DEPARTMENT OF EDUCATION
OFFICE OF THE SUPERINTENDENT

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JON J. P. FERNANDEZ
Superintendent of Education

October 22, 2017

GUH 34-17-1126
Speaker Benjamin J.F. Cruz

OCT 24 2017
Time: 950 [ ] AM [ ] PM File No. 34-1073
Received By: Joe S.A.

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

Honorable Joe S. San Agustin
Senator
Thirty-fourth Guam Legislature
Ran Care Bldg, Suite 3
761 S. Marine Corps Drive
Tamuning, Guam 96931

CP 2017 OCT 24 PM 2:18

Re: Relative to Addressing Pay Disparities in the Guam Department of Education

Dear Governor Calvo, Speaker Cruz, and Senator San Agustin:

Håfa Adai! I am transmitting the attached Guam Education Board Resolution 2017-21 as approved by the board in the GEB October regular meeting conducted on October 17, 2017. The Guam Education Board (GEB) has adopted the pay disparities as outlined in Resolution 2017-21.

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

Senseramente,

JON J. P. FERNANDEZ
Superintendent of Education

Attachment
cc: GEB Members
Deputy Supt., FAS

1126

GUAM EDUCATION BOARD
RESOLUTION NUMBER 2017-21

Introduced by: Guam Education Board Members

RELATIVE TO ADDRESSING PAY DISPARITIES IN THE GUAM DEPARTMENT OF EDUCATION

WHEREAS, on September 1, 2010, Public Law 30-196 (PL 30-196) appropriated funding for the implementation of salary adjustments as recommended by the comprehensive Government-wide Position, Classification, Compensation and Benefits Study Plan conducted by the Hay Group, Inc.; and

WHEREAS, on September 23, 2010, and October 29, 2010, Executive Orders 2010-24 and 2010-25 ordered the implementation of the provisions of PL 30-196; and

WHEREAS, on January 14, 2011, Executive Order 2011-002 rescinded Executive Orders 2010-24 and 2010-25 effective January 30, 2011 at 12:00 a.m.; and

WHEREAS, on September 11, 2013, Public Law 32-068 funded the implementation of the Government-wide Position, Classification, Compensation and Benefits Study; and

WHEREAS, on January 15, 2014, the Department of Administration transmitted to the Governor of Guam the Government of Guam Competitive Wage Act of 2014 (CWA); and

WHEREAS, on February 14, 2014, the Department of Administration transmitted the CWA Implementation Circular, Department of Administration Circular 2014-013; and

WHEREAS, the Government-wide Position, Classification, Compensation and Benefits Study, CWA, or the CWA Implementation did not include meaningful participation by the Guam Department of Education (GDOE); and

WHEREAS, the CWA created pay compression in which new employees received wages comparable to those of current employees; and

WHEREAS, the GDOE and its employees have expressed concerns to the Department of Administration regarding pay compression and internal pay inequities created by the implementation of the CWA; and

WHEREAS, the Guam Education Board desires participation in future study plans as they affect the Guam Department of Education and seeks for the department's Human Resources staff to be included in this process in order to advise the Superintendent on matters related to the compensation of GDOE employees; and

WHEREAS, the Guam Education Board acknowledges the importance in having the department's Human Resources staff, as designated by the Superintendent, to address matters of internal inequities in future government compensation study; and

NOW THEREFORE BE IT RESOLVED that the Guam Education Board hereby directs the Superintendent to follow-up on any unresolved pay compression or pay inequity complaints made to the Department of Administration by Guam Department of Education employees; and

BE IT FURTHER RESOLVED that the Guam Education Board requests that the Department of Administration address matters of pay compression and pay inequity as allowed within the current plan; and

BE IT FURTHER RESOLVED that the Guam Education Board requests that pay compression and other concerns regarding pay inequity be immediately addressed through an amendment of the CWA or, if necessary, a new compensation study; and

BE IT FURTHER RESOLVED that the Guam Education Board requests that, being the largest Government of Guam agency, the Guam Department of Education be an active participant in future compensation studies; and

BE IT FURTHER RESOLVED, that a copy of this Resolution be transmitted to the Honorable Speaker Benjamin J.F. Cruz, *I Mina' Trentai Kuåttro Na Liheslaturan Guåhan*, and Chairman of the 34th Guam Legislative Committee on Appropriations and Adjudication, the Honorable Joe S. San Agustin, Chairman of the 34th Guam Legislative Committee on Education, Finance and Taxation, the Honorable Governor Edward Baza Calvo, *I Magá låhen Guåhan* and all schools and divisions.

DULY AND REGULARLY ADOPTED THIS 17 DAY OF OCTOBER, 2017.

MARIA A. GUTIERREZ, Chairwoman
Guam Education Board

JON J.P. FERNANDEZ
Executive Secretary