

I Mina'trentai Ocho Na Liheslaturan Guåhan
BILL STATUS

| BILL NO. | SPONSOR | TITLE | DATE INTRODUCED | DATE REFERRED | CMTE REFERRED | FISCAL NOTES | PUBLIC HEARING DATE | DATE COMMITTEE REPORT FILED | NOTES |
|--------------|---------------------|--|------------------------|------------------------|--|----------------------------------|---------------------|-----------------------------|-------|
| 226-38 (COR) | Vincent A. V. Borja | AN ACT TO ADD A NEW §6236 TO ARTICLE 2 OF CHAPTER 6 TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING INCENTIVE PAY FOR CERTAIN GUAM DEPARTMENT OF EDUCATION EMPLOYEES WHO OBTAIN AND UTILIZE SPECIALIZED CERTIFICATIONS OR TRAINING IN CRITICAL SHORTAGE AREAS, INCLUDING SPECIAL EDUCATION, LANGUAGE ACCESS, AND DISABILITY SERVICES. | 11/17/25 10:15 a.m. | 11/25/25 12:13 p.m. | Committee on Education, Libraries and Public Broadcasting. | Request: 11/25/25 12/4/25 | | | |



COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson
I Mina'trentai Ocho Na Liheslaturan Guåhan
38th Guam Legislature

December 4, 2025

To: **Rennae V. C. Meno**
Clerk of the Legislature

From: **Vice Speaker V. Anthony Ada** 
Chairperson, Committee on Rules

Subject: **Fiscal Note for Bill No. 226-38 (COR)**

Håfa Adai!

Find the attached, Fiscal Note for the following bill:

Bill No. 226-38 (COR).

I also request that the same be sent to the respective Chairperson of the Standing Committee, to which this bill has been referred. Kindly copy the same to Management Information Services (MIS) for posting on our website.



Bureau of Budget & Management Research
Fiscal Note of Bill No. 226-38 (COR)

AN ACT TO ADD A NEW §6236 TO ARTICLE 2 OF CHAPTER 6 TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING INCENTIVE PAY FOR CERTAIN GUAM DEPARTMENT OF EDUCATION EMPLOYEES WHO OBTAIN AND UTILIZE SPECIALIZED CERTIFICATIONS OR TRAINING IN CRITICAL SHORTAGE AREAS, INCLUDING SPECIAL EDUCATION, LANGUAGE ACCESS, AND DISABILITY SERVICES.

| Department/Agency Appropriation Information | |
|---|---|
| Dept./Agency Affected: Guam Department of Education (GDOE) | Dept./Agency Head: Dr. Kenneth E. Swanson, Superintendent |
| Department's General Fund (GF) appropriation(s) to date: P.L. 38-60: Operations (\$228,187,734); School Maintenance & Repairs (\$10,000,000); Chamoru Studies (\$513,824); Menstrual Hygiene Products (\$25,000); Textbooks from UOG Press (\$481,578); and Y Kuantan Salappe Prinsepat (\$1,200,000) | \$240,408,136 |
| Department's Other Fund (Specify) appropriation(s) to date: Guam Educational Facilities Fund (\$11,328,487); Public School Library Resources Fund (\$815,331); Healthy Futures Fund (\$891,754); School Lunch/Child Nutritional Meal Reimbursement Fund (\$12,504,000); Limited Gaming Fund (\$343,564) | \$25,883,136 |
| | \$266,291,272 |

| Fund Source Information of Proposed Appropriation | | | |
|---|---------------|-----------------|--------|
| | General Fund: | (Special Fund): | Total: |
| FY 2025 Unreserved Fund Balance | | \$0 | \$0 |
| FY 2026 Adopted Revenues | \$0 | \$0 | \$0 |
| FY 2026 Appro. (P.L. 38-60) | \$0 | \$0 | \$0 |
| Sub-total: | \$0 | \$0 | \$0 |
| Less appropriation in Bill | \$0 | \$0 | \$0 |
| Total: | \$0 | \$0 | \$0 |

| Estimated Fiscal Impact of Bill | | | | | | |
|---------------------------------|----------------------|--|-----------|-----------|-----------|-----------|
| | One Full Fiscal Year | For Remainder of FY 2026 (if applicable) | FY 2027 | FY 2028 | FY 2029 | FY 2030 |
| General Fund | \$500,000 | \$0 | \$500,000 | \$500,000 | \$500,000 | \$500,000 |
| Special Fund | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Total | \$500,000 | \$0 | \$500,000 | \$500,000 | \$500,000 | \$500,000 |

- Does the bill contain "revenue generating" provisions? / / Yes / X / No
If Yes, see attachment 1/
- Is amount appropriated adequate to fund the intent of the appropriation? / X / N/A / / Yes / / No
If no, what is the additional amount required? \$ / X / N/A
- Does the Bill establish a new program/agency? / / Yes / X / No
If yes, will the program duplicate existing programs/agencies? / X / N/A / / Yes / / No
Is there a federal mandate to establish the program/agency? / / Yes / X / No
- Will the enactment of this Bill require new physical facilities? / / Yes / X / No
- Was Fiscal Note coordinated with the affected dept/agency? If no, indicate reason: / X / Yes / / No
/X/ Requested agency comments not received by due date / / Other:

Analyst: Arthur R. Mariano, B&MA Supervisor Date: 12/2/25 Director: Lester L. Carlson, Jr., Director Date: DEC 03 2025

Footnotes:
 In its current form, Bill 226-38 (COR) seeks to establish incentive pay for certain Guam Department of Education (GDOE) employees who obtain and utilize specialized certifications or training in critical shortage areas, including special education, language access, and disability services. Compensation shall be either via a bi-weekly stipend not less than \$100 and not more than \$180 or via a percentage differential of not less than 5% and not more than 10% of the employee's base salary. Relative to the bi-weekly stipends, the projected cost per employee per annum would range from \$2,600 to \$4,680. Regarding the percentage differential computation and assuming the employee is earning approximately \$50,000 per annum, the cost per employee would be between \$2,500 to \$5,000 per annum. The subject legislation identifies the following fund sources: 1) Federal funds or grants, 2) Special education or language access appropriations, or 3) a General Fund appropriation not to exceed \$500,000 annually subject to appropriation by *I Liheslaturan Guahan*. It should be noted that the overall fiscal impact cannot be determined at this time absent additional information from the GDOE including a list of employees and salaries of those that may qualify for the aforementioned incentive pay, etc.