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**Guam Memorial Hospital Authority**
850 GOV. CARLOS CAMACHO ROAD
TAMUNING, GUAM 96913

**REQUEST FOR PROPOSAL**

**GMHA RFP No.(s) 004-2016 Legal Services**

**Submission Place/Date/Time:**

**Materials Management Department - Friday, August 19, 2016**
**GMHA RFP 004-2016 must be submitted by 10:00 a.m.**

**For more information call 647-2165.**
**Website www.gmha.org Public Information – Procurement Opportunities.**

**PETER JOHN D. CAMACHO, M.P.H**
**Hospital Administrator/CEO**
**AD PAID BY GUAM MEMORIAL HOSPITAL AUTHORITY**

LOURDES B. SAN NICOLAS
Chairwoman

# GUAM EDUCATION BOARD

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**EX-OFFICIO MEMBERS**

(Vacant)
IBOGS Representative

Audrey J. Perez (SSHS)
GFT Representative

Mayor, Rudy M. Matanane
MCOG Representative

**EXECUTIVE SECRETARY**

Jon J. P. Fernandez
GDOE Superintendent

## GUAM EDUCATION BOARD
## SPECIAL MEETING
## Tuesday, August 10, 2016
## 2 pm
## J. Q. San Miguel Elementary School, Cafeteria

## MINUTES

**I. MEETING CALL TO ORDER**

Ms. Lourdes B. San Nicolas, Chairwoman, called the meeting to order at 2 p.m.

**II. ROLL CALL OF MEMBERS**

Mr. Joseph L.M. Sanchez, Acting Superintendent and Executive Secretary, took the roll call. The following members were **present** for the meeting:

***Voting Members:***
San Nicolas, Lourdes B. -Chairwoman
Tainatongo, Rosie R.- Vice Chair
Ada, Peter Alecxis D.
Benavente, Lourdes M.
Chargualaf, Kenneth P.
Concepcion, Charlene D.*
Cruz, Dr. Jose Q.
Gutierrez, Maria A.
Torres, Ryan F. *

***Non-Voting Members:***
Matanane, Rudy M. - Yigo Mayor and MCOG education liaison *

**Arrived after roll call*

***Absent:***
Perez, Audrey (SSHS) - GFT Representative

The GEB Legal Counsel, Frank Gumataotao was present for the meeting.

The Acting Superintendent announced that there is a quorum. *(By law, five voting members constitute a quorum. Nine (9) voting members were present for this meeting.)*

**III.** School Readiness- SY 2016-2017

1. Chairwoman San Nicolas reported that on August 2, 2016, work sessions began with School Principals at 8:30 am and concluded shortly after 6 pm. She thanked

all the administrators for being present to answer questions from the Board. She mentioned that the Board was given the status of the personnel as well as the facilities.

Chairwoman San Nicolas asked Acting Superintendent Sanchez to give an overview if there were any changes from August 2, 2016.

2. Acting Superintendent Sanchez thanked the Board for a work session held on August 2, 2016. He pointed that at the work session he was happy even though there were many issues brought up. He stated there was a clear connection between what the schools were saying and what central office was tracking, and that was both for the maintenance side as well as the personnel side.

Acting Superintendent Sanchez thanked the school principals for attending the work session as well as the work for the last couple of weeks. He mentioned that the school principals had been attending trainings, preparing their schools, and interviewing teachers. He also thanked the teachers for coming in to setup their rooms.

Acting Superintendent Sanchez thanked all the different community partners (Government of Guam agencies, families, and parents) who came out to support the schools.

Acting Superintendent Sanchez wanted to remind everyone that he made it very clear to all the schools that critical maintenance needs are those maintenance issues that would prevent the schools from opening. He mentioned that there were many maintenance issues throughout the entire department that he would like done but the focus was ensuring that health and safety of the students were not compromised and that the schools were ready to open.

3. Deputy Superintendent Anderson's summary of five (5) major maintenance issues

Deputy Superintendent Anderson reported that the schools were 100% go for the opening of the school year. He thanked the leadership of all 41-school principals that worked diligently with little resources.

Deputy Superintendent Anderson mentioned that one of the major issues at Simon Sanchez High School was the gym ceiling that is now 100% complete and ready for students to use. Another issue identified through the Public Health inspection was to address external parts of the campus. He added that the school is at zero balance with the citations that Public Health has required the school to address. Mrs. Masnayon will be coordinating the last visit with Public Health to be able to see the final work that was completed.

Deputy Superintendent Anderson reported the removal of surveyed equipment, textbooks, and hazardous material from thirty-seven (37) schools and the remaining would be done by Friday. He thanked Mr. Guevara and his team who assisted.

Deputy Superintendent Anderson reported that the Untalan Middle School project would be finished before the start of the school year.

Deputy Superintendent Anderson described the HVAC initiatives from ARRA funds that secured air conditioners for the schools. He explained that there were some rooms with small square footage but were given two 36 BTU air conditioners which were over capacity. Mr. Guevara and his team went through the entire district and identified those additional units to be relocated. He

mentioned that this is a cost saving measure for the department to take existing air-conditioners that have already been purchased and to pay a modest fee to the vendor that owns the warrantee. The units will be transferred to rooms that desperately are in need of an air conditioning.

Deputy Superintendent Anderson reported that he, along with Mr. Guevara and his team were able to meet Mayor Rivera to mitigate the issue with the gate and to relocate bus drop-off to the upper portion of the school along Felis Street.

Acting Superintendent Sanchez announced for the record that Board member Ryan Torres and MCOG Representative Mayor Matanane arrived.

Mrs. Gutierrez asked what the status was with the leak and tiles at Benavente Middle School cafeteria. Deputy Superintendent Anderson explained that he spoke with Mr. Guevara about the issue and will send a team to do the assessment.

Mrs. Gutierrez asked when they were going to pick up the surveyed equipment at Agueda Johnston and Jose Rios Middle School. Deputy Superintendent Anderson responded that the surveyed equipment was picked up at Agueda Johnston and Jose Rios Middle Schools.

Mr. Ada mentioned that he visited Agueda Johnston Middle School on Monday and met with the Assistant Principal. He expressed his concerns about the canopy at the school site and asked if would be repaired. He also mentioned that he visited Oceanview Middle School and noticed eleven (11) vacated rooms. He asked if there were enough classrooms. Deputy Superintendent Anderson explained that the canopy challenge is chronic and pervasive throughout the department. He further mentioned the challenge is the resources and that canopies are a part of the DOI scope of work.

Deputy Superintendent Anderson addressed concerns about Oceanview Middle School Wings C and D with Mr. Mantanona. He further mentioned that maintenance team went in and pealed back a roof material for one of the temporary classrooms to see how bad the mold issue was or what the issue was that was creating the mold issues on the wall.

Chairwoman San Nicolas mentioned to Mr. Ada that she wanted to attest to Deputy Anderson's testimony because she had been there at Oceanview Middle School, there were no classes being doubled, and the principal was able to identify other classrooms that were suitable for teaching and learning.

Vice Chair Tainatongo followed up with the removal of the Monkey Pod tree and five (5) classrooms at Agana Heights Elementary School. Deputy Superintendent Anderson mentioned that the department got clearance from the Department of Agriculture to trim designated trees.

Vice Chair Tainatongo shared some of the concerns out at the schools: D.L. Perez Elementary School lights; plumbing issues at Price, H.S. Truman, and C.L. Taitano Elementary Schools; roof leaks at Jose Rios Middle School T-8 and T-9; emergency panel in the cafeteria at GW High School; and cafeteria lock at Talofofo Elementary School.

Deputy Superintendent Anderson mentioned that the removal of the temporary buildings at Agana Heights was with GSA and they have to wait until bidders bid to remove the buildings.

Dr. Cruz stated that his comments were related to curriculum and that there is a requirement with the law called Seven Standards, American Library Association

that they have to follow. He further asked what the status was meeting those ALA requirements. He expanded his concerns about students using outdated materials and why this requirement has not been addressed. Dr. Cruz suggested proposing a language that can be proposed to the Legislature.

Acting Superintendent Sanchez responded that he did not have an update on the libraries but will get an update. Dr. Cruz stated that this has been a continuous requirement and has pushed Joe in regards to the 14 points that is important in the curriculum issue. He requested from the Superintendent that this be addressed quicker than quick.

Dr. Cruz asked about assessment of Eskuelan Puengi and how many credits students receive from Eskuelan Puengi. His concern was based on the response from JFK in which most students attended Eskuelan Puengi because it was an easy grade. He further addressed assessing honors points and non-honors points and if it is not differentiated, somebody who has an "A" at Eskuelan Puengi is going to have a greater advantage than someone who has a "B" in the regular classroom.

Dr. Cruz mentioned the need to provide an assessment designed to validate that our teachers and principals know what is required under the ALA standards and that it is a requirement for all the major resources we have in our schools.

Dr. Cruz asked about the authority of an acting person to make decisions about things that are needed in the department and that the acting should be given full authority. He also mentioned that if acting, after 30 days, you are supposed to be paid that salary of the acting that you are at the time.

Acting Superintendent Sanchez responded that from his understanding with personnel matters, the acting individual has full authority as though they were a full-time person in that position. At the time of his appointment, he discussed with the Chair and Vice Chair, how he was going to approach all future decisions from the point of his appointment. He further explained how they categorized the different types of decisions that a Superintendent could make at that time. If anything that was urgent or that was a recurring responsibility of the Superintendent, he would handle immediately and continue to maintain the operations of the department. He further mentioned the second category, which was any project or initiative, he was able to move forward if it did not require any additional input from anyone else. For long term, critical matters that would have a major impact on the department, whether financial or any major policy decisions, they would discuss that on a month-to-month basis in order for the continuity of the department operations to not be hindered. Acting Superintendent Sanchez explained it was made very clear as to what type of decisions he would be making during his time as acting. Dr. Cruz thanked Mr. Sanchez for the clarification.

Mayor Matanane voiced his concern with regard to duties and responsibilities of Deputy Superintendent Anderson. Acting Superintendent Sanchez clarified the roles and responsibilities of each deputy. Chairwoman San Nicolas reiterated the roles and responsibilities of each of the deputies and that Deputy Superintendent Anderson is not in charge of curriculum, teaching, and learning.

Ms. Benavente asked about the ceramic tiles at Carbullido Elementary School. Deputy Superintendent Anderson responded that it was completed.

Chairwoman San Nicolas asked if the light bulbs in the gym and outside at GW High School had been rectified. Deputy Superintendent Anderson mentioned that the initial issue that came to his attention regarding GW High School was

regarding the lights in the parking lot. He further mentioned the he would send a team out to assess the lighting issues. Chairwoman San Nicolas addressed that there was a concern for the safety of the students and those who pick them up, as well. She also reported the gym's air condition unit not working. Deputy Superintendent Anderson mentioned that he would follow up with Mrs. Hernandez-Avilla on the status of the gym.

Dr. Cruz asked if the hard aluminum and iron guardrail was addressed. Deputy Superintendent Anderson responded that guardrail was an issue and GW High School was their focus to repair any long-standing issues.

4. Personnel Services report of teacher vacancies

Ms. Faisao mentioned that there were many vacancies in the high needs area such as science and math and that the candidates were not comfortable to teach in those areas and it would be a disservice to the students if candidates were referred to those content areas.

Mr. Ada referred to the August 4th report, specifically with the high schools: GW, Okkodo, Southern High, and JP Torres. He questioned if thirteen (13) vacancies at Southern High and five (5) vacancies at JP Torres had been filled. In response, Ms. Faisao stated there were still nine (9) vacancies and two (2) referrals in progress at Southern High. The local positions at JP Torres have been filled but the federally funded position had three (3) pending to fill; GW had four (4) vacancies and two (2) referrals in progress; and Okkodo had one (1) vacancy and four (4) had been filled.

Mr. Ada asked if in case there were no other additional certified teachers would they use special contracts. Ms. Faisao replied that she exhausted her resources for special contracts and most of them have been referred.

Mr. Ada requested that the Acting Superintendent to seriously consider moving some of the administration from central office out into the classrooms until the positions were filled. Furthermore, he suggested not using this as a last resort and not have substitute teachers in the high school because of the credits.

Mrs. Concepcion mentioned that there were a few more discrepancies on the report which needed to be explained, such as, the numbers not matching for several schools as well as the vacancies provided by personnel. Ms. Faisao responded that she did not have the data on hand but that the vacancies were probably federally funded. She further stated that the vacancies presented were teaching classroom instruction. Deputy Superintendent Cruz responded that what was presented was not necessarily in the classroom but could be a counselor, CRT, or ESL Coordinator.

Mrs. Concepcion asked that in light of vacancies that the staff continue on getting them filled and what the plan was for the students if those vacancies were not filled on time?

Acting Superintendent Sanchez thanked the Board for the opportunity to share their plan. He mentioned that he met with the personnel and the Federal Programs office twice on how to approach the teacher vacancies and addressed the long term and short-term solutions.

Acting Superintendent Sanchez mentioned that they had a listing of all the central office staff with a teaching certificate and looked at the possibility of using certified staff at the school sites. He further stated, as a short-term solution they could start assigning people from central office to cover for a couple of weeks

however, as a long-term solution, it would not work. The positions that the teachers at central office hold require teaching certificates and school program consultants and coordinators manage programs such as professional development and interventions. There would be an impact to those services and programs if they intend to put them in the classrooms long term.

Acting Superintendent Sanchez mentioned that putting a teacher in the classroom was not a budget issue as that portion of the budget is protected and although there are not enough teachers to put in the classrooms, it is not a matter of who to put but the matter of quality. There are teachers who are limited term part-time who have degrees but do not have the education background and there are long-term subs that may or may not have college credits. He stated one solution is to tap in all the different levels, limited term full-time teachers or individuals with degrees who pass the Praxis, which gives them a temporary certificate.

Acting Superintendent Sanchez suggested that the fully certified teacher would supervise the limited term part-time teachers or long-term subs and that a stipend would be offered. The certified teacher would supervise the work of the long-term subs to help them design the lessons, grade papers, and help conduct assessment. When the semester or quarter ends, the certified teacher would certify the work and grades for the students so they could earn the high school credit.

Acting Superintendent Sanchez mentioned that they still had the instructional coaches in the elementary schools who were certified teachers and would supervise their teacher assistant. The teacher assistant is a very high quality group due to their filtering mechanisms. Teacher assistants were not picked up unless the principals recommend them or if they were not performing well. He explained that this allows a higher quality of TA's who are ready to take over a classroom and in some cases run the classroom on their own filling the vacancies until they can find a fully certified teacher. The instructional coaches, central office teachers, or auxiliary teachers in the schools would be compensated through a stipend for every teacher they supervise or assist. Although they have to work out the amounts, they are looking at about $500.

Acting Superintendent Sanchez further explained the difference of the salary of a fully certified teacher and a limited part-time teacher, which is about $10k to $15k. The savings would allow them to pay for the special assistance provided to those teachers and that they are looking at a combination of central office staff assisting auxiliary teachers at the school site, which includes counselors, librarians and assistant principals.

Mr. Ada added that there were three (3) federally funded programs at JP Torres. He further stated that teachers must be fully certified in order to use federal funds or to fill federally funded positions.

Mrs. Gutierrez addressed the discrepancy on the report and asked where the AP was at for Astumbo Elementary School. Ms. Faisao clarified that the person was at JFK. Mrs. Gutierrez commented that a teaching position was taken out of an elementary to satisfy JFK's need for an assistant principal. She further asked who was paying for the assistant principal at JFK. She expressed the unfairness in giving the assistant principal.

Mrs. Gutierrez mentioned the discrepancies on the report regarding JQ San Miguel's total vacancies. She questioned the following vacant positions: GW has eight (8) positions that were vacant, Okkodo had five (5), and Simon Sanchez personnel had three (3) total vacancies. Southern High School thirteen (13), that has not moved since the last work session that we had on the 2nd. Tiyan High

School, four (4), it was one (1) and all of a sudden it popped up to five (5) meaning 4 additional position. She asked if the four (4) positions came from Benavente because she understands they lost 4 teachers and went over to JP Torres. Her concern was, an update provided as of today, total referral of 27 but a breakdown was not given. How many are elementary, middle, and high school? Come the first day of school, there are going to be students without teachers. She asked whether some of the TAs and school aides guarded the gates at the school last school year and suggested to notify parents at the orientation that their child might be with a the TA or school aide who is going to oversee them.

Chairwoman San Nicolas addressed the Acting Superintendent Sanchez that she understood that the assistant principal would either be detailed upon suitable placement on whatever subject they were teaching before they pulled them out.

Acting Superintendent Sanchez did not remember getting the directive and if that was in a discussion or the understanding at the time, he was not aware of it. He continued to explain that as discussed at the last session, they went with the current staffing patterns and did not add or take away assistant principals at any schools. He stated he would like to go back with personnel to look at the staffing issues, which include assistant principal allocations to determine whether or not to shift any full time employees around.

Chairwoman San Nicolas believed it should be a standard practice that non-teaching positions be filled upon replacement of that particular individual teacher who is vacating the position. She stated that we could not underestimate the fact that teaching and learning must be a priority and to increase student achievement, we have to have quality certified teachers in the classroom.

Acting Superintendent Sanchez emphasized that vacancies are constantly changing even when they give an updated document. The packets are updated 3 or 4 days prior and as quickly as possible. The numbers tend to fluctuate because as noted, they are constantly processing people who are quitting and coming in. In the past, the Board had asked if they could have the packet ahead of time and the Chairwoman pointed out that the packets must be provided 72 hours prior.

Mrs. Concepcion asked for the numbers of federally funded vacancies were and the impact if those vacancies were not filled by a certain date. Ms. Faisao replied that there were fourteen (14) teaching vacancies. Acting Superintendent Sanchez mentioned when there were teaching positions in the schools like JP Torres, they were not able to pay for a long-term sub or someone who was not certified and have to, at least, pass the Praxis, which means they have to be at least limited term full-time or have a degree and passed the Praxis. The Federal Programs office would switch the funding source, the local would take on the cost of the limited term part-time teacher, and they would put the full-time teacher from the local position into the federally funded position, approved by the Federal Programs office, which has been standard practice.

Dr. Cruz expressed his concerns about the Standard Operating Procedures and the requirement for filling positions at personnel since this is a requirement to get out of high risk. He explained it is one of the most powerful tools we could present that is reasonable and meets our policy. He inquired about whether the SOP has been completed and assessed?

Chairwoman San Nicolas addressed her concerns to Acting Superintendent Sanchez that she still saw several vacant non-teaching positions. If the school was going to use existing school aides to substitute on day one and the succeeding day, she explained this would jeopardize the supervision of students during non-instructional times. She asked if there a plan to fill the positions. Acting

Superintendent Sanchez assured the Chairwoman that the plan was not to use their current school aide but to provide a long-term substitute teacher to cover the classroom.

Acting Superintendent Sanchez pointed out at the last work session that there did not appear to be at the time, a written plan for how to address vacancies but general practices that the schools had. Principals and personnel came together to come up with common steps to use to address teacher vacancies but with staffing, he was not aware of any long-term plan to fill the vacancies.

Chairwoman San Nicolas reminded the Board members to go to the schools on day one of the opening of the schools closest to their residences to observe and see what support they could give the school and thanked them in advance.

Chairwoman San Nicolas also asked if there were any other questions regarding personnel matters. Vice Chair Tainatongo proceeded by asking the Acting Superintendent if the long term substitutes would be giving grades to the kids and if the one to one aide is being addressed. Acting Superintendent Sanchez responded with a yes and the intent is to be supervised by a certified teacher. He also mentioned that they are continually hiring one to one aides.

Mr. Ada asked if they were ready to assume the role or in addition to the SRO's responsibility until such time. The Acting Superintendent mentioned that it would not be able to replace SROs but personnel would provide regular supervision as needed and in terms of general supervision, the schools would provide regular supervision.

Dr. Cruz asked what the status was with the union negotiations. Vice Chair Tainatongo responded that they did inform the Board and that they were still working on it and will share the information in executive session.

Acting Superintendent Sanchez mentioned that it was not their intent to pull teachers from the classroom and they wanted to prioritize the classroom teacher. He stated they cannot ignore the needs at the leadership and management level and have to balance those needs. He further thanked the Board for their guidance and continued support.

Chairwoman San Nicolas asked the entire group of administrators if they were ready to open the school year and if anyone had a change of heart due to the new development of problems. The Acting Superintendent reiterated the question and the group responded with an exuberant "YES!"

## IV. Executive Session

The Board moved into Executive Session at 4:05 p.m.
The Board at 5:31 p.m. went into Public session.

**Mrs. Gutierrez moved, seconded by Ms. Benavente that in consultation with the Legal Counsel the Board moved to continue to place Superintendent Jon J.P. Fernandez on Administrative leave with pay for the next 20 workdays effective August 16, 2016 through September 13, 2016. The Board voted 8-0 in favor of the motion ( Yays; Chairwoman San Nicolas, Vice Chair Tainatongo, P. Ada, L. Benavente, K. Chargualaf, C. Concepcion, Dr. J. Cruz, and M. Gutierrez) The motion passed.**

## V. Adjournment

**Mrs. Gutierrez moved, seconded by Vice Chair Tainatongo move to adjourn the meeting at 5:33 p.m.**

**MINUTES SUBMITTED BY:**

Date: 12/27/16

**LEILANI M. B. CRUZ**
**Administrative Officer**

**MINUTES OF August 10, 2016 SPECIAL MEETING:**
**( ) Approved as submitted**
**(X ) Approved subject to corrections (Ref: GEB Reg. mtg. December 27, 2016, at GWHS Cafeteria)**
**( ) Other:** _____

for **LOURDES B. SAN NICOLAS**
**GEB Chairwoman**

Date: 12/27/16

**JOSEPH L.M. SANCHEZ**
**Acting Executive Secretary/GDOE Superintendent**

Date: 1/11/17