

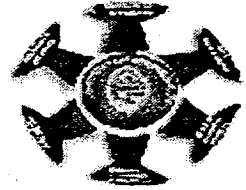


Felix P. Camacho  
Governor  
Kaleo S. Moylan  
Lieutenant Governor

GOVERNMENT OF GUAM  
(GUBETNAMENTON GUAHAN)

DEPARTMENT OF ADMINISTRATION  
(DIPATTAMENTON ATMENESTRASION)

HUMAN RESOURCES DIVISION  
(Dibision Inadilanto Yan Guinaha Para Taotao)  
Post Office Box 884 \* Hagåtña, Guam 96932  
TEL: (671) 475-1120/1265 \* FAX: (671) 477-7100



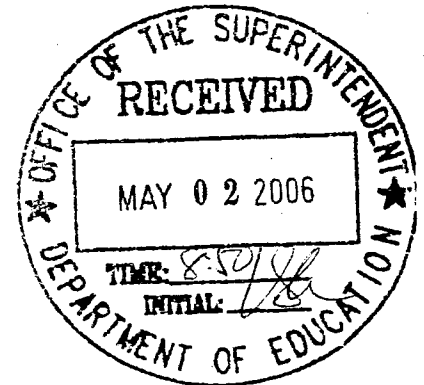
Lourdes M. Perez  
Director  
Joseph C. Manibusan  
Deputy Director

APR 28 2006

HRD NO.: 06-0570

MEMORANDUM

To: Superintendent, Guam Public School System  
From: Director, Department of Administration  
Subject: **Compensation Review**  
**RE: Teacher Positions**



Buenas yan Håfa Adai! The Department of Administration (DOA) has been tasked to review compensation plans for certificated personnel pursuant to Public Law 28-36 as amended by Public Law 28-68 in consultation with Guam Public School System (GPSS). However, in light of the urgency of this matter, DOA only addressed teacher compensation issues; the Hay Group contracted by the Guam Memorial Hospital pursuant to Executive Order 2005-07 will be addressing the certificated healthcare professional positions including those at GPSS. As for the other certificated positions, to include the Attendance Officer positions, those will be addressed at a later date.

Staff from DOA conducted reviews and analyses of teacher compensation based on information found on the worldwide web and those compiled by GPSS Human Resources Staff. The following surveys were utilized to determine if there exist major differences in local teacher pay against the U.S. National Average: Survey and Analysis of Teacher Salary Trends 2004 conducted by the American Federation of Teachers (AFT); the Rankings of the States 2004 and Estimates of School Statistics 2005 prepared by the National Education Association (NEA); and the National Compensation Survey done by the U.S. Department of Labor.

For purposes of this compensation review, the benchmark teaching position utilized was the Teacher I-C position, which requires as a minimum, a Bachelor's degree. This position was chosen because the surveys reviewed, used the above qualification as their respective benchmark.

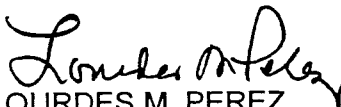
Attached you will find a spreadsheet which depicts the analyses done based on the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles on all surveys we studied, (percentiles is defined in this review as the distribution of teacher salaries). As demonstrated in the spreadsheet, we found the percentage differences between the median annual salary of a GPSS Teacher I-C and above versus the results of median annual salaries of teachers for the surveys mentioned above. The percentage differences for each survey are depicted in the attachment. For further details on each survey reviewed, please refer to our staff report.

HRD NO.: 06-0570  
COMPENSATION REVIEW  
RE: TEACHER POSITIONS  
PAGE 2 of 2

Our department recommends an adjustment of fourteen percent (14%) be implemented for purposes of this compensation review. This figure was derived from the average of all three percentages from the survey sources used. The attached documents provide additional information depicting the fourteen percent (14%) recommended adjustment.

This study and recommendations are submitted for your action in the implementation of this study as mandated by Public Law 28-68, Chapter 52, Subsection 52102.

Should you have any questions, please do not hesitate to contact our office at 475-1101. Dangkolo na Agradesimiento!

  
LOURDES M. PEREZ

Attachments

# **DEPARTMENT OF ADMINISTRATION**

## **HUMAN RESOURCES DIVISION Classification and Pay Branch**

### ***GUAM PUBLIC SCHOOL SYSTEM TEACHERS, AND HEALTH CARE PROFESSIONALS RECRUITMENT AND RETENTION INCENTIVES (PUBLIC LAW 28-36, as amended by PUBLIC LAW 28-68 Chapter II, Section 26.***

**DEPARTMENT OF ADMINISTRATION  
STAFF REPORT**

*Prepared by: Shane, Roland and Rose  
March 29, 2006*

**SUBJECT: Public Law 28-36 as amended by Public Law 28-68 provides that the Civil Service Commission in consultation with the Guam Public School System (GPSS) shall review and upgrade, as needed, the Compensation Plans of Certificated Personnel, Certificated Healthcare Professionals and Attendance Officers of GPSS.**

**I. PURPOSE:**

Because of the changes as set forth in PL 28-68 the Department of Administration (DOA) is now mandated with the responsibility of implementing the provisions of PL 28-36 as amended by PL 28-68. Additionally, the DOA is also mandated with the responsibility of insuring that the Unified Pay Plan is administered equitably and effectively.

This report will only include teacher compensation issues; the Hay Group contracted by the Guam Memorial Hospital pursuant to executive order 2005-07 will address the certificated healthcare professional positions. As for the other certificated positions to include the Attendance Officer positions, those will be addressed at a later date.

**II. AUTHORITY:**

**Public Law 28-36, AN ACT TO ESTABLISH A COMPENSATION PLAN REVIEW FOR CERTIFICATED PERSONNEL AND HEALTHCARE PROFESSIONALS OF THE DEPARTMENT OF EDUCATION.**

**Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds that an historic turnover is taking place in the teaching profession. According to the National Education Association ("NEA"), while student enrollments are rising rapidly, more than a million veteran teachers are nearing retirement nation-wide. Experts predict that overall we will need more than 2 million new teachers in the next decade. The NEA has also reported that this teacher recruitment problem, which has reached crisis proportions in some areas, is most acute in urban and rural schools for high-need subject areas such as special education, math and science. *I Liheslaturan Guåhan* finds that teacher compensation is a significant deterrent to recruitment. Teachers are still paid less than professions that require comparable education and skills. Moreover, teachers still are not valued and respected to the extent of their actual contributions to society. While *I Liheslaturan Guåhan* recognizes that solving the teacher shortage is not strictly a numbers game, it also recognizes the need to bring more young people into the teaching profession, as well as the need to hold onto the quality teachers already hired—both the beginning teachers as well as the more seasoned ones. It is critical that *I Liheslaturan Guåhan* address the teacher recruitment and retention issues facing the Department of Education. For too long, teachers have not received the just pay they truly deserved. To avert the exodus of teachers to the Department of Defense of Education Activity and other educational

institutions in the mainland, it is crucial that wages be competitive with the U.S. national average. It is therefore, the intent of *I Liheslaturan Guåhan* to require the Civil Service Commission, in consultation with the Department of Education, to review and implement Compensation Plans for Certificated Personnel and Healthcare Professionals of the Department of Education that is competitive with the U.S. national average.

**Section 2. Department of Education Compensation Plan Review.** The Civil Service Commission (“Commission”), in consultation with the Department of Education (“DOE”), immediately upon the enactment of this Act and every three (3) years thereafter, shall review and upgrade as needed the Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE. The Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE shall be competitive with the U.S. national average. The Commission shall implement the upgraded Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE within a period of sixty (60) days upon commencement of the review as amended by PL 28-68.

**Public Law 28-68, Chapter IV, MISCELLANEOUS PROVISIONS, Section 45. Transfer of Authority of the Civil Service Commission to the Department of Administration.** (a) All Guam statutes and regulations not specifically mentioned in this enactment which refer to the non-adjudicatory authority of the Civil Service Commission or which purport to *create* such authority in the Civil Service Commission are hereby amended to reflect the transfer of said authority to the Director of Administration, who shall henceforward perform all functions regarding rulemaking, the creation of new positions, **pay scales**, personnel rules and the like which formerly were performed by the Commission. The Civil Service Commission shall retain its duties under the Mini-Hatch Act and Ethics in Public Contracting laws except as may be provided herein.

**4GCA, §6302 Administration.** The Department of Administration shall adopt and apply the unified pay schedule and the Hay methodology of positions classification and salary administration to the extent and manner it deems appropriate...[cited in part] as amended by PL 28-68 section 45.

### **III.BACKGROUND:**

Public Law 28-36, “an act to establish a compensation plan review for certified personnel and healthcare professionals of the Department of Education” was enacted on April 22, 2005.

On September 30, 2005, Public Law 28-68 Chapter II; Education; Section 26; Compensation Plan Review was enacted and amended Section 2 of Public Law 28-36 to read as follows, the Civil Service Commission, in consultation with the Guam Public School System (**GPSS**) immediately upon enactment of this Act and every three (3) years thereafter, shall review and upgrade, as needed, the Compensation Plans of Certificated Personnel, Certificated Healthcare Professionals and Attendance Officers of GPSS, to be competitive with the U.S. national average.

#### **IV. COMPENSATION REVIEW PROCESS:**

Staff reviewed the salaries of teachers, submitted by GPSS on February 24, 2006 to determine if there exist differences in pay against the U. S. national average. In doing so, staff reviewed the following salary surveys, Rankings of the States 2004 and Estimates of School Statistics 2005 prepared by the National Education Association (NEA); Survey and Analysis of Teacher Salary Trends 2004 conducted by the American Federation of Teachers (AFT); and the National Compensation Survey (NCS) done by the U. S. Department of Labor, to identify U.S. national averages.

#### **V. FACTS:**

- The Government of Guam Unified Pay Schedule was implemented on October 1, 1991 pursuant to Section 6201, Title 4 of the Guam Code Annotated. Section 6301, of the same title provides that employee compensation shall be based on internal equity and external competitiveness and that to the extent practical, compensation will be targeted at the U. S. National Average levels compared to the appropriate labor markets and account taken of the relevant economic factors.
- Section 1 of PL 28-68 requires the Civil Service Commission in consultation with GPSS to review and implement compensation plans that are competitive with the U. S. national average.
- The findings and intent of PL 28-36 indicates that an historic turnover is taking place in the teaching profession and that a deterrent to recruitment is teacher compensation. The legislature recognizes the need to bring more young people into the teaching profession, as well as retain the quality teachers already hired, both beginning teachers as well as the more seasoned ones. With that, our office has compiled statistics relative to the GPSS teaching profession and where nationwide statistics are available, is listed:
  - a. In reviewing GPSS teacher salaries with the salary surveys mentioned in Section IV of this report, the benchmark teaching position utilized was the Teacher I-C position, which requires as a minimum, a bachelor's degree. This qualification requirement will be used as a benchmark in making comparisons overall with respect to the salary surveys as identified in Section IV.
  - b. The total turnover rate of teachers within GPSS for the past five school years is 6.0%. This rate represents only those teachers hired on a regular appointment. GPSS also employs teachers via a limited term appointment and contractual appointment. Limited term appointments are usually based on the fact that some individuals are given emergency teaching certifications. Contractual appointments are for those individuals that may have retired as GPSS teachers and are given the latitude to continue receiving their retirement annuity while filling a vacancy on a contractual appointment basis.

- c. The following student-teacher ratios for GPSS teachers Head Start through the 5<sup>th</sup> grade are:

Head Start – 20:1  
Kindergarten- 18:1  
1<sup>st</sup> grade through 3<sup>rd</sup> grade – 24:1  
4<sup>th</sup> grade through 5<sup>th</sup> grade – 25:1

Other student-teacher ratios for a Vocational Instructor is 20:1 and for a JROTC Instructor is 28:1.

According to the NEA Rankings & Estimates of 2004 and 2005, the average number of students per teacher was 15.81 in 2003-04. The highest number of students enrolled per teacher in public elementary and secondary schools in fall 2003 were Utah 22.5; Arizona 21.2; California 20.6; Oregon 20.1; and Washington 19.3. The states with the lowest student-teacher ratios were Vermont 10.9; Rhode Island 11.7; Virginia 12.1; and New York 12.6. NEA also reported that thirty-one states to include the District of Columbia had average student-teacher ratios below the U. S. average of 15.8. The average student-teacher ratio for GPSS Teachers is 22.5 which falls within the states that have been reported by the NEA as having the highest number of students enrolled per teacher, that is Utah, Arizona, California, Oregon and Washington.

- d. The total number of students for the school year 2005-06 is 31,274 (Source: GPSS Memorandum dated 12/20/05)
- e. The total number of teacher vacancies unfilled for the past five school years is 175. The total number of teaching positions needed is dependent upon the student population for each school. (Annie Cruz, GPSS HR Staff)
- f. The total number of GPSS Teachers recruited from off-island for the past five school years is forty-one (41). For the school year 2005-06, GPSS was able to recruit twenty-nine (29) teachers. This number is the highest out of the five years due to the availability of federal funds for teaching positions in high-need areas (i. e. special education, etc....).
- g. Off-island teacher recruitment for GPSS includes the state of Wyoming, Ohio, Massachusetts and Colorado.
- h. There are approximately 186 duty days for GPSS teachers. Following is a breakdown of the 186 duty days:

180-instructional days  
2-teacher workdays  
2-parent / teacher conference days  
2-professional/staff development days

- i. GPSS teacher **actual** work hours per annum are **1,488** or 186 duty days, as opposed to the standard work hours of 2,080 per annum. However, for the purpose of this review a 2080-hour work year was utilized when comparing with two of the three surveys reviewed.
- Staff also conducted a review of GPSS teacher salaries versus comparable government of Guam positions in an attempt to depict internal equity.
- Addressing only special interest groups, further distorts and weakens the internal equity of the Unified Pay Schedule of the Government of Guam.
- Other findings pertinent to our review follow to include explanations of each chart.

## VI. FINDINGS:

- Following you will find the complete review and comparisons done for each salary survey versus GPSS data.

### Definitions:

**Median** = the middle number in a group when data are arranged in numeric sequence, the conservative average.

**Percentiles** = values of ranked data separated into one hundred groups of equal size. These are income values which divide the population, when ranked by income, into 100 equal sized groups. Ten per cent of the population have incomes below the 10th percentile, 25 per cent have incomes below the 25th percentile and so on.

- A compensation analysis, may consider a variety of factors to make a thorough review of “*like to like*” benchmarks, i.e. salary structures, hours worked, cost of living, benefits - medical, retirement and fringe, etc. However, based on the limited information provided from the surveys and the directive of the law, staff will focus on the reported National Average salaries in comparison to the Guam Public School System (GPSS) salaries.
- The minimum education requirement for a GPSS Teacher I-C and higher, is a Bachelor’s degree. This qualification requirement will be utilized as a **benchmark** in making comparisons to the salary surveys reviewed, with similar requirements. (Attachment 1)

GPSS BEGINNING AND ANNUAL SALARIES		
	Beginning Median Salary	MEDIAN ANNUAL SALARY
GPSS	\$26,520.00	\$37,722.00

- GPSS recruits new Teachers at steps 1, 2, and 3, based on educational achievement and Blanket Authority authorized by the Civil Service Commission. (Attachment 2) GPSS beginning median salary was calculated by taking the



median, of steps 1, 2, and 3 of the salaries of Teacher I-C and above. This information was extracted from the data provided by GPSS. (Attachment 3) GPSS median annual salary was calculated by taking the median of all salaries of Teacher I-C and above, extracted from the data provided by GPSS. (Attachment 4)

<b>GPSS HOURLY SALARY PERCENTILES</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$13.33</b>	<b>\$15.41</b>	<b>\$18.14</b>	<b>\$20.66</b>	<b>\$23.34</b>

- The GPSS hourly rates at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated from the data provided by GPSS based on a 2080 hour work year. (Attachment 4)

<b>GPSS ANNUAL SALARY PERCENTILES</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$27,716.30</b>	<b>\$32,060.50</b>	<b>\$37,722.00</b>	<b>\$42,975.50</b>	<b>\$48,538.50</b>

- The GPSS annual salaries at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated from the data provided by GPSS. (Attachment 4)
- The Teachers' salary report provided by the GPSS, is the most recent data which reflect the movement of the Teacher salaries within the current pay structure. (Attachment 5)

<b>PER TEACHER, ESTIMATED BENEFITS COMPENSATION</b>	
<b>COVERAGE</b>	<b>ESTIMATED ANNUAL COST</b>
<b>GPSS's Contribution To Retirement</b>	<b>\$8,227.17</b>
<b>GPSS's Contribution To Medical</b>	<b>\$3,571.88</b>
<b>GPSS's Contribution To Dental</b>	<b>\$297.18</b>
<b>GPSS's Contribution To Sick Leave</b>	<b>\$1,886.56</b>
<b>GPSS's Contribution To Personal Leave</b>	<b>\$435.36</b>
<b>GPSS's Contribution To Medicare</b>	<b>\$546.97</b>
<b>GPSS's Contribution To Life Insurance</b>	<b>\$173.94</b>
<b>GPSS's Contribution To Holidays</b>	<b>\$1,451.20</b>
<b>GPSS's Contribution To Social Security</b>	<b>\$2,342.54</b>

- The government of Guam, contribution to benefits is extracted from the Internal Revenue Agency, GPSS Payroll (Rosie Duenas) GPSS Human Resources (Lisa Fernandez), and DOA Benefits section (Leonora Candaso). (Attachment 6)
- Staff also found that GPSS teachers are afforded certain incentives such as the incentive program provided by section 5121, Title 17 of the Guam Code Annotated which authorizes the Guam Public School System to create a "Bonuses, Rewards and Incentives Program" for the recruitment and retention of

teachers, school administrators, licensed healthcare professionals, and critical positions under Special Education employed at the Guam Public School System...[cited in part]. GPSS has implemented the above program effective July 23, 2004. (Attachment 7). In addition GPSS teachers are able to claim a tax rebate to recover up to Five Hundred Dollars (\$500.00) of personal expenditures as provided by section 43101, Title 11 of the Guam Code Annotated. (Attachment 8)

- Staff further conducted a review and concluded that GPSS ranked number 2 when comparing with other educational institutions on Guam with Department of Defense teachers ranking number one. All other Private Schools on Guam ranked third and thereafter. (Attachment 9)
- In comparison to other comparable professional jobs on Guam, utilizing an assumption of 2080 annual hours, the GPSS Teacher ranked sixth out of ten jobs, extracted from the 2004 Andrus and Associates, Inc. survey of Guam private sector and government of Guam hourly wages. However, when utilizing an assumption of 1488 annual hours (actual), the GPSS Teacher ranked first out of ten jobs. (Attachment 9)
- In comparison to other comparable professional jobs in the government of Guam, utilizing an assumption of 2080 annual hours, the GPSS Teacher ranked fifth out of nine jobs, extracted from the 2004 Andrus and Associates, Inc. survey of government of Guam hourly wages. However, when utilizing an assumption of 1488 annual hours (actual), the GPSS Teacher ranked first out of nine jobs. (Attachment 9)
- GPSS teacher average salary of \$38,132 is comparable to the teacher average salary in the following states as reported by AFT and NEA: Utah, Kansas, West Virginia, New Mexico, etc. However, GPSS's recent recruitment effort in 2005 was targeted at Massachusetts, Ohio, Colorado, and Wyoming. These States ranked #10, #16, #23, and #38 respectively in National Salaries. Guam is ranked #46 from a total of 55, which include the 50 States, the District of Columbia, Guam, Puerto Rico, Virgin Islands, and American Samoa. (Attachment 9).

*The following tables are comparisons of the Guam Public School System (GPSS) Teacher salaries vs. the National Education Association Research (NEA) Rankings of the States 2004 and Estimates of School Statistics 2005. The complete NEA report may be downloaded at [www.nea.org/edstats/images/05rankings.pdf](http://www.nea.org/edstats/images/05rankings.pdf)*

ANNUAL SALARY COMPARISON	
	MEDIAN ANNUAL SALARY
GPSS	\$37,722.00
NEA	\$42,254.00
Variance	\$4,532.00
% Difference	12.0%

- The NEA annual salary was calculated by taking the median salary of all the States' average salaries. Extracted from *page 19 of the NEA survey*. (Attachment 10)

HOURLY SALARY PERCENTILES COMPARISON					
	10 <sup>TH</sup>	25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>	90 <sup>TH</sup>
GPSS	\$13.33	\$15.41	\$18.14	\$20.66	\$23.34
NEA	\$18.23	\$18.82	\$20.31	\$23.69	\$26.16
Variance	\$4.90	\$3.41	\$2.18	\$3.03	\$2.82
% Difference	37%	22%	12%	15%	12%

- The NEA hourly rates at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 19 of the NEA survey*, with the assumption of 2080 hours worked. (Attachment 10)

ANNUAL SALARY PERCENTILES COMPARISON					
	10 <sup>TH</sup>	25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>	90 <sup>TH</sup>
GPSS	\$27,716.30	\$32,060.50	\$37,722.00	\$42,975.50	\$48,538.50
NEA	\$37,918.	\$39,145.	\$42,254.	\$49,268.	\$54,412.00
Variance	\$10,201.70	\$7,084.50	\$4,532.	\$6,292.00	\$5,873.50
%Difference	37%	22%	12%	15%	12%

- The NEA annual salaries at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 19 of the NEA survey*. (Attachment 10)

HOURLY SALARY PERCENTILES COMPARISON					
	10 <sup>TH</sup>	25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>	90 <sup>TH</sup>
GPSS	\$13.33	\$15.41	\$18.14	\$20.66	\$23.34
NEA	\$18.23	\$18.82	\$20.31	\$23.69	\$26.16
Variance	\$4.90	\$3.41	\$2.18	\$3.03	\$2.82
% Difference	37%	22%	12%	15%	12%
Proposed GPSS Adjustment of 12% Comparison					
Adjusted Hourly	\$14.93	\$17.26	\$20.31	\$23.14	\$26.14
Variance vs. NEA	\$3.30	\$1.56	\$0.00	\$0.55	\$0.02
Variance vs. GPSS	\$1.60	\$1.85	\$2.18	\$2.48	\$2.80

- The proposed GPSS adjustment is based on a 12% increase applied across the board to all hourly rates to the perspective percentiles. (Attachment 10)

- The estimated cost impact to the government of Guam to implement a 12% **salary** adjustment for all Teachers is **\$9,639,585.00** annually, which was calculated by adding 12% to the current GPSS salaries. This adjustment will be applicable to Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 11)
- The additional estimated cost impact to the government of Guam for **Benefits Compensation** at a 12% adjustment for all Teachers is **\$4,180,930.61** annually, which is based on the median salary with the assumption of 2080 hours worked and includes, Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 6)

ESTIMATED ADDITIONAL TEACHER COMPENSATION			
	SALARIES	BENEFITS	TOTAL
<b>Proposed 12% Increase</b>	<b>\$9,639,585.00</b>	<b>\$4,180,930.61</b>	<b>\$13,820,515.61</b>

- *I Liheslaturan Guåhan's* findings and intent, is based on information from the National Education Association (NEA), and mandates the Department of Administration, in consultation with the GPSS, to review and implement Compensation Plans for Certificated Personnel and Healthcare Professionals of GPSS that is competitive with the **U.S. national average**. (Attachment 12)
- The National Education Association research survey provides state-level data on an array of topics relevant to the complex enterprise of public education. Refer to *page vii of the NEA survey*. The National Education Association (NEA) Research collects, maintains, and analyzes data on issues and trends affecting the nation's public education systems and their employees. The report, *Rankings of the States 2004* and *Estimates of School Statistics 2005*, contains data based on information from state departments of education and other, largely governmental sources. Refer to *page ix, of the NEA survey*.
- The Rankings of the States and Estimates of School Statistics (NEA) survey, reports the U.S. **weighted** average Teacher salary for **2003-04** is **\$46,752**. The weighted average is calculated by taking the average salary amount by state, multiply it by the number of teachers, add these up for each state, plus the district of Columbia and then divide by the total number of teachers in each state plus the district of Columbia, refer to *pages 90, and 92 of the NEA survey*.

*The following tables are comparisons of the Guam Public School System (GPSS) Teacher salaries vs. the American Federation of Teachers (AFT) Survey and Analysis of Teacher Salary Trends 2004. The complete AFT report may be downloaded at [www.aft.org/salary/index.htm](http://www.aft.org/salary/index.htm)*

<b>BEGINNING AND ANNUAL SALARY COMPARISON</b>		
	<b>Beginning Median Salary</b>	<b>MEDIAN ANNUAL SALARY</b>
<b>GPSS</b>	<b>\$26,520.00</b>	<b>\$37,722.00</b>
<b>AFT</b>	<b>\$29,784.00</b>	<b>\$42,689.00</b>
<b>Variance</b>	<b>\$3,264.00</b>	<b>\$4,967.00</b>
<b>% Difference</b>	<b>12%</b>	<b>13%</b>

- The AFT beginning median salary was calculated by taking the median of all the states beginning teacher salaries plus the District of Columbia. This was extracted from *pages 24 and 25 of the AFT survey*. (Attachment 13) The AFT median annual salary was calculated by taking the median of all the states average salaries plus the District of Columbia. This was extracted from *page 24 of the AFT survey*. (Attachment 13)

<b>HOURLY SALARY PERCENTILES COMPARISON</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$13.33</b>	<b>\$15.41</b>	<b>\$18.14</b>	<b>\$20.66</b>	<b>\$23.34</b>
<b>AFT</b>	<b>\$17.88</b>	<b>\$18.80</b>	<b>\$20.52</b>	<b>\$23.59</b>	<b>\$26.19</b>
<b>Variance</b>	<b>\$4.55</b>	<b>\$3.39</b>	<b>\$2.39</b>	<b>\$2.93</b>	<b>\$2.85</b>
<b>% difference</b>	<b>34%</b>	<b>22%</b>	<b>13%</b>	<b>14%</b>	<b>12%</b>

- The AFT hourly rates at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 24 of the AFT survey*, with the assumption of 2080 hours worked. (Attachment 13)

<b>ANNUAL SALARY PERCENTILES COMPARISON</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$27,716.30</b>	<b>\$32,060.50</b>	<b>\$37,722.00</b>	<b>\$42,975.50</b>	<b>\$48,538.50</b>
<b>AFT</b>	<b>\$37,184.00</b>	<b>\$39,101.00</b>	<b>\$42,689.50</b>	<b>\$49,066.00</b>	<b>\$54,474.00</b>
<b>Variance</b>	<b>\$9,467.70</b>	<b>\$7,040.50</b>	<b>\$4,967.00</b>	<b>\$6,090.50</b>	<b>\$5,935.50</b>
<b>%Difference</b>	<b>34%</b>	<b>22%</b>	<b>13%</b>	<b>14%</b>	<b>12%</b>

- The AFT annual salaries at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 24 of the AFT survey*. (Attachment 13)

HOURLY SALARY PERCENTILES COMPARISON					
	10 <sup>TH</sup>	25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>	90 <sup>TH</sup>
GPSS	\$13.33	\$15.41	\$18.14	\$20.66	\$23.34
AFT	\$17.88	\$18.80	\$20.52	\$23.59	\$26.19
Variance	\$4.55	\$3.39	\$2.39	\$2.93	\$2.85
% difference	34%	22%	13%	14%	12%
Proposed GPSS Adjustment of 13% Comparison					
Adjusted Hourly	\$15.06	\$17.42	\$20.49	\$23.35	\$26.37
Variance vs. AFT	\$2.82	\$1.38	\$0.03	\$0.24	\$0.18
Variance vs. GPSS	\$1.73	\$2.00	\$2.36	\$2.69	\$3.03

- The proposed GPSS adjustment is based on a 13% increase applied across the board to all hourly rates to the perspective percentiles. (Attachment 13)
- The estimated cost impact to the government of Guam to implement a 13% salary adjustment for all Teachers is **\$10,442,883.75** annually, which was calculated by adding 13% to the current GPSS salaries. This adjustment will be applicable to Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 11)
- The additional estimated cost impact to the government of Guam for **Benefits Compensation** at a 13% adjustment for all Teachers is **\$4,529,341.49** annually, which is based on the median salary with the assumption of 2080 hours worked and includes, Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 6)

ESTIMATED ADDITIONAL TEACHER COMPENSATION			
	SALARIES	BENEFITS	TOTAL
Proposed 13% Increase	\$10,442,883.75	\$4,529,341.49	\$14,972,225.24

- *I Liheslaturan Guåhan* has introduced **BILL 258, AN ACT TO ESTABLISH THE SALARY LEVELS OF TEACHERS**. *I Liheslaturan Guåhan*'s findings and intent, is based on the American Federation of Teachers (AFT) Public Employees Compensation Survey 2003-04. It is the intent of *I Liheslaturan Guåhan* to increase the salaries of teachers of the Guam Public School System to be competitive with the **U.S. national average**. (Attachment 14)
- The AFT Survey focuses on trends in teacher compensation on a national level. Refer to *page i, of the AFT survey*. The Survey and Analysis of Teacher Salary Trends 2004 (AFT) documents the changing state of teacher compensation. The report includes analysis of overall trends, beginning teacher salaries, and state comparisons. The report is based on a survey of state education agencies

regarding beginning and average teacher salaries in each of the 50 states and outlying areas. A variety of other data sources are used to place these salaries in context, including data from the U.S. Bureau of Labor Statistics and the U.S. Bureau of Economic Analysis. Refer to *page 1, of the AFT survey*.

- The Survey and Analysis of Teacher Salary Trends 2004 (AFT) survey, reports the U.S. **weighted** average Teacher salary for **2003-04** is **\$46,597**. the weighted average is calculated by taking the average salary amount by state, multiply it by the number of teachers, add these up for each state, plus the district of Columbia and then divide by the total number of teachers in each state plus the district of Columbia. Refer to *pages 22, 23 and 24 of the AFT survey*. (Attachment 13)

*The following is a comparison of the Guam Public School System (GPSS) Teacher salaries vs. the U.S. Department of Labor, Bureau of Labor & Statistics – National Compensation Survey (NCS). The complete NCS report may be downloaded at <http://www.bls.gov/ncs/ocs/sp/ncbl0757.pdf>*

<b>HOURLY SALARY PERCENTILES COMPARISON</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$18.63</b>	<b>\$21.55</b>	<b>\$25.35</b>	<b>\$28.88</b>	<b>\$32.62</b>
<b>NCS</b>	<b>\$17.14</b>	<b>\$23.18</b>	<b>\$29.33</b>	<b>\$37.54</b>	<b>\$47.29</b>
<b>Variance</b>	<b>(\$1.49)</b>	<b>\$1.63</b>	<b>\$3.98</b>	<b>\$8.66</b>	<b>\$14.67</b>
<b>% Difference</b>	<b>8%</b>	<b>8%</b>	<b>16%</b>	<b>30%</b>	<b>45%</b>

- The GPSS hourly rates at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated from the data provided by GPSS based on a **1488** hour work year. (Attachment 15)
- The NCS hourly rates at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 2 of the NCS Supplemental of Tables*, with the assumption of **1488** hours worked. <http://www.bls.gov/ncs/ocs/sp/ncbl0728.pdf> (Attachment 15)

<b>ANNUAL SALARY PERCENTILES COMPARISON</b>					
	<b>10<sup>TH</sup></b>	<b>25<sup>TH</sup></b>	<b>50<sup>TH</sup></b>	<b>75<sup>TH</sup></b>	<b>90<sup>TH</sup></b>
<b>GPSS</b>	<b>\$27,716.30</b>	<b>\$32,060.50</b>	<b>\$37,722.00</b>	<b>\$42,975.50</b>	<b>\$48,538.50</b>
<b>NCS</b>	<b>\$25,504.32</b>	<b>\$34,491.84</b>	<b>\$43,643.04</b>	<b>\$55,859.52</b>	<b>\$70,367.52</b>
<b>Variance</b>	<b>\$2,211.98</b>	<b>\$2,431.34</b>	<b>\$5,921.04</b>	<b>\$12,884.02</b>	<b>\$21,829.02</b>
<b>%Difference</b>	<b>8%</b>	<b>8%</b>	<b>16%</b>	<b>30%</b>	<b>45%</b>

- The GPSS annual salaries at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated from the data provided by GPSS based on a **1488** hour work year. (Attachment 15)

- The NCS annual salaries at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles were calculated based on the information extracted from *page 2 of the NCS Supplemental of Tables*, with the assumption of **1488** hours worked multiplied by each percentile group. <http://www.bls.gov/ncs/ocs/sp/ncbl0728.pdf> (Attachment 15)

HOURLY SALARY PERCENTILES COMPARISON					
	10 <sup>TH</sup>	25 <sup>TH</sup>	50 <sup>TH</sup>	75 <sup>TH</sup>	90 <sup>TH</sup>
GPSS	\$13.33	\$15.41	\$18.14	\$20.66	\$23.34
NCS	\$17.14	\$23.18	\$29.33	\$37.54	\$47.29
Variance	(\$1.49)	\$1.63	\$3.98	\$8.66	\$14.67
% Difference	8%	8%	16%	30%	45%
Proposed GPSS Adjustment of 16% Comparison					
Adjusted Hourly	\$21.61	\$25.00	\$29.41	\$33.50	\$37.84
Variance vs. NCS	\$4.47	\$1.82	\$0.08	\$4.04	\$9.45
Variance vs. GPSS	\$8.28	\$9.59	\$11.27	\$12.84	\$14.50

- The proposed GPSS adjustment is based on a 16% increase applied across the board to all hourly rates to the perspective percentiles. (Attachment 15)
- The estimated cost impact to the government of Guam to implement a 16% salary adjustment for all Teachers is **\$12,852,780.00** annually, which was calculated by adding 16% to the current GPSS salaries. This adjustment will be applicable to Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 11)
- The additional estimated cost impact to the government of Guam for **Benefits Compensation** at a 16% adjustment for all Teachers is **\$5,574,574.15** annually, which is based on the median salary with the assumption of 2080 hours worked and includes, Head Start Teacher, JROTC I, JROTC II, JROTC III, JROTC IV, Vocational Instructor, Teacher I-A, Teacher I-B, Teacher I-C, Teacher I-D, Teacher II, Teacher III, Teacher IV, Teacher V, and Teacher VI. (Attachment 6)

ESTIMATED ADDITIONAL TEACHER COMPENSATION			
	SALARIES	BENEFITS	TOTAL
Proposed 16% Increase	\$12,852,780.00	\$5,574,574.15	\$18,427,354.15

- The U. S. Department of Labor conducted the *National Compensation Survey: Occupational Wages in the United States, July 2004* (NCS) from December 2003 to January 2005 from both public and private sector establishments. The NCS is a survey of establishments that provides employee salaries, wages, and benefits. It produces data at local levels, within broad regions, and nationwide.



- The NCS provides an in-depth perspective by conducting personal visits to establishments chosen for the survey sample. During these personal visits actual data on work schedules, duties, and responsibilities are collected. The NCS also classifies the selected occupations into one of 480 different occupational classifications taken from the Occupational Classification System Manual (OCSM) and the U.S. Census Bureau's Index of Occupations. The Bureau of Labor Statistics (BLS) establishes work levels within these establishments for occupations by using a 10-factor work-leveling system.
- The figures provided in the NCS are as follows: the **Median** hourly earnings for Teachers, except college and university are **\$29.33**. The estimates for the 10<sup>th</sup>, 25<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> are also provided. In the aforementioned chart, the annual earnings estimates for NCS were calculated by multiplying the percentiles provided in the NCS by the **1488-hour** or **186 duty-day** year in order to match work year for teachers in GPSS. This brings the estimated **Median** annual earnings to **\$46,643.04**.
- At the 50<sup>th</sup> percentage or **Median** there is a **16%** difference between the GPSS estimates and the NCS.
- The information provided above can be found in the *National Bulletin* in the BLS website at: <http://www.bls.gov/ncs/home.htm>. It can be found in *Appendix A. Technical Note page 151-154* in the *National Compensation Survey: Occupational Wages in the United States, July 2004*.
- The National Compensation Survey (NCS), reports the U.S. average (**mean**) Teacher hourly salary for **2004** is **\$30.91**, Refer to *page 2 of the NCS Supplemental of Tables*, <http://www.bls.gov/ncs/ocs/sp/ncbl0728.pdf>

## RECOMMENDATION:

The Department of Administration, Human Resources Division, recommends averaging the three (3) surveys' median salary variances, which equates to **Fourteen Percent** (14%) as a salary adjustment to Teachers' base pay to be competitive with the U.S. national average. The estimated cost impact to the government of Guam to implement a 14% **salary** adjustment for all Teachers is **\$11,246,182.50** annually. The additional estimated cost impact to the government of Guam for **Benefits Compensation** at a 14% adjustment for all Teachers is **\$4,877,752.38** annually.

ESTIMATED ADDITIONAL TEACHER COMPENSATION			
	SALARIES	BENEFITS	TOTAL
<b>Proposed 14% Increase</b>	<b>\$11,246,182.50</b>	<b>\$4,877,752.38</b>	<b>\$16,123,934.88</b>

GPSS's recruitment effort should focus on comparable markets with Guam salaries, plus benefits as an added attraction. In addition to comparable salary market localities, a review should be conducted to determine which of the market areas has the highest number of teacher graduates. Another suggestion would be to strategically recruit during winter and promote Guam's climate.

To discontinue the Blanket Authority of recruitment above step, at Step 4, approved by the Civil Service Commission on April 16, 1993, CSC No. 93-439

The implementation of any percentage adjustment is subject to the availability of funds. Furthermore, all pay actions to be implemented should be in accordance with the 1991 Unified Pay Schedule.

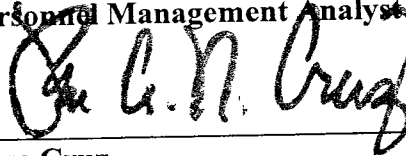
We recommend that a GOVGUAM-WIDE review be conducted to re-evaluate the current Unified Position Classification and Pay Plan for internal equity and external competitiveness.



**Shane Ngata**  
**Personnel Specialist I**



**Roland P. Fejarang**  
**Personnel Management Analyst II**



**Rose Cruz**  
**Personnel Specialist IV**



**Cecilia Martinez**  
**Personnel Services Administrator**

**TEACHER I-A****MINIMUM EXPERIENCE AND TRAINING:**

A minimum of thirty (30) semester hours of college credits but less than a Bachelor's degree.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Emergency Teaching Certificate in the assigned teaching level/subject area.

Pay Range: 15

**TEACHER I-B****MINIMUM EXPERIENCE AND TRAINING:**

A minimum of sixty (60) semester hours of college credits but less than a Bachelor's degree.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Standard or Emergency Teaching Certificate in the assigned teaching level/subject area.

Pay Range: 17

**TEACHER I-C****MINIMUM EXPERIENCE AND TRAINING:**

- a) Equivalent to a Bachelor's degree for those employees covered under Rule 906.194 of the Department of Education's Personnel Rules and Regulations.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Standard Teaching Certificate in the assigned teaching level/subject area.

- b) Earned Bachelor's degree with less than eighteen (18) semester hours of professional education credits.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Emergency Teaching Certificate in the assigned teaching level/subject area.

## TEACHER I-A-D

Page 2

- c) A minimum of ninety (90) semester hours of college credits including twelve (12) semester hours of professional education credits, and two (2) years of teaching experience.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Standard or Emergency Teaching Certificate in the assigned teaching level/subject area.

Pay Range: 22

## TEACHER I-D

**MINIMUM EXPERIENCE AND TRAINING:**

- a) Equivalent to a Master's degree for those employees covered under Rule 906.194 of the Department of Education's Personnel Rules and Regulations.

**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Standard Teaching Certificate in the assigned teaching level/subject area.

- b) Earned Master's degree with less than eighteen (18) semester hours of professional education credits.

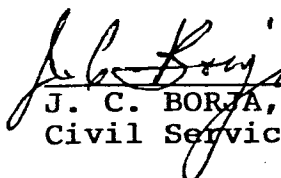
**NECESSARY SPECIAL QUALIFICATION:**

Possession of a valid Guam Emergency Teaching Certificate in the assigned teaching level/subject area.

Pay Range: 24

(Adopted 1/8/70, effective 1/26/70, subject to availability of funds.)

Restructured and amended 4/84, effective subject to availability of funds.

  
J. C. BORTA, Executive Director  
Civil Service Commission

## TEACHER II

MINIMUM EXPERIENCE AND TRAINING:

Earned Bachelor's degree including at least eighteen (18) semester hours of professional education credits.

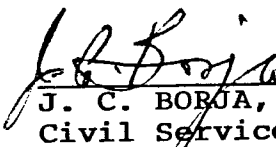
NECESSARY SPECIAL QUALIFICATION:

Possession of a valid Guam Professional I, Standard, Professional Conditional, or Provisional Teaching Certificate in the assigned teaching level/subject area.

ESTABLISHED: July 1980

RESTRUCTURED/AMENDED: April 1984

Pay Range: 2736

  
J. C. BORJA, Executive Director  
Civil Service Commission

## TEACHER III

MINIMUM EXPERIENCE AND TRAINING:

Earned Bachelor's degree including at least eighteen (18) semester hours of professional education credits, and at least eighteen (18) semester hours of college credits beyond the Bachelor's degree which must be upper division courses in the specialty area or graduate work, neither of which was applied to the Bachelor's degree.

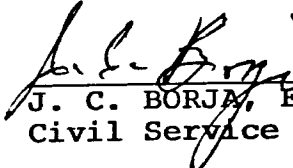
NECESSARY SPECIAL QUALIFICATION:

Possession of a valid Guam Professional I, Standard, or Professional Conditional Teaching Certificate in the assigned teaching level/subject area.

ESTABLISHED: July 1980

RESTRUCTURED/AMENDED: April 1984

Pay Range: 2938

  
J. C. BORJA, Executive Director  
Civil Service Commission

## TEACHER IV

MINIMUM EXPERIENCE AND TRAINING:

- a) Earned Master's degree including at least eighteen (18) semester hours of professional education credits; or
- b) Earned Bachelor's degree including at least eighteen (18) semester hours of professional education credits, and thirty-six (36) semester hours of graduate credits beyond the Bachelor's degree with a "B" overall average, including twenty-four (24) semester hours concentrated in an area pertinent to professional education.
- c) Earned Bachelor's degree in the specialty area including eighteen (18) semester hours of professional education credits with a major or minor in industrial or technical education from an approved teacher training institution, and at least two (2) years of full-time employment in a recognized trade at the skilled level.

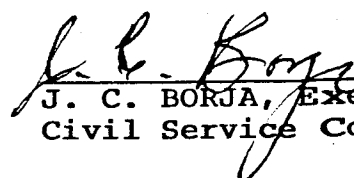
NECESSARY SPECIAL QUALIFICATION:

Possession of a valid Guam Professional II, Standard, or Professional Conditional, Teaching Certificate in the assigned teaching level/subject area.

ESTABLISHED: July 1980

RESTRUCTURED/AMENDED: April 1984

Pay Range: ~~32~~ 40

  
J. C. BORJA, Executive Director  
Civil Service Commission

## TEACHER V

MINIMUM EXPERIENCE AND TRAINING:

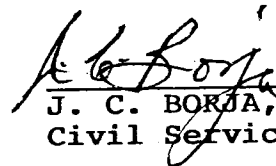
Graduation from a recognized college or university with a Master's degree including at least eighteen (18) semester hours of professional education credits, and thirty (30) semester hours of graduate credits beyond the Master's degree.

NECESSARY SPECIAL QUALIFICATION:

Possession of a valid Guam Professional II, Standard or Professional Conditional Teaching Certificate in the assigned teaching level/subject area.

ESTABLISHED: April 1984

Pay Range: ~~34~~ 42

  
\_\_\_\_\_  
J. C. BORJA, Executive Director  
Civil Service Commission



## TEACHER VI

MINIMUM EXPERIENCE AND TRAINING:

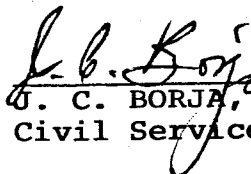
Graduation from a recognized college or university with a terminal degree including at least eighteen (18) semester hours of professional education credits.

NECESSARY SPECIAL QUALIFICATION:

Possession of a valid Guam Professional II, Standard or Professional Conditional, Teaching Certificate in the assigned teaching level/subject area.

ESTABLISHED: April 1984

Pay Range: 2844

  
U. C. BORJA, Executive Director  
Civil Service Commission

**TEACHER SALARY SCHEDULE FOR NEW HIRES**  
Public Law 21-59 (Effective 10-01-91)

	(0yrs) Step 1	(1yr) Step 2	(2yrs) Step 3	(3yrs) Step 4	(4yrs) Step 5	(5yrs) Step 6	(6yrs) Step 7
I-A	R22-1 18,521.00	R22-2 18,833.00	R22-3 19,145.00	R22-4 19,457.00	R22-5 19,847.00	R22-6 20,237.00	R22-7 20,627.00
	H-1 19,974.00	H-1 19,974.00	H-1 19,974.00	H-1 19,974.00	H-1 19,974.00	H-2 21,223.00	H-2 21,223.00
I-B	R24-1 19,145.00	R24-2 19,457.00	R24-3 19,847.00	R24-4 20,237.00	R24-5 20,627.00	R24-6 21,017.00	R24-7 21,537.00
	HT-1 20,682.00	HT-1 20,682.00	HT-1 20,682.00	HT-1 20,682.00	HT-1 20,682.00	HT-2 21,975.00	HT-2 21,975.00
I-C	R32-1 22,577.00	R32-2 23,097.00	R32-3 23,617.00	R32-4 24,137.00	R32-5 24,657.00	R32-6 25,307.00	R32-7 25,957.00
	I-2 22,726.00	I-3 24,062.00	I-3 24,062.00	I-4 25,399.00	I-4 25,399.00	I-4 25,399.00	I-5 26,736.00
I-D	R34-1 23,617.00	R34-2 24,137.00	R34-3 24,657.00	R34-4 25,307.00	R34-5 25,957.00	R34-6 26,607.00	R34-7 27,257.00
	IT-3 24,936.00	IT-3 24,936.00	IT-3 24,936.00	IT-4 26,322.00	IT-4 26,322.00	IT-5 27,707.00	IT-5 27,707.00
II	R36-1 24,657.00	R36-2 25,307.00	R36-3 25,957.00	R36-4 26,607.00	R36-5 27,257.00	R36-6 28,037.00	R36-7 28,817.00
	K-2 26,197.00	K-2 26,197.00	K-2 26,197.00	K-3 27,738.00	K-3 27,738.00	K-4 29,279.00	K-4 29,279.00
III	R38-1 25,957.00	R38-2 26,607.00	R38-3 27,257.00	R38-4 28,037.00	R38-5 28,817.00	R38-6 29,597.00	R38-7 30,377.00
	L-1 26,520.00	L-2 28,178.00	L-2 28,178.00	L-2 28,178.00	L-3 29,835.00	L-3 29,835.00	L-4 31,493.00
IV	R40-1 27,257.00	R40-2 28,037.00	R40-3 28,817.00	R40-4 29,597.00	R40-5 30,377.00	R40-6 31,157.00	R40-7 31,937.00
	LT-1 27,599.00	LT-2 29,325.00	LT-2 29,325.00	LT-3 31,049.00	LT-3 31,049.00	LT-4 32,775.00	LT-4 32,775.00
V	R42-1 28,817.00	R42-2 29,597.00	R42-3 30,377.00	R42-4 31,157.00	R42-5 31,937.00	R42-6 32,717.00	R42-7 33,497.00
	M-2 30,471.00	M-2 30,471.00	M-2 30,471.00	M-3 32,263.00	M-3 32,263.00	M-4 34,086.00	M-4 34,086.00
VI	R44-1 30,377.00	R44-2 31,157.00	R44-3 31,937.00	R44-4 32,717.00	R44-5 33,497.00	R44-6 34,277.00	R44-7 35,057.00
	MT-2 31,739.00	MT-2 31,739.00	MT-3 33,095.00	MT-3 33,095.00	MT-3 33,095.00	MT-4 34,473.00	MT-4 34,473.00



## GOVERNMENT OF GUAM

### CIVIL SERVICE COMMISSION KUMISION I SETBISION SIBIT

Century Plaza, 2nd Floor, Upper Tamuning  
P.O. Box 3156, Agana, Guam 96910

Tel: (671) 649-4272, 649-7955/57 • Fax: (671) 649-1272



JAN 23 1992

CSC NO. 92-0238

#### MEMORANDUM

**TO:** Director, Department of Education

**FROM:** Executive Director  
Civil Service Commission

**SUBJECT:** Request for Blanket Authority  
**RE:** Teacher Class of Position and Vocational Instructor

The Civil Service Commission, at its meeting on January 21, 1992, approved the Blanket Authority authorizing the Department of Education (DOE) to recruit for Teachers I-A through VI and Vocational Instructor positions above the minimum step.

As approved, DOE is authorized to recruit above the minimum step for Teachers I-A, I-B, I-C, I-D, II, III, IV, V, VI, and Vocational Instructor positions, contingent on the following conditions:

- 1) DOE, as a guide, utilize the pay schedule prescribed under P.L. 20-220 to determine the appropriate step based on years of experience within the respective positions' pay range, up to a maximum of step 7 (6 years experience); and
- 2) DOE simultaneously slot, effective the date of hire, all new incumbents within their assigned Hay Pay Grade, pursuant to P.L. 21-59; and
- 3) DOE is to adjust the salaries for those teaching professionals, as identified above, recruited after October 1, 1991, and prior to the enactment of this Blanket Authority to be consistent with this recommendation.



Commonwealth Now!

COPY

Page 2 - CSC Memo No. 92.0238  
Department of Education

Please be advised that this authority shall expire upon determination of the Civil Service Commission that this Blanket Authority is no longer warranted.

Please be guided accordingly.

  
FELIX P. CAMACHO

cc: Chrono  
File

FPC:DPA/cta

JANUARY 22, 1992

238.DPA/MEMOS.4

COPY

AVERAGE MINIMUM (BEGINNING) GPSS TEACHER SALARIES

Position Title	Pay Grade	Step	# of Teachers	Actual Hourly	Annual Hours	Actual Annual Salary	Hourly Salary	Annual Hours	Annual Salary	Total Salaries
Teacher I-C	I	2	65	\$ 15.44	1472	\$ 22,726.00	\$ 10.93	2,080.0	\$ 22,726.00	\$ 1,477,190.00
Teacher I-C	I	3	24	\$ 16.35	1472	\$ 24,062.00	\$ 11.57	2,080.0	\$ 24,062.00	\$ 577,488.00
Teacher I-D	IT	3	5	\$ 16.94	1472	\$ 24,936.00	\$ 11.99	2,080.0	\$ 24,936.00	\$ 124,680.00
JROTC II	IT	2	1	\$ 16.00	1472	\$ 23,551.00	\$ 11.32	2,080.0	\$ 23,551.00	\$ 23,551.00
Teacher II	K	2	129	\$ 17.80	1472	\$ 26,197.00	\$ 12.59	2,080.0	\$ 26,197.00	\$ 3,379,413.00
Teacher II	K	3	50	\$ 18.84	1472	\$ 27,738.00	\$ 13.34	2,080.0	\$ 27,738.00	\$ 1,386,900.00
JROTC IV	L	1	1	\$ 18.02	1472	\$ 26,520.00	\$ 12.75	2,080.0	\$ 26,520.00	\$ 26,520.00
Teacher III	L	1	10	\$ 18.02	1472	\$ 26,520.00	\$ 12.75	2,080.0	\$ 26,520.00	\$ 265,200.00
Teacher III	L	2	10	\$ 19.14	1472	\$ 28,178.00	\$ 13.55	2,080.0	\$ 28,178.00	\$ 281,780.00
Teacher III	L	3	13	\$ 20.27	1472	\$ 29,835.00	\$ 14.34	2,080.0	\$ 29,835.00	\$ 387,855.00
Teacher III	L	3	13	\$ 20.27	1472	\$ 29,835.00	\$ 14.34	2,080.0	\$ 29,835.00	\$ 387,855.00
Teacher IV	LT	2	3	\$ 19.92	1472	\$ 29,325.00	\$ 14.10	2,080.0	\$ 29,325.00	\$ 87,975.00
Teacher IV	LT	3	4	\$ 21.09	1472	\$ 31,049.00	\$ 14.93	2,080.0	\$ 31,049.00	\$ 124,196.00
Teacher V	M	2	2	\$ 20.71	1472	\$ 30,479.00	\$ 14.65	2,080.0	\$ 30,479.00	\$ 60,958.00

BEGINNING AVERAGE (MEAN) SALARY  
\$ 27,008.92 \$ 27,009

BEGINNING MEDIAN SALARY  
\$ 26,520.00 \$ 26,520

AVERAGE MAXIMUM GPSS TEACHER SALARIES

Position Title	Pay Grade	Step	# of Teachers	Actual Hourly	Annual Hours	Actual Annual Salary	Hourly Salary	Annual Hours	Annual Salary	Total Salaries
Teacher I-C	I	7	2	\$ 19.62	1472	\$ 28,875.00	\$ 13.88	2,080.0	\$ 28,875.00	\$ 57,750.00
Teacher I-C	I	9	1	\$ 21.07	1472	\$ 31,014.00	\$ 14.91	2,080.0	\$ 31,014.00	\$ 31,014.00
Teacher I-C	I	10	5	\$ 21.80	1472	\$ 32,083.00	\$ 15.42	2,080.0	\$ 32,083.00	\$ 160,415.00
Teacher I-C	I	11	6	\$ 22.56	1472	\$ 33,206.00	\$ 15.96	2,080.0	\$ 33,206.00	\$ 199,236.00
Teacher I-C	I	12	9	\$ 23.35	1472	\$ 34,368.00	\$ 16.52	2,080.0	\$ 34,368.00	\$ 309,312.00
Teacher I-C	I	13	5	\$ 24.17	1472	\$ 35,571.00	\$ 17.10	2,080.0	\$ 35,571.00	\$ 177,855.00
Teacher I-C	I	14	1	\$ 25.01	1472	\$ 36,816.00	\$ 17.70	2,080.0	\$ 36,816.00	\$ 36,816.00
Teacher I-C	I	15	4	\$ 25.89	1472	\$ 38,105.00	\$ 18.32	2,080.0	\$ 38,105.00	\$ 152,420.00
JROTC II	IT	7	1	\$ 19.89	1472	\$ 29,279.00	\$ 14.39	2,080.0	\$ 29,279.00	\$ 29,279.00
Vocational Instructor	K	10	1	\$ 25.13	1472	\$ 36,984.00	\$ 17.78	2,080.0	\$ 36,984.00	\$ 36,984.00
Vocational Instructor	K	14	2	\$ 28.83	1472	\$ 42,440.00	\$ 20.40	2,080.0	\$ 42,440.00	\$ 84,880.00
JROTC III	K	11	1	\$ 26.00	1472	\$ 38,278.00	\$ 18.40	2,080.0	\$ 38,278.00	\$ 38,278.00
JROTC III	K	12	2	\$ 26.91	1472	\$ 39,618.00	\$ 19.05	2,080.0	\$ 39,618.00	\$ 79,236.00
JROTC III	K	13	3	\$ 27.86	1472	\$ 41,005.00	\$ 19.71	2,080.0	\$ 41,005.00	\$ 123,015.00
JROTC III	K	14	1	\$ 28.83	1472	\$ 42,440.00	\$ 20.40	2,080.0	\$ 42,440.00	\$ 42,440.00
Teacher II	K	7	56	\$ 22.61	1472	\$ 33,286.00	\$ 16.00	2,080.0	\$ 33,286.00	\$ 1,864,016.00
Teacher II	K	8	44	\$ 23.45	1472	\$ 34,518.00	\$ 16.60	2,080.0	\$ 34,518.00	\$ 1,518,792.00
Teacher II	K	9	51	\$ 24.29	1472	\$ 35,751.00	\$ 17.19	2,080.0	\$ 35,751.00	\$ 1,823,301.00
Teacher II	K	10	19	\$ 25.13	1472	\$ 36,984.00	\$ 17.78	2,080.0	\$ 36,984.00	\$ 702,696.00
Teacher II	K	11	17	\$ 26.00	1472	\$ 38,278.00	\$ 18.40	2,080.0	\$ 38,278.00	\$ 650,726.00
Teacher II	K	12	8	\$ 26.91	1472	\$ 39,618.00	\$ 19.05	2,080.0	\$ 39,618.00	\$ 316,944.00
Teacher II	K	13	7	\$ 27.86	1472	\$ 41,005.00	\$ 19.71	2,080.0	\$ 41,005.00	\$ 287,035.00
Teacher II	K	14	9	\$ 28.83	1472	\$ 42,440.00	\$ 20.40	2,080.0	\$ 42,440.00	\$ 381,960.00
Teacher II	K	15	4	\$ 29.84	1472	\$ 43,925.00	\$ 21.12	2,080.0	\$ 43,925.00	\$ 175,700.00
JROTC IV	L	12	1	\$ 28.95	1472	\$ 42,613.00	\$ 20.49	2,080.0	\$ 42,613.00	\$ 42,613.00
JROTC IV	L	13	1	\$ 29.96	1472	\$ 44,105.00	\$ 21.20	2,080.0	\$ 44,105.00	\$ 44,105.00
Teacher III	L	7	49	\$ 24.32	1472	\$ 35,802.00	\$ 17.21	2,080.0	\$ 35,802.00	\$ 1,754,298.00
Teacher III	L	8	49	\$ 25.22	1472	\$ 37,128.00	\$ 17.85	2,080.0	\$ 37,128.00	\$ 1,819,272.00
Teacher III	L	9	59	\$ 26.12	1472	\$ 38,454.00	\$ 18.49	2,080.0	\$ 38,454.00	\$ 2,268,786.00
Teacher III	L	10	56	\$ 27.02	1472	\$ 39,780.00	\$ 19.13	2,080.0	\$ 39,780.00	\$ 2,227,680.00
Teacher III	L	11	27	\$ 27.97	1472	\$ 41,172.00	\$ 19.79	2,080.0	\$ 41,172.00	\$ 1,111,644.00
Teacher III	L	12	36	\$ 28.95	1472	\$ 42,613.00	\$ 20.49	2,080.0	\$ 42,613.00	\$ 1,534,068.00
Teacher III	L	13	27	\$ 29.96	1472	\$ 44,105.00	\$ 21.20	2,080.0	\$ 44,105.00	\$ 1,190,835.00
Teacher III	L	14	29	\$ 31.01	1472	\$ 45,648.00	\$ 21.95	2,080.0	\$ 45,648.00	\$ 1,323,792.00
Teacher III	L	15	7	\$ 32.10	1472	\$ 47,246.00	\$ 22.71	2,080.0	\$ 47,246.00	\$ 330,722.00
Teacher III	L	16	2	\$ 33.22	1472	\$ 48,900.00	\$ 23.51	2,080.0	\$ 48,900.00	\$ 97,800.00
Teacher IV	LT	7	24	\$ 25.31	1472	\$ 37,259.00	\$ 17.91	2,080.0	\$ 37,259.00	\$ 894,216.00
Teacher IV	LT	8	37	\$ 26.25	1472	\$ 38,639.00	\$ 18.58	2,080.0	\$ 38,639.00	\$ 1,429,643.00
Teacher IV	LT	9	56	\$ 27.19	1472	\$ 40,019.00	\$ 19.24	2,080.0	\$ 40,019.00	\$ 2,241,064.00
Teacher IV	LT	10	100	\$ 28.12	1472	\$ 41,399.00	\$ 19.90	2,080.0	\$ 41,399.00	\$ 4,139,900.00
Teacher IV	LT	11	83	\$ 29.11	1472	\$ 42,848.00	\$ 20.60	2,080.0	\$ 42,848.00	\$ 3,556,384.00
Teacher IV	LT	12	81	\$ 30.13	1472	\$ 44,348.00	\$ 21.32	2,080.0	\$ 44,348.00	\$ 3,592,188.00
Teacher IV	LT	13	109	\$ 31.18	1472	\$ 45,900.00	\$ 22.07	2,080.0	\$ 45,900.00	\$ 5,003,100.00
Teacher IV	LT	14	111	\$ 32.27	1472	\$ 47,506.00	\$ 22.84	2,080.0	\$ 47,506.00	\$ 5,273,166.00
Teacher IV	LT	15	46	\$ 33.40	1472	\$ 49,169.00	\$ 23.64	2,080.0	\$ 49,169.00	\$ 2,261,774.00
Teacher IV	LT	16	3	\$ 34.57	1472	\$ 50,890.00	\$ 24.47	2,080.0	\$ 50,890.00	\$ 152,670.00
Teacher V	M	8	1	\$ 27.28	1472	\$ 40,150.00	\$ 19.30	2,080.0	\$ 40,150.00	\$ 40,150.00
Teacher V	M	9	3	\$ 28.25	1472	\$ 41,584.00	\$ 19.99	2,080.0	\$ 41,584.00	\$ 124,752.00
Teacher V	M	10	4	\$ 29.22	1472	\$ 43,018.00	\$ 20.68	2,080.0	\$ 43,018.00	\$ 172,072.00
Teacher V	M	11	10	\$ 30.25	1472	\$ 44,524.00	\$ 21.41	2,080.0	\$ 44,524.00	\$ 445,240.00
Teacher V	M	12	15	\$ 31.31	1472	\$ 46,082.00	\$ 22.15	2,080.0	\$ 46,082.00	\$ 691,230.00
Teacher V	M	13	27	\$ 32.40	1472	\$ 47,695.00	\$ 22.93	2,080.0	\$ 47,695.00	\$ 1,287,765.00
Teacher V	M	14	24	\$ 33.54	1472	\$ 49,364.00	\$ 23.73	2,080.0	\$ 49,364.00	\$ 1,184,736.00
Teacher V	M	15	13	\$ 34.71	1472	\$ 51,092.00	\$ 24.56	2,080.0	\$ 51,092.00	\$ 664,196.00
Teacher V	M	16	3	\$ 35.92	1472	\$ 52,880.00	\$ 25.42	2,080.0	\$ 52,880.00	\$ 158,640.00
Teacher V	M	17	1	\$ 37.18	1472	\$ 54,731.00	\$ 26.31	2,080.0	\$ 54,731.00	\$ 54,731.00
Teacher V	M	18	1	\$ 38.48	1472	\$ 56,646.00	\$ 27.23	2,080.0	\$ 56,646.00	\$ 56,646.00
Teacher V	M	25	1	\$ 48.96	1472	\$ 72,070.00	\$ 34.65	2,080.0	\$ 72,070.00	\$ 72,070.00
Teacher VI	MT	7	1	\$ 27.40	1472	\$ 40,326.00	\$ 19.39	2,080.0	\$ 40,326.00	\$ 40,326.00
Teacher VI	MT	8	1	\$ 28.41	1472	\$ 41,820.00	\$ 20.11	2,080.0	\$ 41,820.00	\$ 41,820.00
Teacher VI	MT	9	1	\$ 29.43	1472	\$ 43,314.00	\$ 20.82	2,080.0	\$ 43,314.00	\$ 43,314.00
Teacher VI	MT	10	1	\$ 30.44	1472	\$ 44,807.00	\$ 21.54	2,080.0	\$ 44,807.00	\$ 44,807.00
Teacher VI	MT	13	2	\$ 33.75	1472	\$ 49,678.00	\$ 23.88	2,080.0	\$ 49,678.00	\$ 99,356.00

MAXIMUM AVERAGE (MEAN) SALARY  
\$ 42,082.71 \$ 42,083

MAXIMUM (MEDIAN) SALARY  
\$ 41,584.00 \$ 41,584

GPSS TEACHER I-C AND ABOVE, SALARIES												
Position Title	Pay Grade	Step	# of Teachers	Actual Hourly	Annual Hours	Actual Annual Salary	Hourly Salary	Annual Hours	Annual Salary	Total Salaries	Weighted	
Teacher I-C	I	2	65	\$ 15.27	1488	\$ 22,726.00	\$ 10.93	2,080	\$ 22,726.00	\$ 1,477,190.00	\$ 1,477,190.00	
Teacher I-C	I	3	24	\$ 16.17	1488	\$ 24,062.00	\$ 11.57	2,080	\$ 24,062.00	\$ 577,488.00	\$ 577,488.00	
Teacher I-C	I	4	12	\$ 17.07	1488	\$ 25,399.00	\$ 12.21	2,080	\$ 25,399.00	\$ 304,788.00	\$ 304,788.00	
Teacher I-C	I	5	2	\$ 17.97	1488	\$ 26,736.00	\$ 12.85	2,080	\$ 26,736.00	\$ 53,472.00	\$ 53,472.00	
Teacher I-C	I	6	2	\$ 18.69	1488	\$ 27,805.00	\$ 13.37	2,080	\$ 27,805.00	\$ 55,610.00	\$ 55,610.00	
Teacher I-C	I	7	2	\$ 19.41	1488	\$ 28,875.00	\$ 13.88	2,080	\$ 28,875.00	\$ 57,750.00	\$ 57,750.00	
Teacher I-C	I	9	1	\$ 20.84	1488	\$ 31,014.00	\$ 14.91	2,080	\$ 31,014.00	\$ 31,014.00	\$ 31,014.00	
Teacher I-C	I	10	5	\$ 21.56	1488	\$ 32,083.00	\$ 15.42	2,080	\$ 32,083.00	\$ 160,415.00	\$ 160,415.00	
Teacher I-C	I	11	6	\$ 22.32	1488	\$ 33,206.00	\$ 15.96	2,080	\$ 33,206.00	\$ 199,236.00	\$ 199,236.00	
Teacher I-C	I	12	9	\$ 23.10	1488	\$ 34,368.00	\$ 16.52	2,080	\$ 34,368.00	\$ 309,312.00	\$ 309,312.00	
Teacher I-C	I	13	5	\$ 23.91	1488	\$ 35,571.00	\$ 17.10	2,080	\$ 35,571.00	\$ 177,855.00	\$ 177,855.00	
Teacher I-C	I	14	1	\$ 24.74	1488	\$ 36,816.00	\$ 17.70	2,080	\$ 36,816.00	\$ 36,816.00	\$ 36,816.00	
Teacher I-C	I	15	4	\$ 25.61	1488	\$ 38,105.00	\$ 18.32	2,080	\$ 38,105.00	\$ 152,420.00	\$ 152,420.00	
Teacher I-D	IT	3	5	\$ 16.76	1488	\$ 24,936.00	\$ 11.99	2,080	\$ 24,936.00	\$ 124,680.00	\$ 124,680.00	
JROTC II	IT	2	1	\$ 15.83	1488	\$ 23,551.00	\$ 11.32	2,080	\$ 23,551.00	\$ 23,551.00	\$ 23,551.00	
JROTC II	IT	5	1	\$ 18.62	1488	\$ 27,707.00	\$ 13.32	2,080	\$ 27,707.00	\$ 27,707.00	\$ 27,707.00	
JROTC II	IT	7	1	\$ 19.68	1488	\$ 29,279.00	\$ 14.39	2,080	\$ 29,279.00	\$ 29,279.00	\$ 29,279.00	
Vocational Instructor	K	10	1	\$ 24.85	1488	\$ 36,984.00	\$ 17.78	2,080	\$ 36,984.00	\$ 84,880.00	\$ 84,880.00	
Vocational Instructor	K	14	2	\$ 28.52	1488	\$ 42,440.00	\$ 20.40	2,080	\$ 42,440.00	\$ 38,278.00	\$ 38,278.00	
JROTC III	K	11	1	\$ 25.72	1488	\$ 38,278.00	\$ 18.40	2,080	\$ 38,278.00	\$ 79,236.00	\$ 79,236.00	
JROTC III	K	12	2	\$ 26.63	1488	\$ 39,618.00	\$ 19.05	2,080	\$ 39,618.00	\$ 123,015.00	\$ 123,015.00	
JROTC III	K	13	3	\$ 27.56	1488	\$ 41,005.00	\$ 19.71	2,080	\$ 41,005.00	\$ 42,440.00	\$ 42,440.00	
JROTC III	K	14	1	\$ 28.52	1488	\$ 42,440.00	\$ 20.40	2,080	\$ 42,440.00	\$ 3,379,413.00	\$ 3,379,413.00	
Teacher II	K	2	129	\$ 17.61	1488	\$ 27,738.00	\$ 13.34	2,080	\$ 27,738.00	\$ 1,386,900.00	\$ 1,386,900.00	
Teacher II	K	3	50	\$ 18.64	1488	\$ 29,279.00	\$ 14.08	2,080	\$ 29,279.00	\$ 2,020,251.00	\$ 2,020,251.00	
Teacher II	K	4	69	\$ 19.68	1488	\$ 30,820.00	\$ 14.82	2,080	\$ 30,820.00	\$ 1,448,540.00	\$ 1,448,540.00	
Teacher II	K	5	47	\$ 20.71	1488	\$ 32,053.00	\$ 15.41	2,080	\$ 32,053.00	\$ 1,730,862.00	\$ 1,730,862.00	
Teacher II	K	6	54	\$ 21.54	1488	\$ 33,286.00	\$ 16.00	2,080	\$ 33,286.00	\$ 1,864,016.00	\$ 1,864,016.00	
Teacher II	K	7	56	\$ 22.37	1488	\$ 34,518.00	\$ 16.60	2,080	\$ 34,518.00	\$ 1,518,792.00	\$ 1,518,792.00	
Teacher II	K	8	44	\$ 23.20	1488	\$ 35,751.00	\$ 17.19	2,080	\$ 35,751.00	\$ 1,823,301.00	\$ 1,823,301.00	
Teacher II	K	9	51	\$ 24.03	1488	\$ 36,984.00	\$ 17.78	2,080	\$ 36,984.00	\$ 702,696.00	\$ 702,696.00	
Teacher II	K	10	19	\$ 24.85	1488	\$ 38,278.00	\$ 18.40	2,080	\$ 38,278.00	\$ 650,726.00	\$ 650,726.00	
Teacher II	K	11	17	\$ 25.72	1488	\$ 39,618.00	\$ 19.05	2,080	\$ 39,618.00	\$ 316,944.00	\$ 316,944.00	
Teacher II	K	12	8	\$ 26.63	1488	\$ 41,005.00	\$ 19.71	2,080	\$ 41,005.00	\$ 287,035.00	\$ 287,035.00	
Teacher II	K	13	7	\$ 27.56	1488	\$ 42,440.00	\$ 20.40	2,080	\$ 42,440.00	\$ 381,960.00	\$ 381,960.00	
Teacher II	K	14	9	\$ 28.52	1488	\$ 43,925.00	\$ 21.12	2,080	\$ 43,925.00	\$ 175,700.00	\$ 175,700.00	
Teacher II	K	15	4	\$ 29.52	1488	\$ 45,405.00	\$ 21.75	2,080	\$ 45,405.00	\$ 26,520.00	\$ 26,520.00	
JROTC IV	L	1	1	\$ 17.82	1488	\$ 26,520.00	\$ 12.75	2,080	\$ 26,520.00	\$ 42,613.00	\$ 42,613.00	
JROTC IV	L	12	1	\$ 28.64	1488	\$ 42,613.00	\$ 20.49	2,080	\$ 42,613.00	\$ 44,105.00	\$ 44,105.00	
JROTC IV	L	13	1	\$ 29.64	1488	\$ 44,105.00	\$ 21.20	2,080	\$ 44,105.00	\$ 265,200.00	\$ 265,200.00	
Teacher III	L	1	10	\$ 17.82	1488	\$ 26,520.00	\$ 12.75	2,080	\$ 26,520.00	\$ 281,780.00	\$ 281,780.00	
Teacher III	L	2	10	\$ 18.94	1488	\$ 28,178.00	\$ 13.55	2,080	\$ 28,178.00	\$ 387,855.00	\$ 387,855.00	
Teacher III	L	3	13	\$ 20.05	1488	\$ 31,493.00	\$ 15.14	2,080	\$ 31,493.00	\$ 1,448,678.00	\$ 1,448,678.00	
Teacher III	L	4	46	\$ 21.16	1488	\$ 33,150.00	\$ 15.94	2,080	\$ 33,150.00	\$ 928,200.00	\$ 928,200.00	
Teacher III	L	5	28	\$ 22.28	1488	\$ 34,476.00	\$ 16.58	2,080	\$ 34,476.00	\$ 413,712.00	\$ 413,712.00	
Teacher III	L	6	12	\$ 23.17	1488	\$ 35,802.00	\$ 17.21	2,080	\$ 35,802.00	\$ 1,754,298.00	\$ 1,754,298.00	
Teacher III	L	7	49	\$ 24.06	1488	\$ 37,128.00	\$ 17.85	2,080	\$ 37,128.00	\$ 1,819,272.00	\$ 1,819,272.00	
Teacher III	L	8	49	\$ 24.95	1488	\$ 38,454.00	\$ 18.49	2,080	\$ 38,454.00	\$ 2,268,786.00	\$ 2,268,786.00	
Teacher III	L	9	59	\$ 25.84	1488	\$ 39,780.00	\$ 19.13	2,080	\$ 39,780.00	\$ 2,227,680.00	\$ 2,227,680.00	
Teacher III	L	10	56	\$ 26.73	1488	\$ 41,172.00	\$ 19.79	2,080	\$ 41,172.00	\$ 1,111,644.00	\$ 1,111,644.00	
Teacher III	L	11	27	\$ 27.67	1488	\$ 42,613.00	\$ 20.49	2,080	\$ 42,613.00	\$ 1,534,068.00	\$ 1,534,068.00	
Teacher III	L	12	36	\$ 28.64	1488	\$ 44,105.00	\$ 21.20	2,080	\$ 44,105.00	\$ 1,190,835.00	\$ 1,190,835.00	
Teacher III	L	13	27	\$ 29.64	1488	\$ 45,648.00	\$ 21.95	2,080	\$ 45,648.00	\$ 1,323,792.00	\$ 1,323,792.00	
Teacher III	L	14	29	\$ 30.68	1488	\$ 47,246.00	\$ 22.71	2,080	\$ 47,246.00	\$ 330,722.00	\$ 330,722.00	
Teacher III	L	15	7	\$ 31.75	1488	\$ 48,900.00	\$ 23.51	2,080	\$ 48,900.00	\$ 97,800.00	\$ 97,800.00	
Teacher III	L	16	2	\$ 32.86	1488	\$ 49,900.00	\$ 23.51	2,080	\$ 49,900.00	\$ 87,975.00	\$ 87,975.00	
Teacher IV	LT	2	3	\$ 19.71	1488	\$ 29,325.00	\$ 14.10	2,080	\$ 29,325.00	\$ 124,196.00	\$ 124,196.00	
Teacher IV	LT	3	4	\$ 20.87	1488	\$ 31,049.00	\$ 14.93	2,080	\$ 31,049.00	\$ 3,015,300.00	\$ 3,015,300.00	
Teacher IV	LT	4	92	\$ 22.03	1488	\$ 32,775.00	\$ 15.76	2,080	\$ 32,775.00	\$ 379,489.00	\$ 379,489.00	
Teacher IV	LT	5	11	\$ 23.18	1488	\$ 34,499.00	\$ 16.59	2,080	\$ 34,499.00	\$ 322,911.00	\$ 322,911.00	
Teacher IV	LT	6	9	\$ 24.11	1488	\$ 35,879.00	\$ 17.25	2,080	\$ 35,879.00	\$ 894,216.00	\$ 894,216.00	
Teacher IV	LT	7	24	\$ 25.04	1488	\$ 37,259.00	\$ 17.91	2,080	\$ 37,259.00	\$ 1,429,643.00	\$ 1,429,643.00	
Teacher IV	LT	8	37	\$ 25.97	1488	\$ 38,639.00	\$ 18.58	2,080	\$ 38,639.00	\$ 2,241,064.00	\$ 2,241,064.00	
Teacher IV	LT	9	56	\$ 26.89	1488	\$ 40,019.00	\$ 19.24	2,080	\$ 40,019.00	\$ 4,139,900.00	\$ 4,139,900.00	
Teacher IV	LT	10	100	\$ 27.82	1488	\$ 42,848.00	\$ 20.60	2,080	\$ 42,848.00	\$ 3,592,188.00	\$ 3,592,188.00	
Teacher IV	LT	11	83	\$ 28.80	1488	\$ 44,348.00	\$ 21.32	2,080	\$ 44,348.00	\$ 5,003,100.00	\$ 5,003,100.00	
Teacher IV	LT	12	81	\$ 29.80	1488	\$ 45,900.00	\$ 22.07	2,080	\$ 45,900.00	\$ 5,273,166.00	\$ 5,273,166.00	
Teacher IV	LT	13	109	\$ 30.85	1488	\$ 47,506.00	\$ 22.84	2,080	\$ 47,506.00	\$ 2,261,774.00	\$ 2,261,774.00	
Teacher IV	LT	14	111	\$ 31.93	1488	\$ 49,169.00	\$ 23.64	2,080	\$ 49,169.00	\$ 152,670.00	\$ 152,670.00	
Teacher IV	LT	15	46	\$ 33.04	1488	\$ 50,890.00	\$ 24.47	2,080	\$ 50,890.00	\$ 60,958.00	\$ 60,958.00	
Teacher IV	LT	16	3	\$ 34.20	1488	\$ 52,880.00	\$ 25.42	2,080	\$ 52,880.00	\$ 1,055,736.00	\$ 1,055,736.00	
Teacher V	M	2	2	\$ 20.48	1488	\$ 34,056.00	\$ 16.37	2,080	\$ 34,056.00	\$ 71,696.00	\$ 71,696.00	
Teacher V	M	4	31	\$ 22.89	1488	\$ 35,848.00	\$ 17.23	2,080	\$ 35,848.00	\$ 37,282.00	\$ 37,282.00	
Teacher V	M	5	2	\$ 24.09	1488	\$ 37,282.00	\$ 17.92	2,080	\$ 37,282.00	\$ 40,150.00	\$ 40,150.00	
Teacher V	M	6	1	\$ 25.06	1488	\$ 40,150.00	\$ 19.30	2,080	\$ 40,150.00	\$ 124,752.00	\$ 124,752.00	
Teacher V	M	8	1	\$ 26.98	1488	\$ 41,584.00	\$ 19.99	2,080	\$ 41,584.00	\$ 172,072.00	\$ 172,072.00	
Teacher V	M	9	3	\$ 27.95	1488	\$ 43,018.00	\$ 20.68	2,080	\$ 43,018.00	\$ 445,240.00	\$ 445,240.00	
Teacher V	M	10	4	\$ 28.91	1488	\$ 44,524.00	\$ 21.41	2,080	\$ 44,524.00	\$ 691,230.00	\$ 691,230.00	
Teacher V	M	11	10	\$ 29.92	1488	\$ 46,082.00	\$ 22.15	2,080	\$ 46,082.00	\$ 1,287,765.00	\$ 1,287,765.00	
Teacher V	M	12	15	\$ 30.97	1488	\$ 47,695.00	\$ 22.93	2,080	\$ 47,695.00	\$ 1,184,736.00	\$ 1,184,736.00	
Teacher V	M	13	27	\$ 32.05	1488	\$ 49,364.00	\$ 23.73	2,080	\$ 49,364.00	\$ 664,196.00	\$ 664,196.00	
Teacher V	M	14	24	\$ 33.17	1488	\$ 51,092.00	\$ 24.56	2,080	\$ 51,092.00	\$ 158,640.00	\$ 158,640.00	
Teacher V	M	15	13	\$ 34.34	1488	\$ 52,880.00	\$ 25.42	2,080	\$ 52,880.00	\$ 54,731.00	\$ 54,731.00	
Teacher V	M	16	3	\$ 35.54	1488	\$ 54,731.00	\$ 26.31	2,080	\$ 54,731.00	\$ 56,646.00	\$ 56,646.00	
Teacher V	M	17	1	\$ 36.78	1488	\$ 56,646.00	\$ 27.23	2,080	\$ 56,646.00	\$ 72,070.00	\$ 72,070.00	
Teacher V	M	18	1	\$ 38.07	1488	\$ 72,070.00	\$ 34.65	2,080	\$ 72,070.00	\$ 35,473.00	\$ 35,473.00	
Teacher V	M	25	1	\$ 48.43	1488	\$ 37,339.00	\$ 17.95	2,080	\$ 37,339.00	\$ 40,326.00	\$ 40,326.00	
Teacher VI	MT	4	3	\$ 23.84	1488	\$ 41,820.00	\$ 20.11	2,080	\$ 41,820.00	\$ 43,314.00	\$ 43,314.00	
Teacher VI	MT	5	1	\$ 25.09	148							



**TEACHER BREAKDOWN BY CLASS OF POSITION, PAY GRADE, AND STEP**

Position Title	Pay Grade	Step	# of Teachers	Per Hour Salary	Per Annum Salary	Total Salaries
Head Start Teacher	H	4	1	\$ 11.40	\$ 23,720.00	\$ 23,720.00
Head Start Teacher	H	7	1	\$ 12.96	\$ 26,965.00	\$ 26,965.00
Head Start Teacher	H	9	2	\$ 13.92	\$ 28,963.00	\$ 57,926.00
Head Start Teacher	H	10	2	\$ 14.40	\$ 29,962.00	\$ 59,924.00
Head Start Teacher	H	11	1	\$ 14.91	\$ 31,011.00	\$ 31,011.00
Head Start Teacher	H	12	1	\$ 15.43	\$ 32,096.00	\$ 32,096.00
<b>Subtotal:</b>			<b>8</b>	<b>\$ 83.02</b>		<b>\$ 231,642.00</b>
Teacher I-A	H	1	7	\$ 9.60	\$ 19,974.00	\$ 139,818.00
Teacher I-A	H	3	1	\$ 10.80	\$ 22,471.00	\$ 22,471.00
Teacher I-A	H	4	1	\$ 11.40	\$ 23,720.00	\$ 23,720.00
Teacher I-A	H	7	1	\$ 12.96	\$ 26,965.00	\$ 26,965.00
Teacher I-A	H	8	1	\$ 13.44	\$ 27,964.00	\$ 27,964.00
Teacher I-A	H	9	3	\$ 13.92	\$ 28,963.00	\$ 86,889.00
Teacher I-A	H	10	1	\$ 14.40	\$ 29,962.00	\$ 29,962.00
Teacher I-A	H	12	1	\$ 15.43	\$ 32,096.00	\$ 32,096.00
Teacher I-A	H	13	4	\$ 15.97	\$ 33,219.00	\$ 132,876.00
<b>Subtotal:</b>			<b>20</b>	<b>\$ 117.92</b>		<b>\$ 522,761.00</b>
Teacher I-B	HT	1	6	\$ 9.94	\$ 20,682.00	\$ 124,092.00
Teacher I-B	HT	2	11	\$ 10.56	\$ 21,975.00	\$ 241,725.00
Teacher I-B	HT	3	1	\$ 11.19	\$ 23,267.00	\$ 23,267.00
Teacher I-B	HT	4	2	\$ 11.81	\$ 24,560.00	\$ 49,120.00
Teacher I-B	HT	5	1	\$ 12.43	\$ 25,852.00	\$ 25,852.00
Teacher I-B	HT	7	3	\$ 13.42	\$ 27,920.00	\$ 83,760.00
Teacher I-B	HT	8	1	\$ 13.92	\$ 28,954.00	\$ 28,954.00
Teacher I-B	HT	9	3	\$ 14.42	\$ 29,989.00	\$ 89,967.00
Teacher I-B	HT	10	4	\$ 14.91	\$ 31,023.00	\$ 124,092.00
Teacher I-B	HT	11	3	\$ 15.44	\$ 32,108.00	\$ 96,324.00
Teacher I-B	HT	12	5	\$ 15.98	\$ 33,232.00	\$ 166,160.00
Teacher I-B	HT	13	2	\$ 16.54	\$ 34,395.00	\$ 68,790.00
<b>Subtotal:</b>			<b>42</b>	<b>\$ 160.56</b>		<b>\$ 1,122,103.00</b>
Teacher I-C	I	2	65	\$ 10.93	\$ 22,726.00	\$ 1,477,190.00
Teacher I-C	I	3	24	\$ 11.57	\$ 24,062.00	\$ 577,488.00
Teacher I-C	I	4	12	\$ 12.21	\$ 25,399.00	\$ 304,788.00
Teacher I-C	I	5	2	\$ 12.85	\$ 26,736.00	\$ 53,472.00
Teacher I-C	I	6	2	\$ 13.37	\$ 27,805.00	\$ 55,610.00
Teacher I-C	I	7	2	\$ 13.88	\$ 28,875.00	\$ 57,750.00
Teacher I-C	I	9	1	\$ 14.91	\$ 31,014.00	\$ 31,014.00
Teacher I-C	I	10	5	\$ 15.42	\$ 32,083.00	\$ 160,415.00
Teacher I-C	I	11	6	\$ 15.96	\$ 33,206.00	\$ 199,236.00
Teacher I-C	I	12	9	\$ 16.52	\$ 34,368.00	\$ 309,312.00
Teacher I-C	I	13	5	\$ 17.10	\$ 35,571.00	\$ 177,855.00
Teacher I-C	I	14	1	\$ 17.70	\$ 36,816.00	\$ 36,816.00
Teacher I-C	I	15	4	\$ 18.32	\$ 38,105.00	\$ 152,420.00
<b>Subtotal:</b>			<b>138</b>	<b>\$ 190.74</b>		<b>\$ 3,593,366.00</b>
Teacher I-D	IT	3	5	\$ 11.99	\$ 24,936.00	\$ 124,680.00
<b>Subtotal:</b>			<b>5</b>	<b>\$ 11.99</b>		<b>\$ 124,680.00</b>
Teacher II	K	2	129	\$ 12.59	\$ 26,197.00	\$ 3,379,413.00
Teacher II	K	3	50	\$ 13.34	\$ 27,738.00	\$ 1,386,900.00
Teacher II	K	4	69	\$ 14.08	\$ 29,279.00	\$ 2,020,251.00
Teacher II	K	5	47	\$ 14.82	\$ 30,820.00	\$ 1,448,540.00
Teacher II	K	6	54	\$ 15.41	\$ 32,053.00	\$ 1,730,862.00
Teacher II	K	7	56	\$ 16.00	\$ 33,286.00	\$ 1,864,016.00
Teacher II	K	8	44	\$ 16.60	\$ 34,518.00	\$ 1,518,792.00
Teacher II	K	9	51	\$ 17.19	\$ 35,751.00	\$ 1,823,301.00
Teacher II	K	10	19	\$ 17.78	\$ 36,984.00	\$ 702,696.00
Teacher II	K	11	17	\$ 18.40	\$ 38,278.00	\$ 650,726.00
Teacher II	K	12	8	\$ 19.05	\$ 39,618.00	\$ 316,944.00
Teacher II	K	13	7	\$ 19.71	\$ 41,005.00	\$ 287,035.00
Teacher II	K	14	9	\$ 20.40	\$ 42,440.00	\$ 381,960.00
Teacher II	K	15	4	\$ 21.12	\$ 43,925.00	\$ 175,700.00
<b>Subtotal:</b>			<b>564</b>	<b>\$ 236.49</b>		<b>\$ 17,687,136.00</b>

# TEACHER BREAKDOWN BY CLASS OF POSITION, PAY GRADE, AND STEP

Position Title	Pay Grade	Step	# of Teachers	Per Hour Salary	Per Annum Salary	Total Salaries
Teacher III	L	1	10	\$ 12.75	\$ 26,520.00	\$ 265,200.00
Teacher III	L	2	10	\$ 13.55	\$ 28,178.00	\$ 281,780.00
Teacher III	L	3	13	\$ 14.34	\$ 29,835.00	\$ 387,855.00
Teacher III	L	4	46	\$ 15.14	\$ 31,493.00	\$ 1,448,678.00
Teacher III	L	5	28	\$ 15.94	\$ 33,150.00	\$ 928,200.00
Teacher III	L	6	12	\$ 16.58	\$ 34,476.00	\$ 413,712.00
Teacher III	L	7	49	\$ 17.21	\$ 35,802.00	\$ 1,754,298.00
Teacher III	L	8	49	\$ 17.85	\$ 37,128.00	\$ 1,819,272.00
Teacher III	L	9	59	\$ 18.49	\$ 38,454.00	\$ 2,268,786.00
Teacher III	L	10	56	\$ 19.13	\$ 39,780.00	\$ 2,227,680.00
Teacher III	L	11	27	\$ 19.79	\$ 41,172.00	\$ 1,111,644.00
Teacher III	L	12	36	\$ 20.49	\$ 42,613.00	\$ 1,534,068.00
Teacher III	L	13	27	\$ 21.20	\$ 44,105.00	\$ 1,190,835.00
Teacher III	L	14	29	\$ 21.95	\$ 45,648.00	\$ 1,323,792.00
Teacher III	L	15	7	\$ 22.71	\$ 47,246.00	\$ 330,722.00
Teacher III	L	16	2	\$ 23.51	\$ 48,900.00	\$ 97,800.00
Subtotal:			460	\$ 290.63		\$ 17,384,322.00
Teacher IV	LT	2	3	\$ 14.10	\$ 29,325.00	\$ 87,975.00
Teacher IV	LT	3	4	\$ 14.93	\$ 31,049.00	\$ 124,196.00
Teacher IV	LT	4	92	\$ 15.76	\$ 32,775.00	\$ 3,015,300.00
Teacher IV	LT	5	11	\$ 16.59	\$ 34,499.00	\$ 379,489.00
Teacher IV	LT	6	9	\$ 17.25	\$ 35,879.00	\$ 322,911.00
Teacher IV	LT	7	24	\$ 17.91	\$ 37,259.00	\$ 894,216.00
Teacher IV	LT	8	37	\$ 18.58	\$ 38,639.00	\$ 1,429,643.00
Teacher IV	LT	9	56	\$ 19.24	\$ 40,019.00	\$ 2,241,064.00
Teacher IV	LT	10	100	\$ 19.90	\$ 41,399.00	\$ 4,139,900.00
Teacher IV	LT	11	83	\$ 20.60	\$ 42,848.00	\$ 3,556,384.00
Teacher IV	LT	12	81	\$ 21.32	\$ 44,348.00	\$ 3,592,188.00
Teacher IV	LT	13	109	\$ 22.07	\$ 45,900.00	\$ 5,003,100.00
Teacher IV	LT	14	111	\$ 22.84	\$ 47,506.00	\$ 5,273,166.00
Teacher IV	LT	15	46	\$ 23.64	\$ 49,169.00	\$ 2,261,774.00
Teacher IV	LT	16	3	\$ 24.47	\$ 50,890.00	\$ 152,670.00
Subtotal:			769	\$ 289.20		\$ 32,473,976.00
Teacher V	M	2	2	\$ 14.65	\$ 30,479.00	\$ 60,958.00
Teacher V	M	4	31	\$ 16.37	\$ 34,056.00	\$ 1,055,736.00
Teacher V	M	5	2	\$ 17.23	\$ 35,848.00	\$ 71,696.00
Teacher V	M	6	1	\$ 17.92	\$ 37,282.00	\$ 37,282.00
Teacher V	M	8	1	\$ 19.30	\$ 40,150.00	\$ 40,150.00
Teacher V	M	9	3	\$ 19.99	\$ 41,584.00	\$ 124,752.00
Teacher V	M	10	4	\$ 20.68	\$ 43,018.00	\$ 172,072.00
Teacher V	M	11	10	\$ 21.41	\$ 44,524.00	\$ 445,240.00
Teacher V	M	12	15	\$ 22.15	\$ 46,082.00	\$ 691,230.00
Teacher V	M	13	27	\$ 22.93	\$ 47,695.00	\$ 1,287,765.00
Teacher V	M	14	24	\$ 23.73	\$ 49,364.00	\$ 1,184,736.00
Teacher V	M	15	13	\$ 24.56	\$ 51,092.00	\$ 664,196.00
Teacher V	M	16	3	\$ 25.42	\$ 52,880.00	\$ 158,640.00
Teacher V	M	17	1	\$ 26.31	\$ 54,731.00	\$ 54,731.00
Teacher V	M	18	1	\$ 27.23	\$ 56,646.00	\$ 56,646.00
Teacher V	M	25	1	\$ 34.65	\$ 72,070.00	\$ 72,070.00
Subtotal:			139	\$ 354.53		\$ 6,177,900.00
Teacher VI	MT	4	3	\$ 17.05	\$ 35,473.00	\$ 106,419.00
Teacher VI	MT	5	1	\$ 17.95	\$ 37,339.00	\$ 37,339.00
Teacher VI	MT	7	1	\$ 19.39	\$ 40,326.00	\$ 40,326.00
Teacher VI	MT	8	1	\$ 20.11	\$ 41,820.00	\$ 41,820.00
Teacher VI	MT	9	1	\$ 20.82	\$ 43,314.00	\$ 43,314.00
Teacher VI	MT	10	1	\$ 21.54	\$ 44,807.00	\$ 44,807.00
Teacher VI	MT	13	2	\$ 23.88	\$ 49,678.00	\$ 99,356.00
Subtotal:			10	\$ 140.74		\$ 413,381.00
Vocational Instructor	K	10	1	\$ 17.78	\$ 36,984.00	\$ 36,984.00
Vocational Instructor	K	14	2	\$ 20.40	\$ 42,440.00	\$ 84,880.00
Subtotal:			3	\$ 38.18		\$ 121,864.00
JROTC II	IT	2	1	\$ 11.32	\$ 23,551.00	\$ 23,551.00
JROTC II	IT	5	1	\$ 13.32	\$ 27,707.00	\$ 27,707.00
JROTC II	IT	7	1	\$ 14.39	\$ 29,279.00	\$ 29,279.00
Subtotal:			3	\$ 39.03		\$ 80,537.00
JROTC III	K	11	1	\$ 18.40	\$ 38,278.00	\$ 38,278.00
JROTC III	K	12	2	\$ 19.05	\$ 39,618.00	\$ 79,236.00
JROTC III	K	13	3	\$ 19.71	\$ 41,005.00	\$ 123,015.00
JROTC III	K	14	1	\$ 20.40	\$ 42,440.00	\$ 42,440.00
Subtotal:			7	\$ 77.56		\$ 282,969.00
JROTC IV	L	1	1	\$ 12.75	\$ 26,520.00	\$ 26,520.00
JROTC IV	L	12	1	\$ 20.49	\$ 42,613.00	\$ 42,613.00
JROTC IV	L	13	1	\$ 21.20	\$ 44,105.00	\$ 44,105.00
Subtotal:			3	\$ 54.44		\$ 113,238.00
Grand Total:			2171	\$ 2,085.03		\$ 80,329,875.00



GOVERNMENT OF GUAM'S (GPSS) ESTIMATED CONTRIBUTION TO BENEFITS

COVERAGE	GOV		GOV		GOV		PERIODS	MEDIAN SALARY	MEDIAN HOURLY	COST PER YEAR
	CONTRIBUTION IN DOLLARS	CONTRIBUTION IN PERCENTAGE	CONTRIBUTION IN DOLLARS	CONTRIBUTION IN PERCENTAGE	CONTRIBUTION IN HOURS	(AVERAGE)				
RETIREMENT		21.81%								
MEDICAL (CLASS 2)	\$ 137.38				26		\$ 37,722.00			\$ 8,227.17
DENTAL (CLASS 2)	\$ 11.43				26					\$ 3,571.88
SICK LEAVE					4	1		\$ 18.14	\$	297.18
SICK LEAVE					5	20		\$ 18.14	\$	72.56
ANNUAL LEAVE								\$ 18.14	\$	1,814.00
PERSONAL LEAVE		(3-DAYS)			24			\$ 18.14	\$	435.36
SOCIAL SECURITY		6.21%								
MEDICARE		1.45%					\$ 37,722.00			\$ 546.97
LIFE INSURANCE	\$ 6.69				26				\$	173.94
PAID HOLIDAYS		(10-DAYS)			80			\$ 18.14	\$	1,451.20

ESTIMATED TOTAL COST PER TEACHER \$ 16,590.26

TOTAL TEACHERS 1962

ESTIMATED TOTAL COST FOR ALL TEACHERS \$ 32,550,084.63

ESTIMATED ANNUAL TEACHER SALARIES \$ 74,010,564.00

ESTIMATED TOTAL COMPENSATION \$ 106,560,648.63

GOVERNMENT OF GUAM'S (GPSS) ESTIMATED CONTRIBUTION TO BENEFITS

COVERAGE	GOV		GOV		GOV		PAY PERIODS	MEDIAN SALARY	MEDIAN HOURLY	COST PER YEAR
	CONTRIBUTION IN DOLLARS	CONTRIBUTION IN PERCENTAGE	CONTRIBUTION IN DOLLARS	CONTRIBUTION IN PERCENTAGE	CONTRIBUTION IN HOURS	(AVERAGE)				
RETIREMENT		21.81%								
MEDICAL (CLASS 2)	\$ 137.38				26					\$ 3,571.88
DENTAL (CLASS 2)	\$ 11.43				26					\$ 297.18
SICK LEAVE					4	1		\$ 18.14	\$	72.56
SICK LEAVE					5	20		\$ 18.14	\$	1,814.00
ANNUAL LEAVE								\$ 18.14	\$	435.36
PERSONAL LEAVE		(3-DAYS)			24			\$ 18.14	\$	2,342.54
SOCIAL SECURITY		6.21%					\$ 37,722.00			\$ 546.97
MEDICARE		1.45%					\$ 37,722.00			\$ 173.94
LIFE INSURANCE	\$ 6.69				26			\$ 18.14	\$	1,451.20
PAID HOLIDAYS		(10-DAYS)			80			\$ 18.14	\$	1,451.20

ESTIMATED TOTAL COST PER TEACHER \$ 10,705.63

TOTAL TEACHERS THAT OPTED FOR SOCIAL SECURITY 214

ESTIMATED TOTAL COST FOR ALL TEACHERS \$ 2,291,003.79

ESTIMATED ANNUAL TEACHER SALARIES \$ 8,072,508.00

ESTIMATED TOTAL COMPENSATION \$ 10,363,511.79

Total Benefits Compensation	Total Teachers	Estimated Annual Teacher Salaries	Estimated Cost Per Teacher	Estimated Total Compensation
\$ 34,841,088.42	2176	\$ 82,083,072.00	\$ 27,295.88	\$ 116,924,160.42
benefits compensation plus 12% \$ 39,022,019.03	benefits compensation plus 13% \$ 39,370,429.91	benefits compensation plus 16% \$ 40,415,662.57	benefits compensation plus 14% \$ 39,718,840.80	
variance plus 12% \$ 4,180,930.61	variance plus 13% \$ 4,529,341.49	variance plus 16% \$ 5,574,574.15	variance plus 14% \$ 4,877,752.38	
salary plus 12% \$ 9,639,585.00	salary plus 13% \$ 10,442,883.75	salary plus 16% \$ 12,852,780.00	salary plus 14% \$ 11,246,182.50	
benefits and salaries @ 12% \$ 13,820,515.61	benefits and salaries @ 13% \$ 14,972,225.24	benefits and salaries @ 16% \$ 18,427,354.15	benefits and salaries @ 14% \$ 16,123,934.88	

17 GCA EDUCATION  
CH. 5 TEACHING

**§ 5120. Job Sharing.**

NOTE: Former § 5120, Job Sharing, was omitted from the re-enactment made by P.L. 26-104.

**§ 5121. Bonuses, Rewards and Incentives Program.**

Notwithstanding any other provision of law, the Guam Public School System is hereby authorized to create a '*Bonuses, Rewards and Incentives Program*' for the recruitment and retention of teachers, school administrators, licensed healthcare professionals, and critical positions under Special Education employed at the Guam Public School System. The *Bonuses, Rewards and Incentives Program* shall be consistent with the Guam Public School System's District Action Plan as authorized by 17 GCA §3217 and shall be subject to the availability of funds. The criteria, rules and regulations for the *Bonuses, Rewards and Incentives Program* shall be established by the Guam Education Policy Board."

SOURCE: Added by P.L. 26-167:2. Amended by P.L. 28-085:2 (Dec. 9, 2005).

-----

11 GCA - Finance & Taxation  
Div. 2 - Taxes

**CHAPTER 43**  
**Educator Appreciation Act**

**Source:** This new Chapter 43 added by P.L. 28-20 using sections 4301-4308. Sections renumbered by Compiler to 43101-43108 to reflect the Chapter 43 designation.

**Note:** P.L. 28-20:3 provides: "Effective Dates. This Act is effective upon adoption *provided* that the tax rebate created by §4303 shall be effective for tax liability arising in 2005.

- §43101.** Statement of Legislative Purpose.
- §43102.** Definitions.
- §43103.** Tax Rebate for Educator Expenses.
- §43104.** Procedure to Claim Rebated Taxes.
- §43105.** Rebate Fund.
- §43106.** Implementation by Tax Commissioner.
- §43107.** Sunset Provision.
- §43108.** Construction.

**§43101. Statement of Legislative Purpose.** Teachers traditionally spend their own money on various supplies (e.g. bulletin board materials, books, pencils, crayons and markers). Although these expenses are deductible as unreimbursed business expenses on a teacher's income tax return, election of the standard deduction meant that most teachers bore the entire cost of these generous expenditures. The United States Congress recognized the plight of teachers and effective tax year 2002 allowed a deduction of Two Hundred-Fifty Dollars (\$250.00) from the adjusted gross income (see line 23, Internal Revenue Service ('IRS') Form 1040 for 2004) thereby allowing all teachers and other educators to deduct qualified expenses even if the educator did not itemize deductions.

While the Two Hundred-Fifty Dollars (\$250.00) tax deduction may be sufficient for teachers in some areas, it is woefully inadequate for many teachers teaching in the Guam

11 GCA - Finance & Taxation  
Div. 2 - Taxes

Public School System. Because of several years of chronic under-funding, public school educators have, for several years, responded to the needs of their students by spending their own money on what are denominated *qualified expenses* in this Act. Furthermore, educators in Guam's private schools are faced with the same conditions, thereby finding it necessary to spend their own private funds to provide supplies and materials cited as *qualified expenses* in this Act. Given the state of Guam's economy it is almost a certainty that educators will continue to attempt to meet the needs of their students by spending their own money. This Act allows educators to claim a tax rebate to recover *up to* Five Hundred Dollars (\$500.00) of personal expenditures over and above the Two Hundred-Fifty Dollar (\$250.00) deduction allowed by the Internal Revenue Code ('IRC').

This Act adopts much of the operative language of §62 of the Internal Revenue Code ('IRC') thereby making the various instructions, pamphlets and other papers issued by the Internal Revenue Service ('IRS') available for the interpretation of this Act, *e.g.* expenses deductible at line 23 of Internal Revenue Service ('IRS') Form 1040 are subject to rebate under this Act to the extent they exceed the Two Hundred-Fifty Dollar (\$250.00) deduction.

GEDA Qualifying Certificates have been issued to businesses, allowing them tax rebates for nearly forty (40) years and have fostered much economic development. This Act extends the functional equivalent of the Qualifying Certificate (the *Educator's Qualifying Certificate* or '*EQC*') and tax rebate, on a much smaller scale, to teachers. While this rebate is insufficient to make up for the economic hardship suffered by teachers, it is one way for this community to show its appreciation to its educators.

**§43102. Definitions.** The definitions set forth herein shall

11 GCA - Finance & Taxation  
Div. 2 - Taxes

govern the construction and interpretation of this Chapter;

(a) '*Eligible educator*' means a kindergarten through grade 12 in the Guam Public School System and in Guam's private schools:

- (1) Teacher;
- (2) Instructor;
- (3) Counselor;
- (4) Principal; or
- (5) Aide.

(b) '*Qualified expenses*' means unreimbursed expenses exceeding Two Hundred-Fifty Dollars (\$250.00), less any unreimbursed employee expenses upon which a deduction from adjusted gross income is based that an eligible educator paid or incurred for books, supplies, computer equipment (including related software and services), other equipment, and supplementary materials that the educator used in his or her classroom. For courses in health or physical education, expenses for supplies are qualified expenses *only* if they are related to athletics.

(c) '*Educator's Qualifying Certificate (EQC)*' means the declaration of an *eligible educator*, made pursuant to 6 GCA §4308, of the *qualified expenses* he or she incurred during a tax year.

**§43103. Tax Rebate for Educator Expenses.** A rebate in an amount equal to the qualified expenses incurred, *but not to exceed* Five Hundred Dollars (\$500.00) of personal income tax paid by resident individual taxpayers, who are eligible educators, to the government of Guam is hereby established and declared.

**§43104. Procedure to Claim Rebated Taxes.** When a tax return is accompanied by an *EQC(s)*, the amount of tax due prior to the rebate shall be deposited with the government of Guam at the time of filing the income tax return. Alternatively, if no

11 GCA - Finance & Taxation  
Div. 2 - Taxes

payment is due at the time the tax return is filed, the Tax Commissioner of Guam shall credit the amount of the EQC to the Rebate Fund from taxes paid by the taxpayer. Absent a finding by the Tax Commissioner that the rebate is not payable, the rebate shall be withdrawn from the deposit and returned to the taxpayer(s) within one hundred and eighty (180) days of the deposit without interest.

**§43105. Rebate Fund.** Deposits made pursuant to §4304 shall be covered over and deposited into the fund created by 12 GCA §58138.

**§43106. Implementation by Tax Commissioner.** The Tax Commissioner of Guam shall, *no later than* ninety (90) days after the effective date hereof, develop necessary procedures to implement this Chapter, and to that end shall:

- (a) issue such rules and regulations as he or she may deem necessary to implement this Chapter;
- (b) promulgate such forms and publications as are necessary to assist eligible taxpayers to take advantage of this Chapter; and
- (c) develop a procedure to allow the set off of an unpaid tax rebate from a prior year against a current year's tax liability.

**§43107. Sunset Provision.** This Act shall be ineffective in the tax year following the receipt by the Director of Revenue and Taxation of a certificate of the Superintendent of Education that it is no longer necessary for *eligible educators* to spend their own money on *qualified expenses*, as those terms are defined in §4302, in order to provide an adequate public education.

**§43108. Construction.** Subsections 4302(a) and (b) of this Chapter are substantially similar to §62(a)(2)(D) of the Internal Revenue Code [26 USC §62(a)(2)(D)] and should be construed consistently therewith *except* where manifestly inapplicable."

	starting	from	beginning average
plodea plus 25% cola			
\$ 35,917.00 plus 25%	\$44,896.25	\$ 44,896.25	\$44,896.25
ppss	\$27,009.00	\$ 27,009.00	\$27,009.00
saint anthony school	\$21,000.00	\$ 21,000.00	\$21,000.00
saint johns christian school	\$21,000.00	\$ 21,000.00	\$21,000.00
saint johns school	\$24,180.00	\$ 24,180.00	\$24,180.00
harvest christian academy			
academy of our lady of guam	\$25,500.00	\$ 25,500.00	\$25,500.00
bishop baumgartner			
dominican school			
notre dame high school	\$24,000.00	\$ 24,000.00	\$24,000.00
our lady of mount carmel school	\$20,000.00	\$ 20,000.00	\$20,000.00
father duenas memorial school	\$25,200.00	\$ 25,200.00	\$25,200.00
southern christian academy			
southern christian academy			

## OFF ISLAND RECRUITMENT EFFORT

YEAR	2001-02	2002-03	2003-04	2004-05	2005-06	AVERAGE
2001-02	0					
2002-03	1	1				
2003-04	2		2			
2004-05				9		
2005-06					29	
TOTAL	41	12	3			
2005-06						
13.7		3	1	0.5	0	

Supervisor	Credit Analyst	Accountant II	Auditor	GPSS Teacher	Administrative Manager	Financial Analyst	Civil Engineer	Systems Analyst
\$ 12.87	\$ 14.26	\$ 17.56	\$ 17.94	2080 hours	\$ 19.24	\$ 19.65	\$ 19.75	\$ 20.96

District of Columbia				District of Columbia			
Connecticut	\$62,909.00	\$ 30.24	1	Connecticut	\$62,909.00	\$ 30.24	1
California	\$56,516.00	\$ 27.17	2	California	\$56,516.00	\$ 27.17	2
New York	\$55,181.00	\$ 26.53	3	New York	\$55,181.00	\$ 26.53	3
Rhode Island	\$54,809.00	\$ 26.35	4	Rhode Island	\$54,809.00	\$ 26.35	4
Michigan	\$54,474.00	\$ 26.19	5	Michigan	\$54,474.00	\$ 26.19	5
Illinois	\$53,820.00	\$ 25.88	6	Illinois	\$53,820.00	\$ 25.88	6
New Jersey	\$53,663.00	\$ 25.80	7	New Jersey	\$53,663.00	\$ 25.80	7
Massachusetts	\$53,274.00	\$ 25.61	8	Massachusetts	\$53,274.00	\$ 25.61	8
Pennsylvania	\$52,640.00	\$ 25.31	9	Pennsylvania	\$52,640.00	\$ 25.31	9
Alaska	\$51,136.00	\$ 24.58	10	Alaska	\$51,136.00	\$ 24.58	10
Delaware	\$51,122.00	\$ 24.58	11	Delaware	\$51,122.00	\$ 24.58	11
Maryland	\$50,303.00	\$ 24.18	12	Maryland	\$50,303.00	\$ 24.18	12
Oregon	\$47,829.00	\$ 22.99	13	Oregon	\$47,829.00	\$ 22.99	13
Ohio	\$47,791.00	\$ 22.98	14	Ohio	\$47,791.00	\$ 22.98	14
Georgia	\$45,848.00	\$ 22.04	15	Georgia	\$45,848.00	\$ 22.04	15
Indiana	\$45,791.00	\$ 22.01	16	Indiana	\$45,791.00	\$ 22.01	16
Hawaii	\$45,456.00	\$ 21.85	17	Hawaii	\$45,456.00	\$ 21.85	17
Washington	\$45,437.00	\$ 21.84	18	Washington	\$45,437.00	\$ 21.84	18
Minnesota	\$45,010.00	\$ 21.64	19	Minnesota	\$45,010.00	\$ 21.64	19
Virginia	\$43,936.00	\$ 21.12	20	Virginia	\$43,936.00	\$ 21.12	20
Colorado	\$43,318.00	\$ 20.83	21	Colorado	\$43,318.00	\$ 20.83	21
Nevada	\$43,211.00	\$ 20.77	22	Nevada	\$43,211.00	\$ 20.77	22
North Carolina	\$43,211.00	\$ 20.77	23	North Carolina	\$43,211.00	\$ 20.77	23
Vermont	\$43,009.00	\$ 20.68	24	Vermont	\$43,009.00	\$ 20.68	24
New Hampshire	\$42,689.00	\$ 20.52	25	New Hampshire	\$42,689.00	\$ 20.52	25
Arizona	\$42,324.00	\$ 20.35	26	Arizona	\$42,324.00	\$ 20.35	26
Wisconsin	\$41,687.00	\$ 20.04	27	Wisconsin	\$41,687.00	\$ 20.04	27
South Carolina	\$41,162.00	\$ 19.79	28	South Carolina	\$41,162.00	\$ 19.79	28
Florida	\$40,598.00	\$ 19.52	29	Florida	\$40,598.00	\$ 19.52	29
Tennessee	\$40,476.00	\$ 19.46	30	Tennessee	\$40,476.00	\$ 19.46	30
Idaho	\$40,318.00	\$ 19.38	31	Idaho	\$40,318.00	\$ 19.38	31
Maine	\$40,111.00	\$ 19.28	32	Maine	\$40,111.00	\$ 19.28	32
Kentucky	\$39,864.00	\$ 19.17	33	Kentucky	\$39,864.00	\$ 19.17	33
Nebraska	\$39,831.00	\$ 19.15	34	Nebraska	\$39,831.00	\$ 19.15	34
Wyoming	\$39,635.00	\$ 19.06	35	Wyoming	\$39,635.00	\$ 19.06	35
Arkansas	\$39,537.00	\$ 19.01	36	Arkansas	\$39,537.00	\$ 19.01	36
Utah	\$39,226.00	\$ 18.86	37	Utah	\$39,226.00	\$ 18.86	37
Kansas	\$38,976.00	\$ 18.74	38	Kansas	\$38,976.00	\$ 18.74	38
West Virginia	\$38,622.00	\$ 18.57	39	West Virginia	\$38,622.00	\$ 18.57	39
New Mexico	\$38,496.00	\$ 18.51	40	New Mexico	\$38,496.00	\$ 18.51	40
Iowa	\$38,469.00	\$ 18.49	41	Iowa	\$38,469.00	\$ 18.49	41
Alabama	\$38,381.00	\$ 18.45	42	Alabama	\$38,381.00	\$ 18.45	42
Missouri	\$38,282.00	\$ 18.40	43	Missouri	\$38,282.00	\$ 18.40	43
Guam	\$38,247.00	\$ 18.39	44	Guam	\$38,247.00	\$ 18.39	44
Montana	\$38,132.00	\$ 18.33	45	Montana	\$38,132.00	\$ 18.33	45
Louisiana	\$37,184.00	\$ 17.88	46	Louisiana	\$37,184.00	\$ 17.88	46
Mississippi	\$37,123.00	\$ 17.85	47	Mississippi	\$37,123.00	\$ 17.85	47
North Dakota	\$36,217.00	\$ 17.41	48	North Dakota	\$36,217.00	\$ 17.41	48
Oklahoma	\$35,411.00	\$ 17.02	49	Oklahoma	\$35,411.00	\$ 17.02	49
South Dakota	\$35,061.00	\$ 16.86	50	South Dakota	\$35,061.00	\$ 16.86	5

**AVERAGE 2080**

District of Columbia				1	District of Columbia			
Connecticut	\$62,909.00	\$	30.24	2	Connecticut	\$62,909.00	\$	30.24
California	\$56,516.00	\$	27.17	3	California	\$56,516.00	\$	27.17
New York	\$55,181.00	\$	26.53	4	New York	\$55,181.00	\$	26.53
Rhode Island	\$54,809.00	\$	26.35	5	Rhode Island	\$54,809.00	\$	26.35
Michigan	\$54,474.00	\$	26.19	6	Michigan	\$54,474.00	\$	26.19
Illinois	\$53,820.00	\$	25.88	7	Illinois	\$53,820.00	\$	25.88
New Jersey	\$53,663.00	\$	25.80	8	New Jersey	\$53,663.00	\$	25.80
Massachusetts	\$53,274.00	\$	25.61	9	Massachusetts	\$53,274.00	\$	25.61
Pennsylvania	\$52,640.00	\$	25.31	10	Pennsylvania	\$52,640.00	\$	25.31
Alaska	\$51,136.00	\$	24.58	11	Alaska	\$51,136.00	\$	24.58
Delaware	\$51,122.00	\$	24.58	12	Delaware	\$51,122.00	\$	24.58
Maryland	\$50,303.00	\$	24.18	13	Maryland	\$50,303.00	\$	24.18
Oregon	\$47,829.00	\$	22.99	14	Oregon	\$47,829.00	\$	22.99
Ohio	\$47,791.00	\$	22.98	15	Ohio	\$47,791.00	\$	22.98
Georgia	\$45,848.00	\$	22.04	16	Georgia	\$45,848.00	\$	22.04
Indiana	\$45,791.00	\$	22.01	17	Indiana	\$45,791.00	\$	22.01
Hawaii	\$45,456.00	\$	21.85	18	Hawaii	\$45,456.00	\$	21.85
Washington	\$45,437.00	\$	21.84	19	Washington	\$45,437.00	\$	21.84
Minnesota	\$45,010.00	\$	21.64	20	Minnesota	\$45,010.00	\$	21.64
Virginia	\$43,936.00	\$	21.12	21	Virginia	\$43,936.00	\$	21.12
Colorado	\$43,318.00	\$	20.83	22	Colorado	\$43,318.00	\$	20.83
Nevada	\$43,211.00	\$	20.77	23	Nevada	\$43,211.00	\$	20.77
North Carolina	\$43,211.00	\$	20.77	24	North Carolina	\$43,211.00	\$	20.77
Vermont	\$43,009.00	\$	20.68	25	Vermont	\$43,009.00	\$	20.68
New Hampshire	\$42,689.00	\$	20.52	26	New Hampshire	\$42,689.00	\$	20.52
Arizona	\$42,324.00	\$	20.35	27	Guam	\$42,626.00	\$	20.49
Wisconsin	\$41,687.00	\$	20.04	28	Arizona	\$42,324.00	\$	20.35
South Carolina	\$41,162.00	\$	19.79	29	Wisconsin	\$41,687.00	\$	20.04
Florida	\$40,598.00	\$	19.52	30	South Carolina	\$41,162.00	\$	19.79
Texas	\$40,476.00	\$	19.46	31	Florida	\$40,598.00	\$	19.52
Tennessee	\$40,318.00	\$	19.38	32	Texas	\$40,476.00	\$	19.46
Idaho	\$40,111.00	\$	19.28	33	Tennessee	\$40,318.00	\$	19.38
Maine	\$39,864.00	\$	19.17	34	Idaho	\$40,111.00	\$	19.28
Kentucky	\$39,831.00	\$	19.15	35	Maine	\$39,864.00	\$	19.17
Nebraska	\$39,635.00	\$	19.06	36	Kentucky	\$39,831.00	\$	19.15
Wyoming	\$39,537.00	\$	19.01	37	Nebraska	\$39,635.00	\$	19.06
Arkansas	\$39,226.00	\$	18.86	38	Wyoming	\$39,537.00	\$	19.01
Utah	\$38,976.00	\$	18.74	39	Arkansas	\$39,226.00	\$	18.86
Kansas	\$38,622.00	\$	18.57	40	Utah	\$38,976.00	\$	18.74
West Virginia	\$38,496.00	\$	18.51	41	Kansas	\$38,622.00	\$	18.57
New Mexico	\$38,469.00	\$	18.49	42	West Virginia	\$38,496.00	\$	18.51
Iowa	\$38,361.00	\$	18.45	43	New Mexico	\$38,469.00	\$	18.49
Alabama	\$38,282.00	\$	18.40	44	Iowa	\$38,361.00	\$	18.45
Missouri	\$38,247.00	\$	18.39	45	Alabama	\$38,282.00	\$	18.40
Guam	\$38,132.00	\$	18.33	46	Missouri	\$38,247.00	\$	18.39
Montana	\$37,184.00	\$	17.88	47	Montana	\$37,184.00	\$	17.88
Louisiana	\$37,123.00	\$	17.85	48	Louisiana	\$37,123.00	\$	17.85
Mississippi	\$36,217.00	\$	17.41	49	Mississippi	\$36,217.00	\$	17.41
North Dakota	\$35,411.00	\$	17.02	50	North Dakota	\$35,411.00	\$	17.02
Oklahoma	\$35,061.00	\$	16.86	51	Oklahoma	\$35,061.00	\$	16.86
South Dakota	\$33,236.00	\$	15.98	52	South Dakota	\$33,236.00	\$	15.98
Puerto Rico	\$24,700.00	\$	11.88	53	Puerto Rico	\$24,700.00	\$	11.88
Virgin Islands	n/a			54	Virgin Islands	n/a		
American Samoa	\$17,000.00	\$	8.17	55	American Samoa	\$17,000.00	\$	8.17



Current Ranking vs. NEA

STATE		AVERAGE	2080	
Connecticut		\$57,337.00	\$ 27.57	
District of Columbia		\$57,009.00	\$ 27.41	1
California		\$56,444.00	\$ 27.14	2
New Jersey		\$55,592.00	\$ 26.73	3
New York		\$55,181.00	\$ 26.53	4
Michigan		\$54,412.00	\$ 26.16	5
Illinois		\$54,230.00	\$ 26.07	6
Massachusetts		\$53,181.00	\$ 25.57	7
Rhode Island		\$52,261.00	\$ 25.13	8
Pennsylvania		\$51,835.00	\$ 24.92	9
Alaska		\$51,736.00	\$ 24.87	10
Maryland		\$50,261.00	\$ 24.16	11
Delaware		\$49,366.00	\$ 23.73	12
Oregon		\$49,169.00	\$ 23.64	13
Ohio		\$47,482.00	\$ 22.83	14
Georgia		\$45,988.00	\$ 22.11	15
Indiana		\$45,791.00	\$ 22.01	16
Hawaii		\$45,479.00	\$ 21.86	17
Washington		\$45,434.00	\$ 21.84	18
Minnesota		\$45,375.00	\$ 21.81	19
Virginia		\$43,655.00	\$ 20.99	20
Colorado		\$43,319.00	\$ 20.83	21
North Carolina		\$43,211.00	\$ 20.77	22
Wisconsin		\$42,882.00	\$ 20.62	23
New Hampshire		\$42,689.00	\$ 20.52	24
Nevada		\$42,254.00	\$ 20.31	25
Vermont		\$42,007.00	\$ 20.20	26
Arizona		\$41,843.00	\$ 20.12	27
South Carolina		\$41,162.00	\$ 20.12	28
Idaho		\$41,080.00	\$ 19.75	29
Florida		\$40,604.00	\$ 19.52	30
Texas		\$40,476.00	\$ 19.46	31
Tennessee		\$40,318.00	\$ 19.38	32
Kentucky		\$40,240.00	\$ 19.35	33
Maine		\$39,864.00	\$ 19.17	34
Wyoming		\$39,532.00	\$ 19.01	35
Iowa		\$39,432.00	\$ 18.96	36
Arkansas		\$39,314.00	\$ 18.90	37
Utah		\$38,976.00	\$ 18.74	38
Kansas		\$38,623.00	\$ 18.57	39
West Virginia		\$38,461.00	\$ 18.49	40
Nebraska		\$38,352.00	\$ 18.44	41
Alabama		\$38,325.00	\$ 18.43	42
Guam		\$38,132.00	\$ 18.33	43
New Mexico		\$38,067.00	\$ 18.30	44
Missouri		\$38,006.00	\$ 18.27	45
Louisiana		\$37,918.00	\$ 18.23	46
Montana		\$37,184.00	\$ 17.88	47
Mississippi		\$35,684.00	\$ 17.16	48
North Dakota		\$35,441.00	\$ 17.04	49
Oklahoma		\$35,061.00	\$ 16.86	50
South Dakota		\$33,236.00	\$ 15.98	51

Proposed Ranking vs. NEA

STATE		AVERAGE	2080	
Connecticut		\$57,337.00	\$ 27.57	1
District of Columbia		\$57,009.00	\$ 27.41	2
California		\$56,444.00	\$ 27.14	3
New Jersey		\$55,592.00	\$ 26.73	4
New York		\$55,181.00	\$ 26.53	5
Michigan		\$54,412.00	\$ 26.16	6
Illinois		\$54,230.00	\$ 26.07	7
Massachusetts		\$53,181.00	\$ 25.57	8
Rhode Island		\$52,261.00	\$ 25.13	9
Pennsylvania		\$51,835.00	\$ 24.92	10
Alaska		\$51,736.00	\$ 24.87	11
Maryland		\$50,261.00	\$ 24.16	12
Delaware		\$49,366.00	\$ 23.73	13
Oregon		\$49,169.00	\$ 23.64	14
Ohio		\$47,482.00	\$ 22.83	15
Georgia		\$45,988.00	\$ 22.11	16
Indiana		\$45,791.00	\$ 22.01	17
Hawaii		\$45,479.00	\$ 21.86	18
Washington		\$45,434.00	\$ 21.84	19
Minnesota		\$45,375.00	\$ 21.81	20
Virginia		\$43,655.00	\$ 20.99	21
Colorado		\$43,319.00	\$ 20.83	22
North Carolina		\$43,211.00	\$ 20.77	23
Wisconsin		\$42,882.00	\$ 20.62	24
New Hampshire		\$42,689.00	\$ 20.52	25
Nevada		\$42,254.00	\$ 20.31	26
Guam		\$42,007.00	\$ 20.20	27
Vermont		\$42,007.00	\$ 20.20	28
Arizona		\$41,843.00	\$ 20.12	29
South Carolina		\$41,162.00	\$ 20.12	30
Idaho		\$41,080.00	\$ 19.75	31
Florida		\$40,604.00	\$ 19.52	32
Texas		\$40,476.00	\$ 19.46	33
Tennessee		\$40,318.00	\$ 19.38	34
Kentucky		\$40,240.00	\$ 19.35	35
Maine		\$39,864.00	\$ 19.17	36
Wyoming		\$39,532.00	\$ 19.01	37
Iowa		\$39,432.00	\$ 18.96	38
Arkansas		\$39,314.00	\$ 18.90	39
Utah		\$38,976.00	\$ 18.74	40
Kansas		\$38,623.00	\$ 18.57	41
West Virginia		\$38,461.00	\$ 18.49	42
Nebraska		\$38,352.00	\$ 18.44	43
Alabama		\$38,325.00	\$ 18.43	44
Guam		\$38,067.00	\$ 18.30	45
New Mexico		\$38,006.00	\$ 18.27	46
Missouri		\$37,918.00	\$ 18.23	47
Louisiana		\$37,184.00	\$ 17.88	48
Mississippi		\$35,684.00	\$ 17.16	49
North Dakota		\$35,441.00	\$ 17.04	50
Oklahoma		\$35,061.00	\$ 16.86	51
South Dakota		\$33,236.00	\$ 15.98	52

Puerto Rico	n/a	n/a	n/a	53	Puerto Rico	n/a	n/a
Virgin Islands	n/a	n/a	n/a	54	Virgin Islands	n/a	n/a
American Samoa	n/a	n/a	n/a	55	American Samoa	n/a	n/a

# Domestic Dependent Elementary and Secondary Schools

4040 North Fairfax Drive  
Arlington, VA 22203-1635

## DDESS 2005/2006 School Year Comprehensive Schedule for

**Guerra**  
Pay Table Identifier - 0172

Pay Lane	Bachelor's	Per Hour	Earned	BA15	Per Hour	Earned	BA30	Per Hour	Earned	Master's	Per Hour	Earned
Steps	11	11	11	12	12	12	13	13	13	14	14	14
0	35917	17.21	23.63	37179	17.81	24.46	38442	18.42	25.29	41096	19.69	27.04
1	37011	17.73	24.35	38275	18.34	25.18	39540	18.95	26.01	42193	20.22	27.76
2	38119	18.26	25.08	39383	18.87	25.91	40647	19.48	26.74	43300	20.75	28.49
3	39243	18.80	25.82	40507	19.41	26.65	41770	20.01	27.48	44423	21.29	29.23
4	40379	19.35	26.57	41642	19.95	27.40	42907	20.56	28.23	45560	21.83	29.97
5	41528	19.90	27.32	42790	20.50	28.15	44055	21.11	28.98	46708	22.38	30.73
6	42687	20.45	28.08	43950	21.06	28.91	45214	21.66	29.75	47868	22.94	31.49
7	43861	21.02	28.86	45124	21.62	29.69	46385	22.23	30.52	49039	23.50	32.26
8	45040	21.58	29.63	46303	22.19	30.46	47568	22.79	31.29	50222	24.06	33.04
9	46233	22.15	30.42	47496	22.76	31.25	48760	23.36	32.08	51414	24.64	33.83
10	47432	22.73	31.21	48696	23.33	32.04	49959	23.94	32.87	52613	25.21	34.61
11	48640	23.31	32.00	49905	23.91	32.83	51167	24.52	33.66	53821	25.79	35.41
12	49853	23.89	32.80	51118	24.49	33.63	52381	25.10	34.46	55035	26.37	36.21
13	51073	24.47	33.60	52337	25.08	34.43	53601	25.68	35.26	56254	26.95	37.01
14	52296	25.06	34.41	53560	25.66	35.24	54824	26.27	36.07	57478	27.54	37.81
15	53522	25.65	35.21	54786	26.25	36.04	56050	26.86	36.88	58704	28.13	38.62
16	54750	26.23	36.02	56014	26.84	36.85	57278	27.45	37.68	59931	28.72	39.43
17	55979	26.82	36.83	57244	27.43	37.66	58507	28.03	38.49	61160	29.31	40.24
18	57208	27.41	37.64	58471	28.02	38.47	59735	28.62	39.30	62388	29.89	41.04
19	58434	28.00	38.44	59698	28.60	39.28	60962	29.21	40.11	63615	30.48	41.85
20	59659	28.59	39.25	60921	29.19	40.08	62186	29.80	40.91	64840	31.07	42.66
21	60879	29.17	40.05	62143	29.78	40.88	63406	30.38	41.71	66059	31.65	43.46
22	62093	29.75	40.85	63357	30.36	41.68	64621	30.96	42.51	67274	32.23	44.26
23	63301	30.33	41.65	64565	30.94	42.48	65829	31.54	43.31	68484	32.81	45.06
24	64501	30.91	42.43	65763	31.51	43.27	67027	32.12	44.10	69682	33.39	45.84
25	65691	31.48	43.22	66954	32.08	44.05	68219	32.69	44.88	70873	33.96	46.63
26	66870	32.04	43.99	68135	32.65	44.83	69397	33.25	45.66	72051	34.52	47.40
27	68037	32.60	44.76	69300	33.21	45.59	70564	33.81	46.42	73215	35.08	48.17
28	69191	33.15	45.52	70455	33.76	46.35	71718	34.36	47.18	74371	35.64	48.93
29	70329	33.70	46.27	71592	34.30	47.10	72857	34.91	47.93	75511	36.18	49.68

**Domestic Dependent Elementary and Secondary Schools**  
 4040 North Fairfax Drive  
 Arlington, VA 22203-1635

**DDESS 2005/2006 School Year Comprehensive Schedule for**  
 Classroom Teacher - Guam  
 Pay Table Identifier - U172

Pay Lane Steps	15 MA15	15 Per Hour	15 Earned	16 MA30	16 Per Hour	16 Earned	17 EDS	17 Per Hour	17 Earned	18 Doctor's	18 Per Hour	18 Earned
0	43750	20.96	28.78	46405	22.24	30.53	49562	23.75	32.61	52722	25.26	34.69
1	44846	21.49	29.50	47499	22.76	31.25	50659	24.27	33.33	53818	25.79	35.41
2	45953	22.02	30.23	48607	23.29	31.98	51766	24.80	34.06	54925	26.32	36.13
3	47077	22.56	30.97	49731	23.83	32.72	52889	25.34	34.80	56050	26.86	36.88
4	48213	23.10	31.72	50867	24.37	33.47	54027	25.89	35.54	57185	27.40	37.62
5	49362	23.65	32.48	52015	24.92	34.22	55174	26.44	36.30	58332	27.95	38.38
6	50520	24.21	33.24	53173	25.48	34.98	56333	26.99	37.06	59492	28.51	39.14
7	51693	24.77	34.01	54347	26.04	35.75	57506	27.55	37.83	60666	29.07	39.91
8	52876	25.34	34.79	55530	26.61	36.53	58688	28.12	38.61	61847	29.63	40.69
9	54068	25.91	35.57	56723	27.18	37.32	59879	28.69	39.39	63040	30.21	41.47
10	55266	26.48	36.36	57920	27.75	38.11	61079	29.27	40.18	64239	30.78	42.26
11	56474	27.06	37.15	59128	28.33	38.90	62287	29.85	40.98	65446	31.36	43.06
12	57689	27.64	37.95	60341	28.91	39.70	63500	30.43	41.78	66659	31.94	43.85
13	58908	28.23	38.76	61561	29.50	40.50	64720	31.01	42.58	67880	32.53	44.66
14	60131	28.81	39.56	62784	30.08	41.31	65944	31.60	43.38	69104	33.11	45.46
15	61356	29.40	40.37	64009	30.67	42.11	67170	32.18	44.19	70328	33.70	46.27
16	62583	29.99	41.17	65237	31.26	42.92	68398	32.77	45.00	71555	34.29	47.08
17	63812	30.58	41.98	66466	31.85	43.73	69627	33.36	45.81	72785	34.88	47.88
18	65041	31.16	42.79	67694	32.44	44.54	70854	33.95	46.61	74013	35.46	48.69
19	66269	31.75	43.60	68922	33.02	45.34	72082	34.54	47.42	75241	36.05	49.50
20	67492	32.34	44.40	70146	33.61	46.15	73306	35.13	48.23	76465	36.64	50.31
21	68714	32.92	45.21	71367	34.20	46.95	74524	35.71	49.03	77685	37.22	51.11
22	69928	33.51	46.01	72581	34.78	47.75	75741	36.29	49.83	78899	37.80	51.91
23	71138	34.09	46.80	73790	35.36	48.55	76949	36.87	50.62	80108	38.38	52.70
24	72336	34.66	47.59	74989	35.93	49.33	78146	37.44	51.41	81306	38.96	53.49
25	73526	35.23	48.37	76180	36.50	50.12	79338	38.02	52.20	82497	39.53	54.27
26	74705	35.80	49.15	77358	37.07	50.89	80518	38.58	52.97	83677	40.09	55.05
27	75869	36.35	49.91	78524	37.63	51.66	81682	39.14	53.74	84842	40.65	55.82
28	77025	36.91	50.67	79678	38.18	52.42	82838	39.69	54.50	85997	41.21	56.58
29	78164	37.45	51.42	80818	38.72	53.17	83977	40.24	55.25	87136	41.75	57.33

Effective Date: June 26, 2005

GPSS	2080	1488	Proposed (+) 12%	posed (+) 12%
22,726.00	\$	10.93	\$ 15.27	\$ 25,453.12
24,062.00	\$	11.57	\$ 16.17	\$ 26,949.44
25,399.00	\$	12.21	\$ 17.07	\$ 28,446.88
26,736.00	\$	12.85	\$ 17.97	\$ 29,944.32
27,805.00	\$	13.37	\$ 18.69	\$ 31,141.60
28,875.00	\$	13.88	\$ 19.41	\$ 32,340.00
31,014.00	\$	14.91	\$ 20.84	\$ 34,735.68
32,083.00	\$	15.42	\$ 20.84	\$ 36,167.00
33,206.00	\$	15.96	\$ 21.56	\$ 37,990.72
34,366.00	\$	16.52	\$ 22.32	\$ 39,492.16
35,571.00	\$	17.10	\$ 23.91	\$ 39,839.52
36,816.00	\$	17.70	\$ 24.74	\$ 41,233.92
38,105.00	\$	18.32	\$ 25.61	\$ 42,678.60
24,936.00	\$	11.99	\$ 16.76	\$ 27,928.32
23,551.00	\$	11.32	\$ 15.83	\$ 26,377.12
23,571.00	\$	13.32	\$ 18.62	\$ 31,031.84
29,279.00	\$	14.39	\$ 19.68	\$ 32,792.48
26,984.00	\$	17.78	\$ 24.85	\$ 41,422.08
38,278.00	\$	20.40	\$ 28.52	\$ 47,532.80
39,618.00	\$	19.05	\$ 25.72	\$ 42,871.36
41,005.00	\$	19.71	\$ 27.56	\$ 44,372.16
42,440.00	\$	20.40	\$ 28.52	\$ 45,925.60
26,197.00	\$	12.59	\$ 17.61	\$ 27,738.00
29,279.00	\$	13.34	\$ 18.64	\$ 31,066.56
32,929.00	\$	14.08	\$ 19.68	\$ 32,792.48
32,053.00	\$	15.41	\$ 20.71	\$ 34,518.40
33,286.00	\$	16.00	\$ 22.37	\$ 35,899.36
34,518.00	\$	16.80	\$ 23.20	\$ 37,280.32
35,751.00	\$	17.19	\$ 24.03	\$ 38,660.16
36,984.00	\$	17.78	\$ 24.85	\$ 40,041.12
38,278.00	\$	18.40	\$ 26.72	\$ 41,422.08
39,618.00	\$	19.05	\$ 26.63	\$ 42,871.36
41,005.00	\$	19.71	\$ 27.56	\$ 44,372.16
42,440.00	\$	20.40	\$ 28.52	\$ 45,925.60
43,925.00	\$	21.12	\$ 29.52	\$ 47,532.80
26,520.00	\$	12.75	\$ 17.82	\$ 29,702.40
42,613.00	\$	20.49	\$ 28.64	\$ 47,726.56
44,105.00	\$	21.20	\$ 29.64	\$ 49,397.60
26,520.00	\$	12.75	\$ 17.82	\$ 29,702.40
28,178.00	\$	13.55	\$ 18.94	\$ 31,559.36
29,835.00	\$	14.34	\$ 20.05	\$ 33,415.20
31,493.00	\$	15.14	\$ 21.16	\$ 35,272.16
33,150.00	\$	15.94	\$ 22.28	\$ 37,128.00
34,476.00	\$	16.58	\$ 23.17	\$ 38,613.12
35,802.00	\$	17.21	\$ 24.06	\$ 40,098.24
37,128.00	\$	17.85	\$ 24.84	\$ 41,583.36
38,454.00	\$	18.49	\$ 25.84	\$ 43,068.48
39,780.00	\$	19.13	\$ 26.73	\$ 44,553.60
41,172.00	\$	19.79	\$ 27.67	\$ 46,112.64
42,613.00	\$	20.49	\$ 28.64	\$ 47,726.56
44,105.00	\$	21.20	\$ 29.64	\$ 49,397.60
45,648.00	\$	21.95	\$ 30.68	\$ 51,125.76
47,246.00	\$	22.71	\$ 31.75	\$ 52,915.52
48,900.00	\$	23.51	\$ 32.86	\$ 54,768.00
29,325.00	\$	14.10	\$ 19.71	\$ 32,844.00
31,049.00	\$	14.93	\$ 20.87	\$ 34,774.88
32,775.00	\$	15.76	\$ 22.03	\$ 36,708.00

NEA										BEGINNING		AVERAGE		2080		1488		AVERAGE		TTL TEACHERS		
GPSS										hourly	\$	13.33	\$	15.41	\$	18.14	\$	20.66	\$	23.34	N/A	N/A
NEA (EST)										hourly	\$	18.23	\$	18.82	\$	20.31	\$	23.69	\$	26.16	N/A	N/A
VARIANCE										BY	\$	4.90	\$	3.41	\$	2.18	\$	3.03	\$	2.82	N/A	N/A
%DIFFERENCE										2080		37%		22%		12%		15%		12%	N/A	N/A
PROPOSED (GPS) ADJUSTMENT											\$	14.93	\$	17.26	\$	20.31	\$	23.14	\$	26.14	N/A	N/A
Variance vs. NEA											\$	3.30	\$	1.56	\$	0.00	\$	0.55	\$	0.02	N/A	N/A
Variance vs. GPSS											\$	1.60	\$	1.85	\$	2.18	\$	2.48	\$	2.80	N/A	N/A
GPSS										annual	\$	27,716.30	\$	32,060.50	\$	37,722.00	\$	42,975.50	\$	48,538.50	N/A	N/A
NEA (EST)										annual	\$	37,918.00	\$	39,145.00	\$	42,254.00	\$	49,267.50	\$	54,412.00	N/A	N/A
VARIANCE											\$	10,201.70	\$	7,084.50	\$	4,532.00	\$	6,292.00	\$	5,873.50	N/A	N/A
%DIFFERENCE												37%		22%		12%		15%		12%	N/A	N/A
PROPOSED (GPS) ADJUSTMENT											\$	31,042.26	\$	35,907.76	\$	42,248.64	\$	48,132.56	\$	54,363.12	N/A	N/A
Variance											\$	6,875.74	\$	3,237.24	\$	5.36	\$	1,134.94	\$	48.88	N/A	N/A
Variance vs. GPSS											\$	3,325.96	\$	3,847.26	\$	4,526.64	\$	5,157.06	\$	5,824.62	N/A	N/A
GPSS										hourly	\$	18.63	\$	21.55	\$	25.35	\$	28.88	\$	32.62	N/A	N/A
NEA (EST)										hourly	\$	25.48	\$	26.31	\$	28.40	\$	33.11	\$	36.57	N/A	N/A
VARIANCE										BY	\$	6.86	\$	4.76	\$	3.05	\$	4.23	\$	3.95	N/A	N/A
%DIFFERENCE										1488		37%		22%		12%		15%		12%	N/A	N/A
NEA BEGINNING SAI NEA AVERAGE (MEAN) SALARY											\$	44,132.92		\$	42,254.00							
N/A																						
NEA MINIMUM SALA NEA MAXIMUM SALARY																						
N/A																						
GPSS MEDIAN BEGINNING SALARY											\$	26,520.00										
NEA BEGINNING SALARY											\$	0.00										
VARIANCE																						
% DIFFERENCE																						
GPSS ANNUAL MEDIAN SALARY											\$	37,722.00										
NEA MEDIAN SALARY											\$	42,254.00										
VARIANCE											\$	4,532.00										
% DIFFERENCE												12%										
GPSS WEIGHTED ANNUAL SALARY											\$	37,340.97										
NEA WEIGHTED ANNUAL SALARY											\$	46,751.66										
VARIANCE											\$	9,410.69										
% DIFFERENCE												25%										
BEGINNING AVERAGE										#DIV/0!												
BEGINNING MEDIAN										#NUM!												
AVERAGE										average	\$	44,132.92										
MEDIAN										median	\$	42,254.00										
CHECK											\$	44,132.92										
WEIGHTED AVERAGE											\$	46,751.66										
TOTAL											\$	42,254.00										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										
TOTAL											\$	46,752										

34,499.00	\$	16.59	\$	23.18	\$	38,638.88	\$	18.58
35,879.00	\$	17.25	\$	24.11	\$	40,184.48	\$	19.32
37,259.00	\$	17.91	\$	25.04	\$	41,730.08	\$	20.06
38,639.00	\$	18.58	\$	25.97	\$	43,275.68	\$	20.81
40,019.00	\$	19.24	\$	26.89	\$	44,821.28	\$	21.55
41,399.00	\$	19.90	\$	27.82	\$	46,366.88	\$	22.29
42,848.00	\$	20.60	\$	28.80	\$	47,989.76	\$	23.07
44,348.00	\$	21.32	\$	29.80	\$	49,669.76	\$	23.88
45,900.00	\$	22.07	\$	30.85	\$	51,408.00	\$	24.72
47,506.00	\$	22.84	\$	31.93	\$	53,206.72	\$	25.58
49,169.00	\$	23.64	\$	33.04	\$	55,069.28	\$	26.48
50,890.00	\$	24.47	\$	34.20	\$	56,999.80	\$	27.41
30,479.00	\$	14.65	\$	20.48	\$	34,136.48	\$	16.41
34,056.00	\$	16.37	\$	22.89	\$	38,142.72	\$	18.33
35,848.00	\$	17.23	\$	24.09	\$	40,149.76	\$	19.30
37,282.00	\$	17.92	\$	25.06	\$	41,755.84	\$	20.07
40,150.00	\$	19.30	\$	26.98	\$	44,968.00	\$	21.62
41,584.00	\$	19.89	\$	27.95	\$	46,574.08	\$	22.39
43,018.00	\$	20.68	\$	28.91	\$	48,180.16	\$	23.16
44,524.00	\$	21.41	\$	29.92	\$	49,866.88	\$	23.98
46,082.00	\$	22.15	\$	30.97	\$	51,611.84	\$	24.81
47,695.00	\$	22.93	\$	32.05	\$	53,418.40	\$	25.68
49,364.00	\$	23.73	\$	33.17	\$	55,287.68	\$	26.58
51,092.00	\$	24.56	\$	34.34	\$	57,223.04	\$	27.51
52,880.00	\$	25.42	\$	35.54	\$	59,225.60	\$	28.47
54,731.00	\$	26.31	\$	36.78	\$	61,298.72	\$	29.47
56,646.00	\$	27.23	\$	38.07	\$	63,443.62	\$	30.50
72,070.00	\$	34.65	\$	48.43	\$	80,718.40	\$	38.81
35,473.00	\$	17.05	\$	23.84	\$	39,729.76	\$	19.10
37,339.00	\$	17.95	\$	25.09	\$	41,819.68	\$	20.10
40,326.00	\$	19.39	\$	27.10	\$	45,165.12	\$	21.72
41,820.00	\$	20.11	\$	28.10	\$	46,838.40	\$	22.52
43,314.00	\$	20.82	\$	29.11	\$	48,611.68	\$	23.32
44,807.00	\$	21.54	\$	30.11	\$	50,183.84	\$	24.12
49,678.00	\$	23.88	\$	33.39	\$	55,639.36	\$	26.75



Position Title	Pay Grade	Step	# of Teachers	Per Hour Salary	Per Annum Salary	Total Salaries	plus 12%	plus 13%	plus 15%	plus 14%
Head Start Teacher	H	4	1	\$ 11.40	\$ 23,720.00	\$ 23,720.00	\$ 26,566.40	\$ 26,803.80	\$ 27,515.20	\$ 27,040.80
Head Start Teacher	H	7	1	\$ 12.96	\$ 26,965.00	\$ 26,965.00	\$ 30,200.80	\$ 30,470.45	\$ 31,279.40	\$ 30,740.10
Head Start Teacher	H	9	2	\$ 13.92	\$ 28,963.00	\$ 57,926.00	\$ 64,877.12	\$ 65,456.38	\$ 67,194.16	\$ 66,035.84
Head Start Teacher	H	10	2	\$ 14.40	\$ 29,962.00	\$ 59,924.00	\$ 67,114.88	\$ 67,714.12	\$ 69,511.84	\$ 68,313.36
Head Start Teacher	H	11	1	\$ 14.81	\$ 31,011.00	\$ 31,011.00	\$ 34,732.32	\$ 35,042.43	\$ 35,972.76	\$ 35,352.54
Head Start Teacher	H	12	1	\$ 15.43	\$ 32,096.00	\$ 32,096.00	\$ 35,947.52	\$ 36,268.48	\$ 37,231.36	\$ 36,589.44
Teacher I-A	H	1	7	\$ 9.60	\$ 19,974.00	\$ 139,818.00	\$ 156,596.16	\$ 157,994.34	\$ 162,188.88	\$ 159,392.52
Teacher I-A	H	3	1	\$ 10.80	\$ 22,471.00	\$ 22,471.00	\$ 25,167.52	\$ 25,392.23	\$ 26,066.36	\$ 25,616.94
Teacher I-A	H	4	1	\$ 11.40	\$ 23,720.00	\$ 23,720.00	\$ 26,566.40	\$ 26,803.60	\$ 27,515.20	\$ 27,040.80
Teacher I-A	H	7	1	\$ 12.96	\$ 26,965.00	\$ 26,965.00	\$ 30,200.80	\$ 30,470.45	\$ 31,279.40	\$ 30,740.10
Teacher I-A	H	8	1	\$ 13.44	\$ 27,964.00	\$ 27,964.00	\$ 31,319.68	\$ 31,599.32	\$ 32,438.24	\$ 31,878.96
Teacher I-A	H	9	3	\$ 13.82	\$ 28,963.00	\$ 86,889.00	\$ 97,315.68	\$ 98,184.57	\$ 100,791.24	\$ 99,053.46
Teacher I-A	H	10	1	\$ 14.40	\$ 29,962.00	\$ 29,962.00	\$ 33,557.44	\$ 33,857.06	\$ 34,755.92	\$ 34,156.68
Teacher I-A	H	12	1	\$ 15.43	\$ 32,096.00	\$ 32,096.00	\$ 35,947.52	\$ 36,268.48	\$ 37,231.36	\$ 36,589.44
Teacher I-A	H	13	4	\$ 15.97	\$ 33,219.00	\$ 132,876.00	\$ 148,821.12	\$ 150,149.88	\$ 154,136.16	\$ 151,478.64
Teacher I-B	HT	1	6	\$ 9.94	\$ 20,682.00	\$ 124,092.00	\$ 138,983.04	\$ 140,223.96	\$ 143,946.72	\$ 141,464.88
Teacher I-B	HT	2	11	\$ 10.56	\$ 21,975.00	\$ 241,725.00	\$ 270,732.00	\$ 273,149.25	\$ 280,401.00	\$ 275,566.50
Teacher I-B	HT	3	1	\$ 11.19	\$ 23,287.00	\$ 23,287.00	\$ 26,059.04	\$ 26,291.71	\$ 26,989.72	\$ 26,524.38
Teacher I-B	HT	4	2	\$ 11.81	\$ 24,560.00	\$ 49,120.00	\$ 55,014.40	\$ 55,505.60	\$ 56,979.20	\$ 55,996.80
Teacher I-B	HT	5	1	\$ 12.43	\$ 25,852.00	\$ 25,852.00	\$ 28,954.24	\$ 29,212.76	\$ 29,988.32	\$ 29,471.28
Teacher I-B	HT	7	3	\$ 13.42	\$ 27,920.00	\$ 83,760.00	\$ 93,811.20	\$ 94,648.80	\$ 97,161.60	\$ 95,486.40
Teacher I-B	HT	8	1	\$ 13.92	\$ 28,954.00	\$ 28,954.00	\$ 32,428.48	\$ 32,718.02	\$ 33,566.64	\$ 33,007.56
Teacher I-B	HT	9	3	\$ 14.42	\$ 29,989.00	\$ 89,967.00	\$ 100,763.04	\$ 101,662.71	\$ 104,361.72	\$ 102,562.38
Teacher I-B	HT	10	4	\$ 14.91	\$ 31,023.00	\$ 124,092.00	\$ 138,983.04	\$ 140,223.96	\$ 143,946.72	\$ 141,464.88
Teacher I-B	HT	11	3	\$ 15.44	\$ 32,108.00	\$ 96,324.00	\$ 107,882.88	\$ 108,846.12	\$ 111,735.84	\$ 109,809.36
Teacher I-B	HT	12	5	\$ 15.98	\$ 33,232.00	\$ 166,160.00	\$ 186,099.20	\$ 187,760.80	\$ 192,745.60	\$ 189,422.40
Teacher I-B	HT	13	2	\$ 16.54	\$ 34,395.00	\$ 68,790.00	\$ 77,044.80	\$ 77,732.70	\$ 79,796.40	\$ 78,420.60
Teacher I-C	I	2	65	\$ 10.93	\$ 22,726.00	\$ 1,477,190.00	\$ 1,654,452.80	\$ 1,669,224.70	\$ 1,713,540.40	\$ 1,683,996.60
Teacher I-C	I	3	24	\$ 11.57	\$ 24,062.00	\$ 577,488.00	\$ 646,786.56	\$ 652,561.44	\$ 669,886.08	\$ 658,336.32
Teacher I-C	I	4	12	\$ 12.21	\$ 25,399.00	\$ 304,788.00	\$ 341,362.56	\$ 344,410.44	\$ 353,554.08	\$ 347,458.32
Teacher I-C	I	5	2	\$ 12.85	\$ 26,736.00	\$ 53,472.00	\$ 59,888.64	\$ 60,423.36	\$ 62,027.52	\$ 60,958.08
Teacher I-C	I	6	2	\$ 13.37	\$ 27,805.00	\$ 55,610.00	\$ 62,283.20	\$ 62,839.30	\$ 64,507.60	\$ 63,395.40
Teacher I-C	I	7	2	\$ 13.88	\$ 28,875.00	\$ 57,750.00	\$ 64,680.00	\$ 65,257.50	\$ 66,990.00	\$ 65,835.00
Teacher I-C	I	9	1	\$ 14.91	\$ 31,014.00	\$ 31,014.00	\$ 34,735.68	\$ 35,045.82	\$ 35,976.24	\$ 35,355.96
Teacher I-C	I	10	5	\$ 15.42	\$ 32,083.00	\$ 160,415.00	\$ 179,664.80	\$ 181,268.95	\$ 186,081.40	\$ 182,873.10
Teacher I-C	I	11	8	\$ 15.96	\$ 33,208.00	\$ 199,236.00	\$ 223,144.32	\$ 225,136.68	\$ 231,113.76	\$ 227,129.04
Teacher I-C	I	12	9	\$ 16.52	\$ 34,368.00	\$ 309,312.00	\$ 346,429.44	\$ 349,522.56	\$ 358,801.92	\$ 352,615.68
Teacher I-C	I	13	5	\$ 17.10	\$ 35,571.00	\$ 177,855.00	\$ 199,197.60	\$ 200,976.15	\$ 206,311.80	\$ 202,754.70
Teacher I-C	I	14	1	\$ 17.70	\$ 36,816.00	\$ 36,816.00	\$ 41,233.92	\$ 41,602.08	\$ 42,706.56	\$ 41,970.24
Teacher I-C	I	15	4	\$ 18.32	\$ 38,105.00	\$ 152,420.00	\$ 170,710.40	\$ 172,234.60	\$ 176,807.20	\$ 173,758.80
Teacher I-D	IT	3	5	\$ 11.99	\$ 24,836.00	\$ 124,680.00	\$ 139,641.60	\$ 140,888.40	\$ 144,628.80	\$ 142,135.20
Subtotal:				\$						
Teacher II	K	2	129	\$ 12.59	\$ 26,197.00	\$ 3,379,413.00	\$ 3,784,942.56	\$ 3,818,736.69	\$ 3,920,119.08	\$ 3,852,530.82
Teacher II	K	3	50	\$ 13.34	\$ 27,738.00	\$ 1,386,900.00	\$ 1,553,328.00	\$ 1,567,197.00	\$ 1,608,804.00	\$ 1,581,066.00
Teacher II	K	4	69	\$ 14.08	\$ 29,279.00	\$ 2,020,251.00	\$ 2,262,681.12	\$ 2,282,883.63	\$ 2,343,491.16	\$ 2,303,086.14
Teacher II	K	5	47	\$ 14.82	\$ 30,820.00	\$ 1,448,540.00	\$ 1,622,364.80	\$ 1,636,850.20	\$ 1,680,306.40	\$ 1,651,335.60
Teacher II	K	6	54	\$ 15.41	\$ 32,053.00	\$ 1,730,882.00	\$ 1,938,565.44	\$ 1,955,874.06	\$ 2,007,799.92	\$ 1,973,182.68
Teacher II	K	7	56	\$ 16.00	\$ 33,286.00	\$ 1,864,018.00	\$ 2,087,697.92	\$ 2,106,338.08	\$ 2,162,258.56	\$ 2,124,978.24
Teacher II	K	8	44	\$ 16.80	\$ 34,618.00	\$ 1,518,792.00	\$ 1,701,047.04	\$ 1,716,234.96	\$ 1,761,798.72	\$ 1,731,422.88
Teacher II	K	9	51	\$ 17.19	\$ 35,751.00	\$ 1,823,301.00	\$ 2,042,097.12	\$ 2,060,330.13	\$ 2,115,029.16	\$ 2,078,563.14
Teacher II	K	10	19	\$ 17.78	\$ 36,984.00	\$ 702,696.00	\$ 787,019.52	\$ 794,046.48	\$ 815,127.36	\$ 801,073.44
Teacher II	K	11	17	\$ 18.40	\$ 38,278.00	\$ 650,726.00	\$ 728,813.12	\$ 735,320.38	\$ 754,842.16	\$ 741,827.64
Teacher II	K	12	8	\$ 19.05	\$ 39,618.00	\$ 316,944.00	\$ 354,977.28	\$ 358,146.72	\$ 367,655.04	\$ 361,316.16
Teacher II	K	13	7	\$ 19.71	\$ 41,005.00	\$ 287,035.00	\$ 321,479.20	\$ 324,349.55	\$ 332,960.60	\$ 327,219.90
Teacher II	K	14	9	\$ 20.40	\$ 42,440.00	\$ 381,960.00	\$ 427,795.20	\$ 431,614.80	\$ 443,073.60	\$ 435,434.40
Teacher II	K	15	4	\$ 21.12	\$ 43,925.00	\$ 175,700.00	\$ 196,784.00	\$ 198,541.00	\$ 203,812.00	\$ 200,298.00
Teacher III	L	1	10	\$ 12.75	\$ 26,520.00	\$ 265,200.00	\$ 297,024.00	\$ 299,676.00	\$ 307,632.00	\$ 302,328.00
Teacher III	L	2	10	\$ 13.55	\$ 28,178.00	\$ 281,780.00	\$ 315,593.60	\$ 318,411.40	\$ 326,884.80	\$ 321,229.20
Teacher III	L	3	13	\$ 14.34	\$ 29,835.00	\$ 387,855.00	\$ 434,397.60	\$ 438,276.15	\$ 449,911.80	\$ 442,154.70
Teacher III	L	4	46	\$ 15.14	\$ 31,493.00	\$ 1,448,678.00	\$ 1,622,519.36	\$ 1,637,006.14	\$ 1,680,466.48	\$ 1,651,492.92
Teacher III	L	5	28	\$ 15.94	\$ 33,150.00	\$ 928,200.00	\$ 1,039,584.00	\$ 1,048,866.00	\$ 1,076,712.00	\$ 1,058,148.00
Teacher III	L	6	12	\$ 16.58	\$ 34,476.00	\$ 413,712.00	\$ 463,357.44	\$ 467,494.56	\$ 479,905.92	\$ 471,631.68
Teacher III	L	7	49	\$ 17.21	\$ 35,802.00	\$ 1,754,298.00	\$ 1,964,813.76	\$ 1,982,356.74	\$ 2,034,985.68	\$ 1,999,899.72
Teacher III	L	8	49	\$ 17.85	\$ 37,128.00	\$ 1,819,272.00	\$ 2,037,584.64	\$ 2,055,777.36	\$ 2,110,355.52	\$ 2,073,970.08
Teacher III	L	9	59	\$ 18.49	\$ 38,454.00	\$ 2,268,786.00	\$ 2,541,040.32	\$ 2,563,728.18	\$ 2,631,791.76	\$ 2,586,416.04
Teacher III	L	10	56	\$ 19.13	\$ 39,780.00	\$ 2,227,680.00	\$ 2,495,001.60	\$ 2,517,278.40	\$ 2,584,108.80	\$ 2,539,555.20
Teacher III	L	11	27	\$ 19.79	\$ 41,172.00	\$ 1,111,644.00	\$ 1,245,041.28	\$ 1,256,157.72	\$ 1,289,507.04	\$ 1,267,274.16
Teacher III	L	12	36	\$ 20.49	\$ 42,613.00	\$ 1,534,068.00	\$ 1,718,156.16	\$ 1,733,496.84	\$ 1,779,518.88	\$ 1,748,837.52
Teacher III	L	13	27	\$ 21.20	\$ 44,105.00	\$ 1,190,835.00	\$ 1,333,735.20	\$ 1,345,643.55	\$ 1,381,368.60	\$ 1,357,551.90
Teacher III	L	14	29	\$ 21.95	\$ 45,648.00	\$ 1,323,792.00	\$ 1,482,647.04	\$ 1,495,884.96	\$ 1,535,598.72	\$ 1,509,122.88
Teacher III	L	15	7	\$ 22.71	\$ 47,246.00	\$ 330,722.00	\$ 370,408.64	\$ 373,715.86	\$ 383,637.52	\$ 377,023.08
Teacher III	L	16	2	\$ 23.51	\$ 48,900.00	\$ 97,800.00	\$ 109,536.00	\$ 110,514.00	\$ 113,448.00	\$ 111,492.00
Teacher IV	LT	2	3	\$ 14.10	\$ 29,325.00	\$ 87,975.00	\$ 98,532.00	\$ 99,411.75	\$ 102,051.00	\$ 100,291.50
Teacher IV	LT	3	4	\$ 14.93	\$ 31,049.00	\$ 124,196.00	\$ 139,099.52	\$ 140,341.48	\$ 144,067.36	\$ 141,583.44
Teacher IV	LT	4	92	\$ 15.76	\$ 32,775.00	\$ 3,015,300.00	\$ 3,377,136.00	\$ 3,407,289.00	\$ 3,497,748.00	\$ 3,437,442.00
Teacher IV	LT	5	11	\$ 16.59	\$ 34,499.00	\$ 379,489.00	\$ 425,027.68	\$ 428,822.57	\$ 440,207.24	\$ 432,617.46
Teacher IV	LT	6	9	\$ 17.25	\$ 35,879.00	\$ 322,911.00	\$ 361,660.32	\$ 364,889.43	\$ 374,576.76	\$ 368,118.54
Teacher IV	LT	7	24	\$ 17.91	\$ 37,259.00	\$ 894,216.00	\$ 1,001,521.92	\$ 1,010,464.08	\$ 1,037,290.56	\$ 1,019,406.24
Teacher IV	LT	8	37	\$ 18.58	\$ 38,639.00	\$ 1,429,643.00	\$ 1,601,200.16	\$ 1,615,496.59	\$ 1,658,385.88	\$ 1,629,793.02
Teacher IV	LT	9	56	\$ 19.24	\$ 40,019.00	\$ 2,241,084.00	\$ 2,509,991.68	\$ 2,532,402.32	\$ 2,599,634.24	\$ 2,554,812.96
Teacher IV	LT	10	100	\$ 19.90	\$ 41,399.00	\$ 4,139,900.00	\$ 4,636,688.00	\$ 4,678,087.00	\$ 4,802,284.00	\$ 4,719,488.00
Teacher IV	LT	11	83	\$ 20.60	\$ 42,848.00	\$ 3,556,384.00	\$ 3,983,150.08	\$ 4,018,713.92	\$ 4,125,405.44	\$ 4,054,277.76
Teacher IV	LT	12	81	\$ 21.32	\$ 44,348.00	\$ 3,592,188.00	\$ 4,023,250.56	\$ 4,059,172.44	\$ 4,166,938.08	\$ 4,095,094.32
Teacher IV	LT	13	109	\$ 22.07	\$ 45,900.00	\$ 5,003,100.00	\$ 5,603,472.00	\$ 5,653,503.00	\$ 5,803,596.00	\$ 5,703,534.00
Teacher IV	LT	14	111	\$ 22.84	\$ 47,506.00	\$ 5,273,166.00	\$ 5,905,945.92	\$ 5,958,677.58	\$ 6,116,872.56	\$ 6,011,409.24
Teacher IV	LT	15	46	\$ 23.64	\$ 49,169.00	\$ 2,261,774.00	\$ 2,533,186.88	\$ 2,555,804.62	\$ 2,623,657.84	\$ 2,578,422.36
Teacher IV	LT	16	3	\$ 24.47	\$ 50,890.00	\$ 152,670.00	\$ 170,980.40	\$ 172,517.10	\$ 177,097.20	\$ 174,043.80
Teacher V	M	2	2	\$ 14.85	\$ 30,479.00	\$ 60,958.00	\$ 68,272.96	\$ 68,882.54	\$ 70,711.28	\$ 69,492.12
Teacher V	M	4	31	\$ 16.37	\$ 34,056.00	\$ 1,055,736.00	\$ 1,182,424.32	\$ 1,192,981.68	\$ 1,224,653.76	\$ 1,203,539.04
Teacher V	M	5								

## Public Law 28-036

I MINA'BENTE OCHO NA LIHESLATURAN GUAHAN  
2005 (FIRST) Regular Session**Bill No. 78 (EC)**

As substituted by the Committee on Judiciary,  
Governmental Operations and Reorganization  
and amended.

Introduced by:

J. T. Won Pat

F. B. Aguon, Jr.

R. J. Respicio

B. J.F. Cruz

J. M.S. Brown

Edward J.B. Calvo

Mike Cruz

Mark Forbes

L. F. Kasperbauer

R. Klitzkie

L. A. Leon Guerrero

J. A. Lujan

A. B. Palacios

Ray Tenorio

A. R. Unpingco

**AN ACT TO ESTABLISH A COMPENSATION PLAN REVIEW FOR CERTIFICATED PERSONNEL AND HEALTHCARE PROFESSIONALS OF THE DEPARTMENT OF EDUCATION.****BE IT ENACTED BY THE PEOPLE OF GUAM:**

**Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds that an historic turnover is taking place in the teaching profession. According to the National Education Association ("NEA"), while student enrollments are rising rapidly, more than a million veteran teachers are nearing retirement nation-wide. Experts predict that overall we will need more than 2 million new teachers in the next decade. The NEA has also reported that this teacher recruitment problem, which has reached crisis proportions in some areas, is most acute in urban and rural schools for high-need subject areas such as special education, math and science.

*I Liheslaturan Guåhan* finds that teacher compensation is a significant deterrent to recruitment. Teachers are still paid less than professions that require comparable education and skills. Moreover, teachers still are not valued and respected to the extent of their actual contributions to society. While *I Liheslaturan Guåhan* recognizes that solving the teacher shortage is not strictly a numbers game, it also recognizes the need to bring more young people into the teaching profession, as well as the need to hold onto the quality teachers already hired—both the beginning teachers as well as the more seasoned ones.

It is critical that *I Liheslaturan Guåhan* address the teacher recruitment and retention issues facing the Department of Education. For too long, teachers have not received the just pay they truly deserved. To avert the exodus of teachers to the Department of Defense of Education Activity and other educational institutions in the mainland, it is crucial that wages be competitive with the U.S. national average.

It is therefore, the intent of *I Liheslaturan Guåhan* to require the Civil Service Commission, in consultation with the Department of Education, to review and implement Compensation Plans for Certificated Personnel and Healthcare Professionals of the Department of Education that is competitive with the U.S. national average.

**Section 2. Department of Education Compensation Plan Review.** The Civil Service Commission ("Commission"), in consultation with the Department of Education ("DOE"), immediately

upon the enactment of this Act and every three (3) years thereafter, shall review and upgrade as needed the Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE. The Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE shall be competitive with the U.S. national average. The Commission shall implement the upgraded Compensation Plans of Certificated Personnel and Healthcare Professionals of DOE within a period of sixty (60) days upon commencement of the review.



GPSS	Proposed			
	2080	1488	(+) 13%	(+) 13%
22,726.00	\$ 10.93	\$ 15.27	\$ 25,680.38	\$ 12.36
24,062.00	\$ 11.57	\$ 16.17	\$ 27,190.06	\$ 13.07
25,399.00	\$ 12.21	\$ 17.07	\$ 28,700.87	\$ 13.80
26,736.00	\$ 12.85	\$ 17.97	\$ 30,211.68	\$ 14.52
27,805.00	\$ 13.37	\$ 18.69	\$ 31,419.65	\$ 15.11
28,875.00	\$ 13.88	\$ 19.41	\$ 32,628.75	\$ 15.68
31,014.00	\$ 14.91	\$ 20.84	\$ 35,048.82	\$ 16.85
32,083.00	\$ 15.42	\$ 21.56	\$ 36,253.79	\$ 17.42
33,206.00	\$ 15.96	\$ 22.32	\$ 37,522.78	\$ 18.03
34,368.00	\$ 16.52	\$ 23.10	\$ 38,835.84	\$ 18.67
35,571.00	\$ 17.10	\$ 23.91	\$ 40,195.23	\$ 19.32
36,816.00	\$ 17.70	\$ 24.74	\$ 41,602.08	\$ 20.00
38,105.00	\$ 18.32	\$ 25.61	\$ 43,058.65	\$ 20.70
39,436.00	\$ 18.99	\$ 16.76	\$ 28,177.68	\$ 13.55
23,551.00	\$ 11.32	\$ 15.83	\$ 26,612.63	\$ 12.79
27,707.00	\$ 13.32	\$ 18.62	\$ 31,308.91	\$ 15.05
29,279.00	\$ 14.39	\$ 19.68	\$ 33,085.27	\$ 16.26
36,984.00	\$ 17.78	\$ 24.85	\$ 41,791.92	\$ 20.09
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
38,278.00	\$ 18.40	\$ 25.72	\$ 43,254.14	\$ 20.79
39,618.00	\$ 19.05	\$ 26.63	\$ 44,768.34	\$ 21.53
41,005.00	\$ 19.71	\$ 27.56	\$ 46,335.65	\$ 22.27
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
26,197.00	\$ 12.59	\$ 17.61	\$ 29,602.94	\$ 14.23
27,738.00	\$ 13.34	\$ 18.64	\$ 31,343.94	\$ 15.07
29,279.00	\$ 14.08	\$ 19.68	\$ 33,085.27	\$ 15.91
30,820.00	\$ 14.82	\$ 20.71	\$ 34,826.60	\$ 16.75
32,053.00	\$ 15.41	\$ 21.54	\$ 36,219.89	\$ 17.41
33,286.00	\$ 16.00	\$ 22.37	\$ 37,613.18	\$ 18.08
34,518.00	\$ 16.60	\$ 23.20	\$ 39,005.34	\$ 18.76
35,751.00	\$ 17.19	\$ 24.03	\$ 40,398.63	\$ 19.42
36,984.00	\$ 17.78	\$ 24.85	\$ 41,791.92	\$ 20.09
38,278.00	\$ 18.40	\$ 25.72	\$ 43,254.14	\$ 20.79
39,618.00	\$ 19.05	\$ 26.63	\$ 44,768.34	\$ 21.53
41,005.00	\$ 19.71	\$ 27.56	\$ 46,335.65	\$ 22.27
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
43,925.00	\$ 21.12	\$ 29.52	\$ 49,635.25	\$ 23.87
26,520.00	\$ 12.75	\$ 17.82	\$ 29,967.60	\$ 14.41
42,613.00	\$ 20.49	\$ 28.64	\$ 48,152.69	\$ 23.15
44,105.00	\$ 21.20	\$ 29.64	\$ 49,838.65	\$ 23.96
26,520.00	\$ 12.75	\$ 17.82	\$ 29,967.60	\$ 14.41
28,178.00	\$ 13.55	\$ 18.94	\$ 31,841.14	\$ 15.31
29,835.00	\$ 14.34	\$ 20.05	\$ 33,713.55	\$ 16.20
31,493.00	\$ 15.14	\$ 21.16	\$ 35,587.09	\$ 17.11
33,150.00	\$ 15.94	\$ 22.28	\$ 37,459.50	\$ 18.01
34,476.00	\$ 16.58	\$ 23.17	\$ 38,957.88	\$ 18.74
35,802.00	\$ 17.21	\$ 24.06	\$ 40,456.26	\$ 19.45
37,128.00	\$ 17.85	\$ 24.95	\$ 41,954.64	\$ 20.17
38,454.00	\$ 18.49	\$ 25.84	\$ 43,453.02	\$ 20.88
39,780.00	\$ 19.13	\$ 26.73	\$ 44,951.40	\$ 21.62
41,172.00	\$ 19.79	\$ 27.67	\$ 46,524.36	\$ 22.36
42,613.00	\$ 20.49	\$ 28.64	\$ 48,152.69	\$ 23.15
44,105.00	\$ 21.20	\$ 29.64	\$ 49,838.65	\$ 23.96
45,648.00	\$ 21.95	\$ 30.68	\$ 51,582.24	\$ 24.80
47,246.00	\$ 22.71	\$ 31.75	\$ 53,387.98	\$ 25.66
48,900.00	\$ 23.51	\$ 32.86	\$ 55,257.00	\$ 26.57
49,325.00	\$ 24.10	\$ 33.71	\$ 56,137.25	\$ 27.33
51,049.00	\$ 24.93	\$ 34.87	\$ 58,085.37	\$ 28.37
52,775.00	\$ 25.76	\$ 36.03	\$ 60,035.75	\$ 29.41
54,499.00	\$ 26.59	\$ 37.23	\$ 62,083.87	\$ 30.45
56,279.00	\$ 27.41	\$ 38.43	\$ 64,234.27	\$ 31.49
57,259.00	\$ 27.91	\$ 39.04	\$ 64,922.67	\$ 31.79

GPSS	Proposed			
	2080	1488	(+) 13%	(+) 13%
22,726.00	\$ 10.93	\$ 15.27	\$ 25,680.38	\$ 12.36
24,062.00	\$ 11.57	\$ 16.17	\$ 27,190.06	\$ 13.07
25,399.00	\$ 12.21	\$ 17.07	\$ 28,700.87	\$ 13.80
26,736.00	\$ 12.85	\$ 17.97	\$ 30,211.68	\$ 14.52
27,805.00	\$ 13.37	\$ 18.69	\$ 31,419.65	\$ 15.11
28,875.00	\$ 13.88	\$ 19.41	\$ 32,628.75	\$ 15.68
31,014.00	\$ 14.91	\$ 20.84	\$ 35,048.82	\$ 16.85
32,083.00	\$ 15.42	\$ 21.56	\$ 36,253.79	\$ 17.42
33,206.00	\$ 15.96	\$ 22.32	\$ 37,522.78	\$ 18.03
34,368.00	\$ 16.52	\$ 23.10	\$ 38,835.84	\$ 18.67
35,571.00	\$ 17.10	\$ 23.91	\$ 40,195.23	\$ 19.32
36,816.00	\$ 17.70	\$ 24.74	\$ 41,602.08	\$ 20.00
38,105.00	\$ 18.32	\$ 25.61	\$ 43,058.65	\$ 20.70
39,436.00	\$ 18.99	\$ 16.76	\$ 28,177.68	\$ 13.55
23,551.00	\$ 11.32	\$ 15.83	\$ 26,612.63	\$ 12.79
27,707.00	\$ 13.32	\$ 18.62	\$ 31,308.91	\$ 15.05
29,279.00	\$ 14.39	\$ 19.68	\$ 33,085.27	\$ 16.26
36,984.00	\$ 17.78	\$ 24.85	\$ 41,791.92	\$ 20.09
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
38,278.00	\$ 18.40	\$ 25.72	\$ 43,254.14	\$ 20.79
39,618.00	\$ 19.05	\$ 26.63	\$ 44,768.34	\$ 21.53
41,005.00	\$ 19.71	\$ 27.56	\$ 46,335.65	\$ 22.27
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
26,197.00	\$ 12.59	\$ 17.61	\$ 29,602.94	\$ 14.23
27,738.00	\$ 13.34	\$ 18.64	\$ 31,343.94	\$ 15.07
29,279.00	\$ 14.08	\$ 19.68	\$ 33,085.27	\$ 15.91
30,820.00	\$ 14.82	\$ 20.71	\$ 34,826.60	\$ 16.75
32,053.00	\$ 15.41	\$ 21.54	\$ 36,219.89	\$ 17.41
33,286.00	\$ 16.00	\$ 22.37	\$ 37,613.18	\$ 18.08
34,518.00	\$ 16.60	\$ 23.20	\$ 39,005.34	\$ 18.76
35,751.00	\$ 17.19	\$ 24.03	\$ 40,398.63	\$ 19.42
36,984.00	\$ 17.78	\$ 24.85	\$ 41,791.92	\$ 20.09
38,278.00	\$ 18.40	\$ 25.72	\$ 43,254.14	\$ 20.79
39,618.00	\$ 19.05	\$ 26.63	\$ 44,768.34	\$ 21.53
41,005.00	\$ 19.71	\$ 27.56	\$ 46,335.65	\$ 22.27
42,440.00	\$ 20.40	\$ 28.52	\$ 47,957.20	\$ 23.05
43,925.00	\$ 21.12	\$ 29.52	\$ 49,635.25	\$ 23.87
26,520.00	\$ 12.75	\$ 17.82	\$ 29,967.60	\$ 14.41
42,613.00	\$ 20.49	\$ 28.64	\$ 48,152.69	\$ 23.15
44,105.00	\$ 21.20	\$ 29.64	\$ 49,838.65	\$ 23.96
26,520.00	\$ 12.75	\$ 17.82	\$ 29,967.60	\$ 14.41
28,178.00	\$ 13.55	\$ 18.94	\$ 31,841.14	\$ 15.31
29,835.00	\$ 14.34	\$ 20.05	\$ 33,713.55	\$ 16.20
31,493.00	\$ 15.14	\$ 21.16	\$ 35,587.09	\$ 17.11
33,150.00	\$ 15.94	\$ 22.28	\$ 37,459.50	\$ 18.01
34,476.00	\$ 16.58	\$ 23.17	\$ 38,957.88	\$ 18.74
35,802.00	\$ 17.21	\$ 24.06	\$ 40,456.26	\$ 19.45
37,128.00	\$ 17.85	\$ 24.95	\$ 41,954.64	\$ 20.17
38,454.00	\$ 18.49	\$ 25.84	\$ 43,453.02	\$ 20.88
39,780.00	\$ 19.13	\$ 26.73	\$ 44,951.40	\$ 21.62
41,172.00	\$ 19.79	\$ 27.67	\$ 46,524.36	\$ 22.36
42,613.00	\$ 20.49	\$ 28.64	\$ 48,152.69	\$ 23.15
44,105.00	\$ 21.20	\$ 29.64	\$ 49,838.65	\$ 23.96
45,648.00	\$ 21.95	\$ 30.68	\$ 51,582.24	\$ 24.80
47,246.00	\$ 22.71	\$ 31.75	\$ 53,387.98	\$ 25.66
48,900.00	\$ 23.51	\$ 32.86	\$ 55,257.00	\$ 26.57
49,325.00	\$ 24.10	\$ 33.71	\$ 56,137.25	\$ 27.33
51,049.00	\$ 24.93	\$ 34.87	\$ 58,085.37	\$ 28.37
52,775.00	\$ 25.76	\$ 36.03	\$ 60,035.75	\$ 29.41
54,499.00	\$ 26.59	\$ 37.23	\$ 62,083.87	\$ 30.45
56,279.00	\$ 27.41	\$ 38.43	\$ 64,234.27	\$ 31.49
57,259.00	\$ 27.91	\$ 39.04	\$ 64,922.67	\$ 31.79

BEGINNING	AVERAGE		2080		1488		State Average		Total	
					Salaries	Teachers				
\$ 34,462.00	\$ 56,516.00	\$ 27.17	\$ 37.98	\$ 56,516.00	42,003.00	\$ 2,373,841,548.00				
\$ 32,902.00	\$ 56,444.00	\$ 27.14	\$ 37.93	\$ 56,444.00	303,968.00	\$ 17,157,169,792.00				
\$ 34,041.00	\$ 55,181.00	\$ 26.53	\$ 37.08	\$ 55,181.00	219,335.00	\$ 12,103,129,635.00				
\$ 25,819.00	\$ 54,809.00	\$ 26.35	\$ 36.83	\$ 54,809.00	10,042.00	\$ 550,391,978.00				
\$ 27,367.00	\$ 54,474.00	\$ 26.19	\$ 36.61	\$ 54,474.00	78,734.00	\$ 4,288,955,916.00				
\$ 25,901.00	\$ 53,820.00	\$ 25.88	\$ 36.17	\$ 53,820.00	129,964.00	\$ 6,994,662,480.00				
\$ 36,400.00	\$ 53,663.00	\$ 25.80	\$ 36.06	\$ 53,663.00	107,643.00	\$ 5,776,446,309.00				
\$ 37,061.00	\$ 53,274.00	\$ 25.61	\$ 35.80	\$ 53,274.00	73,441.00	\$ 3,912,493,834.00				
\$ 34,140.00	\$ 52,640.00	\$ 25.31	\$ 35.38	\$ 52,640.00	119,889.00	\$ 6,310,956,960.00				
\$ 34,566.00	\$ 51,136.00	\$ 24.58	\$ 34.37	\$ 51,136.00	7,858.00	\$ 401,828,688.00				
\$ 33,767.00	\$ 51,122.00	\$ 24.58	\$ 34.36	\$ 51,122.00	6,722.00	\$ 343,642,084.00				
\$ 35,114.00	\$ 50,303.00	\$ 24.18	\$ 33.81	\$ 50,303.00	73,049.00	\$ 3,674,583,847.00				
\$ 28,692.00	\$ 47,829.00	\$ 22.99	\$ 32.14	\$ 47,829.00	26,731.00	\$ 1,278,516,999.00				
\$ 28,784.00	\$ 47,791.00	\$ 22.98	\$ 32.12	\$ 47,791.00	114,943.00	\$ 5,483,240,913.00				
\$ 30,772.00	\$ 45,848.00	\$ 22.04	\$ 30.87	\$ 45,848.00	103,106.00	\$ 4,727,203,888.00				
\$ 23,952.00	\$ 45,791.00	\$ 22.01	\$ 30.77	\$ 45,791.00	59,833.00	\$ 2,739,812,903.00				
\$ 28,527.00	\$ 45,456.00	\$ 21.85	\$ 30.55	\$ 45,456.00	12,954.00	\$ 568,837,024.00				
\$ 28,530.00	\$ 45,437.00	\$ 21.84	\$ 30.54	\$ 45,437.00	52,882.00	\$ 2,403,253,804.00				
\$ 26,967.00	\$ 45,010.00	\$ 21.64	\$ 30.25	\$ 45,010.00	95,365.00	\$ 4,189,956,640.00				
\$ 24,938.00	\$ 43,936.00	\$ 21.12	\$ 29.53	\$ 43,936.00	52,311.00	\$ 2,354,518,110.00				
\$ 24,108.00	\$ 43,318.00	\$ 20.83	\$ 29.11	\$ 43,318.00	44,904.00	\$ 1,945,151,472.00				
\$ 31,920.00	\$ 43,211.00	\$ 20.77	\$ 29.04	\$ 43,211.00	20,015.00	\$ 864,866,165.00				
\$ 29,473.00	\$ 43,211.00	\$ 20.77	\$ 29.04	\$ 43,211.00	87,847.00	\$ 3,860,277,817.00				
\$ 32,741.00	\$ 42,689.00	\$ 20.68	\$ 28.90	\$ 43,009.00	6,693.00	\$ 373,877,237.00				
\$ 27,883.00	\$ 42,689.00	\$ 20.52	\$ 28.69	\$ 42,689.00	15,110.00	\$ 645,030,790.00				
\$ 30,969.00	\$ 42,324.00	\$ 20.35	\$ 28.44	\$ 42,324.00	47,396.00	\$ 2,005,988,304.00				
\$ 34,400.00	\$ 41,687.00	\$ 20.04	\$ 28.02	\$ 41,687.00	59,405.00	\$ 2,476,416,235.00				
\$ 27,572.00	\$ 41,162.00	\$ 19.79	\$ 27.66	\$ 41,162.00	45,830.00	\$ 1,886,454,960.00				
\$ 27,883.00	\$ 40,998.00	\$ 19.52	\$ 27.28	\$ 40,998.00	165,607.00	\$ 6,723,312,986.00				
\$ 30,969.00	\$ 40,476.00	\$ 19.46	\$ 27.20	\$ 40,476.00	288,481.00	\$ 11,717,032,956.00				
\$ 26,129.00	\$ 40,318.00	\$ 19.38	\$ 27.10	\$ 40,318.00	58,577.00	\$ 2,361,707,486.00				
\$ 26,692.00	\$ 40,111.00	\$ 19.28	\$ 26.96	\$ 40,111.00	16,374.00	\$ 656,777,514.00				
\$ 30,973.00	\$ 39,864.00	\$ 19.17	\$ 26.79	\$ 39,864.00	17,153.00	\$ 663,787,192.00				
\$ 28,106.00	\$ 39,831.00	\$ 19.15	\$ 26.71	\$ 39,831.00	41,053.00	\$ 1,635,182,043.00				
\$ 29,655.00	\$ 39,636.00	\$ 19.06	\$ 26.64	\$ 39,636.00	20,784.00	\$ 823,773,840.00				
\$ 31,296.00	\$ 39,537.00	\$ 19.01	\$ 26.57	\$ 39,537.00	6,503.00	\$ 257,109,111.00				
\$ 25,908.00	\$ 39,226.00	\$ 18.86	\$ 26.36	\$ 39,226.00	31,662.00	\$ 1,241,973,612.00				
\$ 26,130.00	\$ 38,976.00	\$ 18.74	\$ 26.19	\$ 38,976.00	21,660.00	\$ 844,220,160.00				
\$ 24,032.00	\$ 38,622.00	\$ 18.57	\$ 25.96	\$ 38,622.00	35,430.00	\$ 1,368,377,460.00				
\$ 35,135.00	\$ 38,496.00	\$ 18.51	\$ 25.87	\$ 38,496.00	20,287.00	\$ 780,966,352.00				
\$ 37,123.00	\$ 38,469.00	\$ 18.49	\$ 25.85	\$ 38,469.00	21,224.00	\$ 816,466,056.00				
\$ 33,960.00	\$ 38,381.00	\$ 18.45	\$ 25.79	\$ 38,381.00	34,754.00	\$ 1,333,893,274.00				
\$ 30,159.00	\$ 38,282.00	\$ 18.40	\$ 25.73	\$ 38,282.00	45,920.00	\$ 1,757,909,440.00				
\$ 27,942.00	\$ 38,247.00	\$ 18.38	\$ 25.70	\$ 38,247.00	65,003.00	\$ 2,466,169,741.00				
\$ 40,021.00	\$ 37,184.00	\$ 17.88	\$ 24.99	\$ 37,184.00	10,330.00	\$ 384,110,720.00				
\$ 33,615.00	\$ 37,123.00	\$ 17.86	\$ 24.95	\$ 37,123.00	50,485.00	\$ 1,874,525,885.00				
\$ 33,936.00	\$ 36,217.00	\$ 17.41	\$ 24.34	\$ 36,217.00	31,611.00	\$ 1,144,855,587.00				
\$ 30,159.00	\$ 35,411.00	\$ 17.02	\$ 23.80	\$ 35,411.00	8,720.00	\$ 308,788,920.00				
\$ 27,942.00	\$ 35,061.00	\$ 16.86	\$ 23.36	\$ 35,061.00	39,218.00	\$ 1,375,022,298.00				
\$ 62,908.00	\$ 33,236.00	\$ 15.98	\$ 22.34	\$ 33,236.00	9,031.00	\$ 300,154,316.00				
	\$ 62,909.00	\$ 30.24	\$ 42.28	\$ 62,909.00	5,704.00	\$ 358,832,936.00				

38,639.00	\$18.58	\$25.97	\$43,662.07	\$	21.00
40,019.00	\$19.24	\$26.89	\$45,221.47	\$	21.74
41,399.00	\$19.90	\$27.62	\$46,780.87	\$	22.49
42,848.00	\$20.60	\$28.80	\$48,418.24	\$	23.28
44,348.00	\$21.32	\$29.80	\$50,113.24	\$	24.09
45,900.00	\$22.07	\$30.85	\$51,867.00	\$	24.94
47,506.00	\$22.84	\$31.93	\$53,681.78	\$	25.81
49,169.00	\$23.64	\$33.04	\$55,560.97	\$	26.71
50,890.00	\$24.47	\$34.20	\$57,505.70	\$	27.65
30,479.00	\$14.65	\$20.48	\$34,441.27	\$	16.55
34,056.00	\$16.37	\$22.89	\$38,483.28	\$	18.50
35,848.00	\$17.23	\$24.09	\$40,508.24	\$	19.47
37,282.00	\$17.92	\$25.06	\$42,128.66	\$	20.25
40,150.00	\$19.30	\$26.98	\$45,369.50	\$	21.81
41,584.00	\$19.99	\$27.95	\$46,989.92	\$	22.59
43,018.00	\$20.68	\$28.91	\$48,610.34	\$	23.37
44,524.00	\$21.41	\$29.92	\$50,312.12	\$	24.19
46,082.00	\$22.15	\$30.97	\$52,072.66	\$	25.03
47,695.00	\$22.93	\$32.05	\$53,895.35	\$	25.91
49,364.00	\$23.73	\$33.17	\$55,781.32	\$	26.81
51,092.00	\$24.56	\$34.34	\$57,733.96	\$	27.75
52,880.00	\$25.42	\$35.54	\$59,754.40	\$	28.72
54,731.00	\$26.31	\$36.78	\$61,846.03	\$	29.73
56,646.00	\$27.23	\$38.07	\$64,009.98	\$	30.77
72,070.00	\$34.65	\$48.43	\$81,439.10	\$	39.15
35,473.00	\$17.05	\$23.84	\$40,084.49	\$	19.27
37,339.00	\$17.95	\$25.09	\$42,193.07	\$	20.28
40,326.00	\$19.39	\$27.10	\$45,568.38	\$	21.91
41,820.00	\$20.11	\$28.10	\$47,256.60	\$	22.72
43,314.00	\$20.82	\$29.11	\$48,944.82	\$	23.53
44,807.00	\$21.54	\$30.11	\$50,631.91	\$	24.34
49,678.00	\$23.88	\$33.39	\$56,136.14	\$	26.98

PSS Average Teacher Salary	
38,132.00	
Guam (GDP) Gross Territorial Product	
21,117.00	
PSS Teacher Salary to Per Ct	1.81
AFT National Average	1.17
Variance	0.64

Average GPSS Teacher Salary	
\$38,132.00	
Average GovGuam Employee Salary	
\$30,867.47	
Ratio of GPSS Teacher Salary to Gov Guam worker	1.24
AFT National Average Teacher Salary to Government worker	0.99
Variance	0.25

AFT Beginning Salary as Percentage of Average	
AFT National Average	0.68
GPSS Beginning Salary as Percentage of Average	0.72
GPSS Average	0.04
Variance	

GPSS Starting Average Teacher Salary	
\$27,009.00	
Guam Private Sector Average Annual Earnings	
\$27,450.00	
GPSS Pay Ratio Starting Teachers to Private Sector	0.98
AFT National Average Pay Ratio Starting Teachers to Private Sector	0.84
Variance	0.14

GPSS Average Teacher Salary	
\$38,132.00	
2002 Guam Private Total Annual Earnings	
\$846,256,000.00	
2002 Guam Private Sector Total Employees	
43104	
2002 Guam Private Sector Average Annual Earnings	
\$19,632.89	
GPSS Pay Ratio Teachers to Private Sector	1.94
AFT National Average Pay Ratio Teachers to Private	1.23
Variance	0.71

I MINA BENTE OCHO NA LIHESLATURAN GUAHAN  
2006 (SECOND) REGULAR SESSION

Bill No. 258 (EC)

Introduced by:

B.J.F. Cruz  
L.A. Leon Guerrero  
R.J. Respicio

AN ACT TO ESTABLISH THE SALARY LEVELS OF  
TEACHERS

1 BE IT ENACTED BY THE PEOPLE OF GUAM:

2 Section 1. Legislative Findings & Intent. It is the finding of *I*  
3 *Liheslaturan Guahan* that the salaries of teachers employed by the  
4 Guam Public School System are significantly less than salaries paid in  
5 the rest of the nation.

6 According to the American Federation of Teachers, the national  
7 average and beginning salaries for teachers in the 50 states during  
8 2003-2004, the latest report issued as of the date of introduction of  
9 this legislation, are as follows:

10	Average Salary	\$46,597.00
11	Average Beginning Salary	\$31,704.00

12 The break down of the average salaries and beginning salaries  
13 for teachers from the 50 states as listed by the American Federation of  
14 Teachers 2003-2004 report is as follows:

STATE	Average Salary	Beginning Salary	STATE	Average Salary	Beginning Salary
Alabama	\$ 38,282.00	\$ 30,973.00	Montana	\$ 37,184.00	\$ 24,032.00
Alaska	\$ 51,136.00	\$ 40,027.00	Nebraska	\$ 39,635.00	\$ 28,527.00
Arizona	\$ 42,324.00	\$ 28,236.00	Nevada	\$ 43,211.00	\$ 27,942.00
Arkansas	\$ 39,226.00	\$ 26,129.00	New Hampshire	\$ 42,689.00	\$ 27,367.00
California	\$ 56,444.00	\$ 35,135.00	New Jersey	\$ 53,663.00	\$ 37,061.00
Colorado	\$ 43,318.00	\$ 31,296.00	New Mexico	\$ 38,469.00	\$ 31,920.00
Connecticut	\$ 56,516.00	\$ 34,462.00	New York	\$ 55,181.00	\$ 36,400.00
Delaware	\$ 51,122.00	\$ 34,566.00	North Carolina	\$ 43,211.00	\$ 27,572.00
Florida	\$ 40,598.00	\$ 30,969.00	North Dakota	\$ 35,411.00	\$ 24,108.00
Georgia	\$ 45,848.00	\$ 35,116.00	Ohio	\$ 47,791.00	\$ 28,692.00
Hawaii	\$ 45,456.00	\$ 37,615.00	Oklahoma	\$ 35,061.00	\$ 29,473.00
Idaho	\$ 40,111.00	\$ 25,908.00	Oregon	\$ 47,829.00	\$ 33,396.00
Illinois	\$ 53,820.00	\$ 35,114.00	Pennsylvania	\$ 52,640.00	\$ 34,140.00
Indiana	\$ 45,791.00	\$ 29,784.00	Rhode Island	\$ 54,809.00	\$ 32,902.00
Iowa	\$ 38,381.00	\$ 26,967.00	South Carolina	\$ 41,162.00	\$ 27,883.00
Kansas	\$ 38,622.00	\$ 28,530.00	South Dakota	\$ 33,236.00	\$ 25,504.00
Kentucky	\$ 39,831.00	\$ 28,416.00	Tennessee	\$ 40,318.00	\$ 30,449.00
Louisiana	\$ 37,123.00	\$ 29,655.00	Texas	\$ 40,476.00	\$ 32,741.00
Maine	\$ 39,864.00	\$ 25,901.00	Utah	\$ 38,976.00	\$ 26,130.00
Maryland	\$ 50,303.00	\$ 33,760.00	Vermont	\$ 43,009.00	\$ 25,819.00
Massachusetts	\$ 53,274.00	\$ 34,041.00	Virginia	\$ 43,936.00	\$ 32,437.00
Michigan	\$ 54,474.00	\$ 34,377.00	Washington	\$ 45,437.00	\$ 30,159.00
Minnesota	\$ 45,010.00	\$ 30,772.00	West Virginia	\$ 38,496.00	\$ 26,692.00
Mississippi	\$ 36,217.00	\$ 28,106.00	Wisconsin	\$ 41,687.00	\$ 23,952.00
Missouri	\$ 38,247.00	\$ 28,938.00	Wyoming	\$ 39,537.00	\$ 28,900.00

1       It is the intent of *I Liheslaturan Guahan* to increase the salaries of  
2 teachers of the Guam Public School System. Beginning Teachers on  
3 Guam are currently being paid less than all other beginning teachers  
4 in the 50 States. Upon passage of this legislation, beginning Teachers  
5 shall be paid at a level of Ten Percent (10%) above the national  
6 average salary of a beginning teacher, which shall be calculated as  
7 follows:

8       National Average Beginning Teacher	\$31,704
9       Ten Percent Added On	3,170
10 <b>New Guam Beginning Teacher Salary</b>	<b>\$34,874</b>
11       Current Guam Beginning Teacher Salary	(\$24,656)
12 <b>Salary Amount Increase</b>	<b>\$10,218</b>

13       The salaries for all other teachers of the Guam Public School  
14 System shall be proportionately increased as well.

15       **Section 2.** A new §6233 is added to Chapter 6, Article 2 of Title  
16 4 of the Guam Code Annotated to read as follows:

17       “§6233. **Teacher Compensation.** (a) Beginning April 01, 2006  
18 and every April 01, thereafter, the beginning salary of teachers  
19 employed by the Guam Public School System shall be at a rate  
20 of ten percent (10%) above the national average as listed by the  
21 most current American Federation of Teachers annual survey of  
22 state departments of education; except that there shall be no

1 decrease in salary as a result of a decline of the national  
2 average.

3 (b) Beginning April 01, 2006 and every April 01, thereafter, the  
4 salaries for all other teachers shall be adjusted to maintain the  
5 same percentage variance between pay grades for all Guam  
6 Public School System teachers.

7 (c) Should an annual cost-of-living study be published by the  
8 government of Guam, all teachers salaries shall be adjusted by  
9 the percentage of increase in the cost-of-living that is indicated  
10 in the cost-of-living study. There shall be no decrease in any  
11 teachers salaries should there be a decrease in the cost-of-  
12 living."

**GPSS WAGE Compared to 2000 National Compensation Survey (NCS) Prepared by Dept. of Labor Bureau of Labor & Statistics (186-day comparison)**

	10	25	50	75	90
GPSS	\$ 27,716.30	\$ 32,060.50	\$ 37,722.00	\$ 42,975.50	\$ 48,538.50
NCS	\$ 25,504.32	\$ 34,491.84	\$ 43,643.04	\$ 55,859.52	\$ 70,367.52
GPSS	\$ 18.63	\$ 21.55	\$ 25.35	\$ 28.88	\$ 32.62
NCS	\$ 17.14	\$ 23.18	\$ 29.33	\$ 37.54	\$ 47.29

**% difference from GPSS**

NCS (Annual)	-8%	8%	16%	30%	45%
NCS (Hourly)	-8%	8%	16%	30%	45%

**Proposed GPSS Adjustment of 16% Comparison**

Adjusted Hourly	\$ 21.61	\$ 24.99	\$ 29.41	\$ 33.50	\$ 37.84
Variance from NCS	\$ 4.47	\$ 1.81	\$ 0.08	\$ 4.04	\$ 9.45
Variance from GPSS	\$ 2.98	\$ 3.44	\$ 4.06	\$ 4.62	\$ 5.22

SUPPLEMENTARY TABLE 1.1. United States, selected occupations: Mean hourly earnings and percentiles,<sup>1</sup> all workers,<sup>2</sup> National Compensation Survey,<sup>3</sup> July 2004—Continued

Occupation <sup>4</sup>	All workers						
	Hourly earnings						
	Mean	Relative error <sup>5</sup> (percent)	Percentiles				
10			25	Median 50	75	90	
White collar—Continued							
Professional specialty and technical—Continued							
Professional specialty—Continued							
Teachers, college and university—Continued							
Medical science teachers .....	\$53.00	9.6	\$23.10	\$31.44	\$46.70	\$68.39	\$94.53
Health specialties teachers .....	40.42	6.3	24.30	26.15	35.41	44.23	66.64
Business, commerce, and marketing teachers .....	42.57	12.7	22.93	30.91	36.77	51.64	68.35
Agriculture and forestry teachers .....	39.86	27.8	17.36	20.09	28.73	55.24	78.41
Art, drama, and music teachers .....	34.19	7.6	21.88	26.04	32.19	38.75	53.33
Physical education teachers .....	32.70	8.4	14.06	22.78	35.15	42.81	46.90
Education teachers .....	38.21	8.4	19.92	29.45	37.68	43.50	53.33
English teachers .....	44.13	11.6	25.00	31.91	39.44	62.22	62.34
Foreign language teachers .....	33.14	18.9	17.60	17.60	26.79	41.16	59.53
Law teachers .....	57.05	11.4	26.76	30.82	60.65	72.61	96.12
Social work teachers .....	30.77	19.3	18.45	22.95	27.81	32.67	58.44
Theology teachers .....	41.66	7.8	25.98	31.25	37.79	48.99	53.05
Trade and industrial teachers .....	30.41	10.0	17.76	20.00	29.48	39.03	46.73
Other post-secondary teachers .....	40.25	3.0	21.32	28.01	37.05	48.71	63.12
Teachers, except college and university .....	30.91	1.3	17.14	23.18	29.33	37.54	47.29
Prekindergarten and kindergarten .....	19.45	7.9	8.37	10.80	14.20	26.73	35.55
Elementary school teachers .....	32.46	1.2	20.94	24.67	30.32	38.47	48.04
Secondary school teachers .....	32.53	1.7	21.54	25.07	30.35	38.05	46.88
Teachers, special education .....	33.62	3.4	21.36	24.84	31.22	40.26	50.31
Teachers, n.e.c. ....	31.27	2.3	15.41	22.43	30.09	38.10	48.70
Substitute teachers .....	13.54	3.9	8.13	10.00	11.25	16.95	23.50
Vocational and educational counselors .....	28.52	4.7	13.62	18.42	27.57	35.13	44.95
Librarians, archivists, and curators .....	27.89	4.5	16.30	19.90	26.32	33.14	43.47
Librarians .....	28.25	4.6	16.72	20.04	26.49	33.63	45.48
Archivists and curators .....	25.50	11.1	14.50	16.93	25.85	32.03	33.90
Social scientists and urban planners .....	29.25	5.8	16.16	19.46	26.96	33.65	46.88
Economists .....	33.02	8.0	19.52	22.74	29.51	37.50	49.58
Psychologists .....	28.49	7.9	15.06	18.30	25.95	34.24	49.61
Social scientists, n.e.c. ....	25.00	13.4	13.00	18.30	24.03	31.25	35.90
Urban planners .....	26.33	4.9	18.42	21.12	26.07	30.54	32.69
Social, recreation, and religious workers .....	18.38	2.4	11.73	13.91	16.95	21.64	26.82
Social workers .....	18.51	2.6	11.96	14.00	16.99	21.76	27.10
Recreation workers .....	16.47	7.1	8.85	12.00	16.00	21.15	23.65
Clergy .....	17.58	11.8	10.27	12.17	15.86	19.29	28.77
Religious workers, n.e.c. ....	18.58	13.8	10.97	16.35	16.83	20.17	21.40
Lawyers and judges .....	48.89	4.7	25.00	32.31	43.27	64.42	78.13
Lawyers .....	48.60	4.8	24.46	32.31	42.25	64.36	76.26
Judges .....	56.14	12.8	32.09	46.06	53.04	76.73	82.12
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	24.70	4.2	10.00	14.42	21.10	30.45	43.75
Technical writers .....	32.11	11.0	13.13	19.60	33.53	45.56	49.52
Designers .....	21.41	7.3	9.75	13.73	19.38	27.00	36.06
Musicians and composers .....	33.89	12.8	20.67	25.15	31.59	34.10	52.92
Actors and directors .....	27.96	14.8	8.50	15.58	25.63	37.27	49.52
Painters, sculptors, craft artists, and artist printmakers .....	21.57	11.2	9.98	14.50	19.95	24.92	32.04
Photographers .....	16.46	13.0	8.13	11.00	14.42	20.14	30.46
Artists, performers, and related workers, n.e.c. ....	14.31	8.0	8.65	11.25	13.75	16.88	21.31
Editors and reporters .....	26.52	13.3	11.70	16.00	21.53	31.74	45.55
Public relations specialists .....	27.86	5.3	16.55	20.62	24.52	30.77	43.65
Announcers .....	36.79	31.3	7.78	10.00	12.00	37.86	117.79
Athletes .....	23.34	13.9	8.50	11.38	18.00	30.19	50.48
Professional, n.e.c. ....	32.62	6.2	17.75	21.87	29.18	43.48	51.44
Technical .....	21.53	2.5	12.00	14.50	18.38	24.00	30.67
Clinical laboratory technologists and technicians .....	17.90	2.5	10.84	13.46	16.64	21.42	26.11
Dental hygienists .....	30.86	3.7	21.00	26.25	32.00	37.00	40.00
Health record technologists and technicians .....	16.77	7.1	10.44	12.78	15.00	20.29	25.44
Radiological technicians .....	23.45	2.8	15.00	18.92	23.18	27.22	31.52
Licensed practical nurses .....	16.87	1.1	12.66	14.45	16.52	18.96	21.50

See footnotes at end of table.