

Re: Messages & Communications Doc. No. 38GL-26-2000 through 2006.

From Guam Legislature Clerks <clerks@guamlegislature.gov>
 Date Wed 3/4/2026 10:31 AM
 To 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Cc Rennae Vanessa C. Meno <rennae.meno@guamlegislature.gov>

Håfa Adai,

Received, and thank you.



Elijah Untalan
Clerks Office
I Mina'trentai Ocho na Liheslaturan Guåhan
 Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910
 Voice: (671) 472-3465/3460 Fax: (671) 472-3524
guamlegislature.gov

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 Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Sent: Wednesday, March 4, 2026 9:19 AM
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>
 Subject: Messages & Communications Doc. No. 38GL-26-2000 through 2006.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2000 through 2006** for processing:

✓	38GL-26-2000	Department of Education	Guam Education Board Meeting Packet for February 24, 2026*
✓	38GL-26-2001	University of Guam	Unaudited Financial Reports for the month of January 2026*
✓	38GL-26-2002	Guam Office of Veterans Affairs	Prior Years Obligation to pay Tanya Eubanks in the total amount of \$7,228.81*
✓	38GL-26-2003	Guam Waterworks Authority	Resolution No. 10-FY2026 Relative to the Creation and Approval of Position Classification Specification for the Procurement and Materials Management Administrator*
✓	38GL-26-2004	Guam Power Authority	Unaudited Financial Statement for the month of January 2026*
✓	38GL-26-2005	A.B. Won Pat International Airport Authority	Statement of Revenues and Expenses- January 2026*
✓	38GL-26-2006	Department of Public Health and Social Services	Acting Administrator Designation of Peter John D. Camacho, MPH, for the Department of Public Health and Social Services from March 1, 2026 to March 7, 2026*

Kindly reply to this email



Si Yu'os ma'åse',
 Marie Crisostomo
 Committee on Rules Assistant
COMMITTEE ON RULES
 Vice Speaker V. Anthony Ada, Chairperson
I Mina'trentai Ocho Na Liheslaturan Guåhan
 38th Guam Legislature

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Messages and Communications 38GL-26-2000*

2 messages

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

Fri, Feb 27, 2026 at 9:28 AM

To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>, Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>

Håfa Adai,

Please see attached M&C Doc. No. 38GL-26-2000

38GL-26-2000	Department of Education	Guam Education Board Meeting Packet for February 24, 2026*
--------------	-------------------------	--

*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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

From: **Kathleen Joyce R. Lamorena** <krlamorena@gdoe.net>

Date: Thu, Feb 26, 2026 at 5:30 PM

Subject: GEB February 24, 2026 Regular Meeting - Reporting Requirements

To: Jean S. Taitano <jean.taitano@guam.gov>, Speaker Frank F. Blas Jr. <speakerblas@guamlegislature.gov>

Cc: Dr. Judith T. Won Pat (Superintendent) <jtwpnpat@gdoe.net>, MaeRose A. Nauta <manauta@gdoe.net>

Hafa Adai!

Please see the attached documents for the Guam Education Board's Regular Meeting held on February 24, 2026.



Thank you!

Warm regards,

Kathleen Lamorena

Guam Department of Education

Guam Department of Education 2026

2 attachments **GEB Reporting Requirements - February 24, 2026 Regular Meeting.pdf**
3607K **38GL-26-2000.pdf**
1101K

38th Committee On Rules <committeeonrules@guamlegislature.gov>

Fri, Feb 27, 2026 at 11:08 AM

To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Håfa Adai,

Received, and thank you.



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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[Quoted text hidden]



Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

GEB February 24, 2026 Regular Meeting - Reporting Requirements

2 messages

Kathleen Joyce R. Lamorena <krlamorena@gdoe.net>

Thu, Feb 26, 2026 at 5:29 PM

To: "Jean S. Taitano" <jean.taitano@guam.gov>, "Speaker Frank F. Blas Jr." <speakerblas@guamlegislature.gov>

Cc: "Dr. Judith T. Won Pat (Superintendent)" <jtwonpat@gdoe.net>, "MaeRose A. Nauta" <manauta@gdoe.net>

Hafa Adai!

Please see the attached documents for the Guam Education Board's Regular Meeting held on February 24, 2026.

Thank you!

Warm regards,
Kathleen Lamorena
Guam Department of Education

Guam Department of Education 2026

Doc Type: 38GL-26-2000
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
February 26, 2026
Time: 5:29 PM
Received: *FB*



GEB Reporting Requirements - February 24, 2026 Regular Meeting.pdf

3607K

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

Fri, Feb 27, 2026 at 8:44 AM

To: "Kathleen Joyce R. Lamorena" <krlamorena@gdoe.net>

Cc: "Jean S. Taitano" <jean.taitano@guam.gov>, "Dr. Judith T. Won Pat (Superintendent)" <jtwonpat@gdoe.net>, "MaeRose A. Nauta" <manauta@gdoe.net>

Håfa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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2/27/26, 9:19 AM

Guam Legislature Mail - GEB February 24, 2026 Regular Meeting - Reporting Requirements

information in this e-mail or any attachment in any manner. Instead, please reply to the sender that you have received this communication in error, and then immediately delete it. Thank you in advance for your cooperation.

[Quoted text hidden]



DEPARTMENT OF EDUCATION OFFICE OF THE SUPERINTENDENT



www.gdoe.net

501 Mariner Avenue

Barrigada, Guam 96913

Telephone: (671) 300-1547/1536 • Fax: (671) 472-5003

Email: jtwpnpat@gdoe.net

JUDITH T. WON PAT, Ed.D.

Acting Superintendent of Education

February 26, 2026

The Honorable Lourdes A. Leon Guerrero
Governor of Guam
513 West Marine Corps Drive
Ricardo J. Bordallo Complex
Hagåtña, Guam 96910

Honorable Frank Blas Jr.
Speaker
Thirty-Eighth Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Dear Governor Leon Guerrero and Speaker Blas Jr.:

Håfa Adai! Pursuant to Public Law 31-233, Section 38, *Reporting Requirements for Boards and Commissions*, attached are copies of the Guam Education Board's meeting agenda, ad, and other documents as discussed at the February 24, 2026, regular board meeting. The meeting was held in the Gallery, GDOE Building B, Tiyan.

Should you have any questions, please contact me at (671)300-1627.

Judith T. Won Pat, Ed.D.

Acting Superintendent of Education

Attachments



38GL-26-2000
Messages and Communications

RECEIVED

COMMITTEE ON RULES
February 27, 2026

9:28 a.m.

Marie Crisostomo



JUDITH GUTHERTZ, DPA
Chair

GUAM EDUCATION BOARD

501 Mariner Avenue
Barrigada, Guam 96913-1608
Telephone Number: (671) 300-1627
Facsimile Number: (671) 472-5003
Website Address: www.gdoe.net/geb



MARY A.Y. OKADA, Ed.D.
Vice-Chair

**Guam Education Board
RESCHEDULED 2/17 REGULAR MEETING
Tuesday, February 24, 2026
3 PM
Gallery, Bldg. B, Tiyan
AGENDA**

- | | | |
|-------------|------|--|
| | I. | Meeting Call to Order |
| INFO | II. | Celebrate Success |
| INFO/ACTION | III. | Consent Calendar |
| | a. | January 27, 2026 Regular Meeting |
| | b. | February 12, 2026 Special Meeting |
| | IV. | Public Participation (Board Policy 125.6) Time Limit 3 minutes |
| | V. | Communications |
| INFO | a. | Correspondence received by the Board after January 27, 2026 |
| INFO | VI. | Ex-Officio Member Reports |
| | a. | Islandwide Board of Governing Students (IBOGS) Report |
| | b. | Guam Federation of Teachers (GFT) Report |
| | c. | Mayor's Council of Guam (MCOG) Report |
| INFO/ACTION | VII. | Unfinished Business/Committee Reports |
| | a. | Superintendent's Report |
| | i. | JFKHS/SSHS Double Session Status Report |
| | ii. | FEMA Projects Status Report |
| | iii. | FBLG Renovation Status Report |
| | iv. | Mold Mitigation/Fencing Status Report |
| | v. | Dashboard Status Report |
| | vi. | CCSSO Legislative Conference - Washington, D.C., March 22-24, 2026 |
| INFO/ACTION | b. | Executive Committee |
| INFO/ACTION | i. | Legal Counsel for the Guam Education Board |
| | ii. | 2 nd Amended Employment Agreement for Dr. Won Pat as Superintendent of GDOE |
| INFO/ACTION | c. | Instructional & Academic Support Committee |
| | i. | February Head Start Report |
| | d. | Safe & Healthy Schools Committee |
| | i. | Security Concerns |
| INFO | e. | Policy Review & Strategic Planning Committee |
| INFO | f. | Fiscal Management Committee |
| | i. | GDOE Financial Report |
| INFO | 1. | Accounts Payable Aging Report |
| INFO/ACTION | 2. | Declaration of Financial Status Designation |

VOTING MEMBERS: Judith Guthertz, DPA, Chair, Mary A.Y. Okada, Ed.D., Vice-Chair, Peter Alecxis D. Ada, Felicitas B. Angel, Christine W. Baletto, Maria A. Gutierrez, Ron L. McNinch, PhD, Angel R. Sablan, Carl E. Torres II

EX-OFFICIO MEMBERS: Kohen Diego - IBOGS Representatives, Timothy Fedenko - GFT Representative, Mayor Brian Jess Terlaje - MCOG Representative

EXECUTIVE SECRETARY: Judith T. Won Pat, Ed.D., Acting Superintendent

- INFO 3. Unaudited Statement of Appropriation, Expenditures, and Encumbrances for Fiscal Year 2026
- INFO 4. Grant Status Report for Fiscal Year 2026
- INFO ii. US Department of Education Specific Conditions Report
- INFO iii. FY 2024 Audit Report
- INFO/ACTION iv. Management and Curriculum Audit
- INFO/ACTION g. Legislative Committee
 - i. Legislative Proposals Introduced
- VIII. **New Business**
 - a. Adjustment of Meeting Times for the Guam Education Board
 - b. Resolution 2026-03 Relative to Urging the Guam Department of Education to Consider Reintroducing and Requiring Civics Education at the Middle School and High School Levels and to Establish a GDOE Civics Recognition
 - c. 2026 GEB Standing Committee Assignments
- INFO/ACTION IX. **Executive Session** (Board Policy 125.12)
 - a. Personnel matters (5 GCA § 8111 (a))
 - b. Matters within scope of Public Employee-Management Relations Act, including collective bargaining (5 GCA § 8111 (b))
 - c. Superintendent’s Evaluation
 - d. Legal Matters
- INFO/ACTION X. **Announcements & Adjournment**

VOTING MEMBERS: Judith Guthertz, DPA, Chair, Mary A.Y. Okada, Ed.D., Vice-Chair, Peter Alexis D. Ada, Felicitas B. Angel, Christine W. Baletto, Maria A. Gutierrez, Ron L. McNinch, PhD, Angel R. Sablan, Carl E. Torres II
EX-OFFICIO MEMBERS: Kohen Diego - IBOGS Representatives, Timothy Fedenko - GFT Representative, Mayor Brian Jess Terlaje - MCOG Representative
EXECUTIVE SECRETARY: Judith T. Won Pat, Ed.D., Acting Superintendent

JOB ANNOUNCEMENT

Opening for Civil Engineer w/Danes Construction Corporation in Yigo, GU. Min Reqs: Bach deg in Civil Engrg or Civil Engrg Technology (may be foreign educ equiv); 1 yr of exp as a Civil Engr or Project Civil Engr; 9 mos exp using Microsoft Project software & 6mos using AutoCAD. Performs civil engineering duties for const co engaged in const contracting services. Analyzes survey reports, maps, drawings, blueprints, & specs for projs to plan the most appropriate const methodologies for the projs. Inspects proj sites to monitor progress and ensure that work of is in conformance with the plans, specifications, and construction and safety standards. Provides technical advice regarding various aspects of the engineering works and prepares engineering references. Uses Microsoft Project and AutoCAD in performing job duties, Performs work four to five workdays a week at company project sites in the MSA of Guam. Send CV by mail to P. O. Box 11348, Yigo, GU 96929, or email to danes@guam.net. Verif of qualifs req.

JOB ANNOUNCEMENT

Openings for Accountant with/ Pacific Rim Constructors, Inc. in Tamuning, GU. Min Reqs: Bachelor's degree in Accounting (may be foreign equivalent); one (1) year of experience as an Accountant, Accounting Supervisor, Financial Analyst, Financial Officer (any job title); and nine (9) months of experience using QuickBooks, SAP accounting software, ERP accounting software, or other accounting software program. Works in conjunction with the Corporate Officers and Controller in preparing the annual operating budget. Prepares various cash management reports, including periodic financial reports comparing actual costs with budgeted costs; cost accounting reports detailing costs of operations for the company's construction projects and production elements, and assists with various other financial-related requirements for the company's construction projects. Supervises the company's bookkeeping staff; performs general account reconciliations; and plans and implements improvements to accounting control procedures. Uses QuickBooks and Sage accounting software in performing job duties. Send CV to Janelle R. Duenas, Pacific Rim Constructors, Inc.'s HR & Office Manager, by mail to 415 Chalan San Antonio, Baltej Pavilion, Suite 308, Tamuning, GU 96913 or email to janelle.duenas@pacifirimgc.com. Verification of qualifications required.

JOB ANNOUNCEMENT

Openings for Architect with/ Pacific Rim Constructors, Inc. in Tamuning, GU. Min Reqs: Bachelor's degree in Architecture (may be foreign educational equivalent); one (1) year of experience as an Architect or Architect-Project Manager; nine (9) months of experience using Excel for project scheduling and project estimating, and able to obtain U.S. military base access pass. Plans layout of architectural project works. Evaluates site conditions and restraints; prepares time, cost, and labor estimates for architectural works, and identifies and evaluates alternative construction methodologies which conform to the architectural requirements. Participates in formulating the most appropriate construction methodology plan for projects. Monitors compliance with critical path scheduling and project expenditures. Participates in the preparation of the contractor's schedule of values, as-built drawings, close-out documents, warranty, and owner acceptance of the projects Uses Excel software program for project scheduling and project estimating in performing job duties. Travels 4 to 5 workdays per week to company's job sites on Guam. Send CV to Janelle R. Duenas, Pacific Rim Constructors, Inc.'s HR & Office Manager, by mail to 415 Chalan San Antonio, Baltej Pavilion, Suite 308, Tamuning, GU 96913 or email to janelle.duenas@pacifirimgc.com. Verification of qualifications required.

JOB ANNOUNCEMENT

Opening for Civil Engineer w J.M. Robertson, Inc. dba Amorient Engineering in Tamuning, GU. Min Reqs: Bach deg in Civil Engrg or Civil Engrg Technology (may be foreign educ equiv); and licensed as a Guam Professional Civil Engineer by the Guam Board of Professional Engineers, Architects and Land Surveyors. Prepares, signs, and seals, civil engineering design plans, calculations, and specifications for the civil/structural works components of projects including design of foundation (isolated footing, mat foundation, drilled piers, tie beams, pole depth). Conducts site inspections and provides solutions for impending civil engineering issues that arise during construction and reviews and recommends for approval civil submittals from building contractors. Attends meetings from initial design, during construction and project turnover. Uses various software tools in performing job duties. Performs work four to five workdays a week at company's project sites in the MSA of Guam. Send CV to 643 Chalan San Antonio, KG Plaza, Ste. 114, Tamuning, Guam 96913 or by email to herman@amorient.com.

JOB ANNOUNCEMENT

Opening for Civil Engineer with Brownstone Construction, Inc. in Dededo, GU Min Reqs: Bach. Deg. in Civil Engrg. or Civil Engrg. Technology (may be foreign educ equiv.); 1 yr of exp as a Civil Engineer; nine (9) months using AutoCAD and one (1) year using Primavera project management software. Performs civil engineering duties for a construction company engaged in general construction contracting services. Analyzes survey reports, maps, const blueprints & drawings, & specif. for projects to plan the most appropriate construction methodologies. Assist with projects' construction scheduling. Inspect project sites to monitor progress and ensure conformance with/ the plans, specs, safety standards & quality control/quality assurance requirements. Uses Primavera project management software and AutoCAD in performing job duties. Performs work five workdays per week at company's project sites in the MSA of Guam. Send resume to Risa Ecal, Operations Manager, by mail to 674 Harmon Loop Rd., Guam Finance Center, Ste. #312, Dededo, Guam 96929 or email to risae@brownstonecon.com. Verif of qualifs req.



GUAM EDUCATION BOARD

501 Mariner Avenue, Barrigada, Guam 96913-1608
Telephone: (671) 300-1627 Facsimile: (671) 472-5003

Website Address: www.gdoe.net/gcb



MARY A.Y. OKADA, Ed.D.
Vice-Chair

JUDITH GUTHERTZ, DPA
Chair

**Guam Education Board
RESCHEDULED 2/17 REGULAR MEETING
Tuesday, February 24, 2026
3PM • Gallery, Bldg. B, Tiyan**

AGENDA

- I. Meeting Call to Order
- INFO II. Celebrate Success
- INFO/ACTION III. Consent Calendar
 - a. January 27, 2026 Regular Meeting
 - b. February 12, 2026 Special Meeting
- IV. Public Participation (Board Policy 125.6) Time Limit 3 minutes
- V. Communications
 - a. Correspondence received by the Board after January 27, 2026
- INFO VI. Ex-Officio Member Reports
 - a. Islandwide Board of Governing Students (IBOGS) Report
 - b. Guam Federation of Teachers (GFT) Report
 - c. Mayor's Council of Guam (MCOG) Report
- INFO/ACTION VII. Unfinished Business/Committee Reports
 - a. Superintendent's Report
 - i. JFKHS/SSHS Double Session Status Report
 - ii. FEMA Projects Status Report
 - iii. FBLG Renovation Status Report
 - iv. Mold Mitigation/Fencing Status Report
 - v. Dashboard Status Report
 - vi. CCSSO Legislature Conference-Washington, D.C. March 22-24, 2026
 - b. Executive Committee
 - i. Legal Counsel for the Guam Education Board
 - ii. 2nd Amended Employment Agreement for Dr. Won Pat as Superintendent of GDOE
 - c. Instructional & Academic Support Committee
 - i. February Head Start Report
 - d. Safe & Healthy Schools Committee
 - i. Security Concerns
 - e. Policy Review & Strategic Planning Committee
 - f. Fiscal Management Committee
 - i. GDOE Financial Report
 - 1. Accounts Payable Aging Report
 - 2. Declaration of Financial Status Designation
 - 3. Unaudited Statement of Appropriation, Expenditures, and Encumbrances for Fiscal Year 2026
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 - iv. Management and Curriculum Audit
 - g. Legislative Committee
 - i. Legislative Proposals Introduced
- INFO/ACTION VIII. New Business
 - a. Adjustment of Meeting Times for the Guam Education Board
 - INFO/ACTION b. Resolution 2026-03 Relative to Urging the Guam Department of Education to Consider Reintroducing and Requiring Civics Education at the Middle School and High School Levels and to Establish a GDOE Civics Recognition
 - INFO/ACTION c. 2026 GEB Standing Committee Assignments
 - INFO/ACTION IX. Executive Session (Board Policy 125.12)
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 - b. Matters within scope of Public Employee-Management Relations Act, including collective bargaining (5 GCA § 8111 (b))
 - c. Superintendent's Evaluation
 - d. Legal Matters
 - INFO/ACTION X. Announcements & Adjournment

The public is welcome to view the meeting via live stream at <https://www.youtube.com/@guamdepartmentofeducation5142>.

Individuals requiring special accommodations or information or wish to submit public testimony via email may contact Kathleen Lamorena by email: krlamorena@gdoe.net.

This advertisement was paid by GDOE local funds.



BUREAU OF STATISTICS AND PLANS

Sargat Pilsua Sisa' Non Envolomisan
Government of Guam
P.O. Box 2950 Hagåtña, Guam 96932
Tel: (671) 472-4201/3
Fax: (671) 477-1812



LOURDES A. LEON GUERRERO
Governor of Guam
JOSHUA F. TENORIO
Lieutenant Governor

NOTICE OF PUBLIC HEARING

Bureau of Statistics and Plans
The Guahan 2050 Sustainability Plan
February 12, 2026, Hagåt Mayor's Office
February 25, 2026, Dededo Mayor's Office
6:00 pm - 8:00 pm

In accordance with the requirements of 5 GCA § 1205 and Public Law 35-110, the Bureau of Statistics and Plans (BSP), will be conducting public hearings for The Guahan 2050 Sustainability Plan.

The public is invited to attend and provide comment on The Guahan 2050 Sustainability Plan, which is available for public review on the BSP's website at <https://bsp.guam.gov/gsp2050/>. Hard copies are available for review at the Bureau of Statistics and Plans, Office of the Director, 513 West Marine Corps Drive, Ricardo J. Bordallo Complex, Hagåtña, 8:00 am-5:00 pm. Oral and written testimonies will be accepted at the hearing or may be submitted online to gsp2050@bsp.guam.gov. Please include your name when submitting testimonies online. The deadline to submit comments is March 11, 2026, by 5:00 pm.

For more information, please contact Director Lola E. Leon Guerrero, at 671-472-4201/2. Any persons needing special accommodations, please email raymond.dungca@bsp.guam.gov or call 671-475-9683.

/s/ LOLA E. LEON GUERRERO
Director, Bureau of Statistics and Plans

This advertisement is paid with Government of Guam funds by the Bureau of Statistics and Plans



ANGEL R. SABLAN
Chair

GUAM EDUCATION BOARD

501 Mariner Avenue
Barrigada, Guam 96913-1608
Telephone Number: (671) 300-1627
Facsimile Number: (671) 472-5003
Website Address: www.gdoe.net/geb



MARY A.Y. OKADA, Ed.D.
Vice Chair

**GUAM EDUCATION BOARD
REGULAR MEETING
Tuesday, January 27, 2026
4 pm
Gallery, GDOE Building B
MINUTES**

VOTING MEMBERS

Angel R. Sablan, Chair
Mary A.Y. Okada, EdD, Vice-Chair
Peter Alexis D. Ada
Felicitas B. Angel
Christine W. Baleto
Judith Guthertz, DPA,
Maria A. Gutierrez
Ron L. McNinch, PhD
Carl E. Torres, II

EX-OFFICIO MEMBERS

Kohen Diego
IBOGS Representative

Timothy Fedenko
GFT Representative

Mayor Brian Jess Terlaje
MCOG Representative

EXECUTIVE SECRETARY

Judith T. Won Pat, Ed.D.
Acting GDOE Superintendent

I. MEETING CALL TO ORDER

Dr. Guthertz, Chair, called the meeting to order at 4:04 p.m.

ROLL CALL OF MEMBERS

Dr. Won Pat, Acting Superintendent, took the roll call. The following members were **present** for the meeting:

Voting Members:

Sablan, Angel R. – Chair
Okada, Dr. Mary A.Y. – Vice-Chair (via Zoom)
Ada, Peter Alexis D.
Angel, Felicitas B.
Baleto, Christine W. (via Zoom)
Guthertz, Dr. Judith P
Gutierrez, Maria A.
McNinch, Dr. Ron L.

Non-Voting Members:

Fedenko, Timothy – GFT Representative
Colleen Concepcion – IBOGS Representative

Legal Counsel:

Nasis, Jesse
Rudolph, Gloria

Absent:

Torres, Carl E. II

Non-Voting Members:

Terlaje, Brian Jess – MCOG Representative

The Acting Superintendent announced that six (6) members of the Board was present in person, and two (2) were present via Zoom, constituting a quorum.

Mr. Sablan acknowledged that the young adults, the most important people the Board works for, were in the crowd, wearing their uniforms, trying to serve the country and the island. He also acknowledged former Congressman Dr. Robert Underwood.

- II. Introduction of Deputies by Superintendent** - Dr. Won Pat introduced her deputies - Franklin Leon Guerrero, Deputy Superintendent of Finance and Administrative Services (DFAS), Dr. Julie Ulloa-Heath, Deputy Superintendent of Assessment and Accountability (DSAA), Dr. Rizalina Liwag, Deputy Superintendent of Curriculum & Instruction (DSCI), Jackie Quitugua, Deputy Superintendent of Educational Support and Community Learning (DESCL).

Mr. Sablan welcomed the new management team, praising them for their active engagement and strong start. He thanked them for their efforts and encouraged them to continue staying strong, especially in supporting those in the schools.

Mrs. Gutierrez disclosed that several female deputy superintendents are her relatives—Deputies Jackie and Julie are her nieces, and she is related to Deputy Riza through her late husband from her birthplace, Rota. She emphasized that, despite these family ties, she would still address any concerns professionally. She highlighted that her family values ethics, integrity, and professionalism. She clarified that Dr. Won Pat made the selections for the positions. She also mentioned knowing Deputy Franklin's siblings, Coletta and Patrick, in the CNMI. She welcomed all deputies, encouraged them to continue their good work, and noted that principals frequently report positive progress.

Mr. Sablan noted that everyone present is related in some way, including Dr. McNinch, despite differences in background. He emphasized that his long experience gives him perspective and that the most important thing is ensuring their actions are the right ones.

- III. Celebrate Success** - Mr. Sablan explained that the event involved deserving students, proud administrators, and proud parents, and he gave Mrs. Gutierrez the honor of announcing the honorees.

Mrs. Gutierrez shared that she recently watched the JROTC cadets and was impressed by their hard work and dedication, noting she would have been nervous in front of the judges. She thanked Principal Masnayon and then called the two Simon Sanchez High School (SSHS) IBOGS representatives.

LTC Ret. Kevin Yatar expressed gratitude on behalf of the instructors, cadets, and administration, especially thanking parents and guardians for their support. He praised the cadets' hard work, noting their nighttime practice builds skill and resilience. He explained the instructor's guide, but the cadets do the work. He shared that in April, they will compete in Denver, Colorado, representing their school, district, and Guam, aiming to win the Rocky Mountain Western Classic trophy.

Mr. Sablan congratulated the cadets and expressed pride in SSHS. He shared transparently that his daughter, Acie Jo Sablan Cruz—last year's Teacher of the Year—taught some of them and is always proud of SSHS students. He emphasized his and the Board's commitment to rebuilding SSHS and congratulated the cadets on their well-deserved achievements.

The following were recognized: SSHS – SY25-26 ISLAND WIDE DRILL Team Competition Champions; Okkodo High School Cadet Robielle Carlos – Legion of Valor Bronze Cross recipient; JPTSA Matthew Santos – for completing all requirements to enlist in the Guam Army National Guard and for earning a Platinum badge on the WorkKeys Assessment, the highest level attainable.

Mrs. Gutierrez called Sergeant Major Santiago, the principal, and the honoree, Robielle Carlos.

Sergeant Major Vince Santiago, OHS Senior Marines JROTC Instructor, highlighted the achievements of Cadet Robielle Carlos, Battalion Commander of the Marine Corps JROTC. He noted that out of over 3,000 cadets worldwide, only 14 received the Legion of Valor, and Carlos was the sole recipient from Guam, joining the prestigious ranks of Medal of Honor and Service Cross recipients. Her accomplishments, including promotion to lieutenant colonel, a 4.50 GPA in the top 5% of her class, and acceptance to the U.S. Air Force and Naval Academies, reflect her exceptional commitment and leadership. Santiago thanked the Board, Dr. Won Pat, and deputies for celebrating her achievements.

Mrs. Gutierrez said representing her is the OHS IBOGS Vice Chair Colleen Concepcion.

Mr. Sablan highlighted reasons to be proud of Guam's education system, including the JROTC students, and encouraged applause for everyone involved. He also congratulated JPTSA Matthew Santos for enlisting in the Guam Army National Guard and earning a Platinum WorkKeys badge, saying he will make Guam and his family proud.

Mr. Ada, former director of the Department of Youth Affairs, praised JPTSA students' success, noting that none had previously reached DYA. He affectionately called them "little rascals" and commended Mr. Santos as one of them.

IV. Consent Calendar

Dr. Guthertz motioned, seconded by Mrs. Angel, to accept the consent calendar items. The Board voted by voice with a vote of 8-0. The motion passed.

- 1) **Minutes of December 16, 2025 Regular Meeting**
- 2) **Minutes of December 23, 2025 Emergency Meeting**
- 3) **Minutes of December 30, 2025 Emergency Meeting**

Dr. McNinch motioned, seconded by Dr. Guthertz, to move section 9 (New Business), Section b. Revised CHamoru Language & Culture Program Standards/Performance Indicators out of order. The Board voted by voice with a vote of 8-0.

Dr. Okada stated that the committee reviewed the CHamoru Division's presentation and recommended that the Board approve the updated standard.

Mr. Sablan asked if anyone listed under public participation wanted to speak, but there were no responses.

V. Public Participation

Dr. McNinch motioned, seconded by Mrs. Gutierrez, to nominate Guam Police Officer Isiah Ibanez for the Government of Guam Service Star Award. The Board voted by voice with a vote of 8-0. The motion passed.

Dr. McNinch recognized Mr. Ibanez's exceptional service and bravery in going above and beyond to protect students, highlighting his courage and personal sacrifice.

Mr. Sablan mentioned a few people from Faniyakan CHamoru and asked Dr. Won Pat if she had spoken with Mr. Jimmy Teria.

Dr. Won Pat shared that she and Deputy Riza met with Mr. Teria to discuss the processes of building, designing, and budgeting a school. They received a \$2.9 million proposal for Lyndon B. Johnson Elementary School (LBJES) and are working on the department's budget to accommodate this. They explored alternatives, such as finding a suitable facility and ensuring the finances for a school with the necessary staff and utilities. They also discussed the possibility of using existing department facilities or requesting additional funding from the legislature to support 10 classrooms.

Mr. Sablan emphasized that Faniyakan CHamoru's request to use an underutilized school is aimed at promoting the island's CHamoru language and identity. He noted that while the Board cannot control GDOE operations, it supports giving Faniyakan CHamoru a permanent home to expand and be a source of pride for CHamoru-speaking islanders. He expressed confidence that legislators will support the initiative once the assessment is complete and reiterated his full support as chair, urging the Board to protect, promote, and preserve the CHamoru language for the future.

Mr. Ada reiterated that the CHamoru language program is requesting to occupy LBJES and emphasized that they are fully responsible for maintaining the entire campus, whether it's used or not. He also wanted to confirm that the restroom facilities will be retrofitted to meet the needs of students by grade level, ensuring that nothing has changed from previous discussions.

Pika Fejeran - Ms. Fejeran shared that her son Cole is a 5th grader at Faniyakan CHamoru. She then read her letter for the record.

Mr. Sablan informed Ms. Fejeran that her letter was included in the Board's packets. He explained that no action has occurred yet because it's an operational matter and a new law requires a specific process. They are reviewing whether the law affects schools still under GDOE control, since Faniyakan CHamoru will not be leasing the school. He emphasized that the school and program belong to the department, and the necessary steps should be taken to make it happen. He then asked if any Board member would make a motion to draft a resolution supporting the request and submit it to the GDOE Acting Superintendent.

Dr. Guthertz reiterated her support for the CHamoru language program, which she had moved for approval a month or two ago. She acknowledged the significant costs involved but remained committed to proceeding. She urged the Superintendent, senators, and the private sector to support funding for the program, emphasizing its importance for Guam's future, culture, and identity. She stressed the need to preserve the CHamoru language and culture, especially amid challenges in the country. She also called on the legislature to fund initiatives with long-lasting impacts on Guam's education and cultural preservation, and encouraged the Board to advocate for the program with policymakers. She expressed confidence that they would continue to make progress.

Dr. Guthertz motioned, seconded by Mrs. Angel, to draft a resolution in support of Faniyakan to utilize Lyndon B. Johnson Elementary School. The Board voted by voice with a vote of 8-0. The motion passed.

Mrs. Gutierrez said she supports the idea behind the resolution but believes it should be handled by the new superintendent, as the Board decided previously to allow her and her management team to lead. She noted that the superintendent and her team have only been on Board for 27 days and are working long hours, preparing the budget due January 31st. She emphasized respecting the superintendent's approach, including reviewing the facility and coordinating with Deputy Franklin Leon Guerrero on funding. Mrs. Gutierrez urged the Board to give the new superintendent the opportunity to manage this matter before taking further action.

Mr. Sablan stressed the importance of including funding for Faniyakan CHamoru in the FY27 budget, urging the Board to fight for it at the Guam legislature. He called for a vote to support Faniyakan CHamoru using LBJES, contingent on the superintendent's assessment, and requested an update at the next meeting. After the vote passed unanimously, he asked Dr. Guthertz to collaborate with Dr. Underwood and Mrs. Fejeran to draft a resolution.

Dr. Guthertz said she would be honored to help and would use her CHamoru dictionary to try writing the resolution herself.

Dr. Robert Underwood - Dr. Underwood spoke in CHamoru, emphasizing that preserving the language is more than symbolic—it's an act of love, care, and self-understanding. He said education should help students understand who they are and build a life from a position of strength, rooted in belonging and community, which he tied to the 4,000-year history of the CHamoru people. He praised the Board for being a "Board of action" that actively passes resolutions. While the Board may not control budgeting, he stressed its influential role in supporting parents, students, and schools. He also mentioned two historical projects he wanted to highlight—one for a cemetery and one for a camp.

Mr. Sablan told Mr. Fedenko, Dr. McNinch, and Dr. Guthertz that even if they didn't fully understand his CHamoru remarks, his passion shows the importance of preserving the CHamoru language. He emphasized that the Board, together with the superintendent and deputies, is committed to keeping the language alive. Noting the presence of several doctors in the room, he expressed confidence in addressing the issue. He asked Mr. Teria to compile input from others into a report so that the Board can present a resolution at the next meeting and allow supporters to participate.

Mr. Ada said he and Dr. Won Pat discussed the CHamoru Language program using LBJES, which falls under the Safe & Healthy Schools Committee. They plan to meet in the next two weeks with the relevant deputy and aim to make a decision by February, stressing the need to move forward promptly as the LBJES facility requires significant time.

Ellen "Baila" Camacho - Baila read her report for the record.

Mr. Sablan instructed supporters of Faniyakan CHamoru to compile their letters for the Board's review. He asked Dr. Guthertz to place the resolution and committee report, chaired by Mr. Ada, on the next meeting agenda for Board action. He thanked everyone and wished them safe travels. Noting that some items require discussion with the court reporter, he asked the Board to move into executive session to review the status of a lawsuit filed against the Board and GDOE, aiming to return in about 15 minutes.

Dr. Guthertz motioned, seconded by Mrs. Gutierrez, to go into Executive session. The Board voted by voice with a vote of 8-0. The motion passed.

The Board went into executive session at 5:06 pm.

Mr. Ada motioned, seconded by Mrs. Angel, to get out of Executive Session. The Board voted by voice with a vote of 8-0. The motion passed.

The Board went out of executive session at 5:44 pm.

VI. Communications

- 1) Correspondence received by the Board after December 16, 2025 - Dr. Won Pat shared that the Board received a letter from the Attorney General's Office addressed to Mr. Sablan regarding non-compliance with the Open Government Law. She explained that a letter was also sent to the Governor and the Speaker, showing that the Board had provided all required documents—agenda, ads, and reports—for the December 30, 2025, emergency Board meeting, which were also posted in the GDOE gallery.

Mr. Sablan said the Board should respond to the Attorney General, emphasizing that they acted appropriately to hold the emergency meeting. He explained the emergency was necessary to maintain stability in the department and make a key appointment. He requested that legal counsel draft a response and provide the Board with copies of what was sent to the Governor and Speaker.

Mrs. Gutierrez expressed frustration over the AG's letter regarding the Board's appointment of an acting superintendent on December 30th, calling it ironic and unfortunate since the Board was in compliance. She emphasized that this was the first time they had been cited for non-compliance and mentioned a senator's remark about the Board not following open government law. She reassured her colleagues that they do follow the law, as reflected in the minutes, and suggested that the issue stemmed from a complaint.

VII. Ex-Officio Member Reports

- 1) Islandwide Board of Governing Students (IBOGS) Report - Colleen Concepcion read her report for the record.

Mrs. Gutierrez expressed pride that Colleen is the first student from their school to join the NASBE Student Advisory Council. She noted that NASBE is currently focused on high school transformation and said Colleen will work closely with Deputy Riza and Deputy

Jackie. She thanked Colleen for dedicating class time to participate, and also thanked her principal, Dr. Flores, and teachers for supporting her. She praised Colleen's hard work and recognized her as one of the top students at OHS.

Mr. Sablan thanked Colleen and Mrs. Gutierrez for always supporting IBOGS.

- 2) Guam Federation of Teachers (GFT) Report - Mr. Fedenko said he hasn't met with the new superintendent and missed the last meeting due to vacation. He noted that things seem to be status quo and stressed that the Budget Committee must ensure no funds are taken from CBA positions, which are essential for students' education and school safety. He emphasized that unfilled positions keep schools behind and expressed hope that expanding school aides will help. He looks forward to meeting the superintendent in February and hopes the good work continues.

Mr. Sablan instructed DEPUTY Mr. Franklin to ensure that funds for CBA positions are fully protected and not reallocated to accommodate other needs. He emphasized that if the budget needs to be increased, they will pursue it, but the CBA positions remain the top priority. He urged Dr. Won Pat, Dr. Okada, and the Budget Committee to fully support funding these positions.

Deputy Franklin said he understood and stated that that's been the guidance from the superintendent.

Mrs. Gutierrez emphasized that CBA positions must be filled at the schools rather than downtown. She assured that, under the leadership of Dr. Won Pat and her management team, school-based staffing will be prioritized, noting issues like a lack of substitutes and missing librarians at some schools. She promised that all positions would be filled before her term ends and noted that these are contractual obligations. She also mentioned that past resolutions reflect CBA compliance and that Deputy Franklin is aware of the finance committee's expectations.

Dr. Won Pat assured Mr. Fedenko that the current budget prioritizes filling all CBA positions, including new and vacant ones. She mentioned that they are collaborating with HR to explore various ways to encourage community members to apply for these positions.

- 3) Mayor's Council of Guam (MCOG) Report – Not discussed.

VIII. Unfinished Business/Committee Reports

- 1) **Superintendent's Report** - Mr. Sablan announced that the Superintendent's report would be postponed since she has only been in the role for 27 days and hasn't prepared one yet. It will be addressed at the next meeting, and they moved on with the agenda to accommodate members who needed to leave.
 - a) JFKHS/SSHS Double Session Status Report
 - b) FEMA Projects Status Report
 - c) FBLG Renovation Status Report
 - d) Mold Mitigation/Fencing Status Report
 - e) Dashboard Status Report

Dr. McNinch motioned, seconded by Mrs. Gutierrez, to take things out of order on the agenda and go to item 9a) Election of Officers because he has to leave the meeting early.

Mr. Sablan said this is why he dispensed with the superintendent's report.

Dr. McNinch said he apologizes he should have mentioned it during the break.

Mr. Sablan said they would address Dr. McNinch's request later, as there was a prior request from Mr. Ada, the chair of the Safe & Healthy Schools Committee.

- 2) **Executive Committee** – Mr. Sablan said there was nothing to report.
 - a) National Association of State Boards of Education (NASBE)
- 3) **Instructional & Academic Support Committee**
 - a) January Head Start Report - Mr. Sablan mentioned that Ms. Angelina Lape was present for the Instructional and Academic Support Committee and had asked if there were any action items. He noted that the report is in the Board packet and encouraged members to email her with any new questions.
 - b) Faniyakan CHamoru use of LBJ School Facility – Mr. Sablan stated that they had already heard from Faniyakan CHamoru and that Dr. Guthertz would work on the resolution and present it at the next Board meeting.

4) **Safe & Healthy Schools Committee**

- a) Security Concerns - Mr. Ada said that over the past three weeks, the committee—including Dr. McNinch, Mr. Torres, Deputy Julie, and himself—met twice to discuss three main issues. He reported that while every elevator in the district is operational, seven elevators at Southern High School are still not working. One elevator is functioning, but the administration is determining how to repair the others. He noted that some SHS elevators have been deemed obsolete, with no parts available, and invited Dr. Ulloa-Heath to clarify if needed.

Dr. Ulloa-Heath confirmed that some elevators may need revitalization, possibly due to hydraulic issues. She stated that SHS has eight elevators, but only one is currently working, and that each school with an elevator has at least one functioning elevator.

Mr. Ada reported that, according to Dr. Ulloa-Heath, one of the elevators has its flooring (tiles) being replaced. He also mentioned a topic previously raised by Dr. McNinch or Dr. Guthertz regarding GDOE schools as community schools. He said they are exploring the possibility of renting school facilities to the community, which would require a Board policy and careful consideration of liabilities and other details.

Dr. Guthertz recalled that when she was in high school, village residents could rent school facilities like cafeterias and gyms for events such as sweet sixteen parties, Elk's Club dances, senior citizen birthdays, and other community activities. She noted that fees were reasonable and helped schools cover costs and fund repairs. She suggested revisiting this approach to strengthen schools' connections with the community. She also proposed leasing facilities to UOG for evening classes or GCC for special village classes as a revenue source, with each school potentially maintaining its own non-appropriated account. Costs for janitorial services and any required security would be included.

Mr. Ada said liability is very important.

Dr. Guthertz agreed and said they should try it out.

Mr. Ada said they will meet with the administration soon to resolve the issue.

Mrs. Gutierrez mentioned that there is a Board policy regarding schools renting out their gyms, and she believes the funds from these rentals go toward supporting the school's administrators. She wanted to clarify this point.

Mr. Ada recalled a third topic of discussion: SHS's auditorium is deteriorating, and other facilities like the gym and swimming pool could generate revenue if leased, with earnings potentially applied to repair costs. He said they also plan to include the CHamoru process at LBJES and need to determine rental costs for Chief Brodie Memorial Elementary School (CBMES). Additionally, two

CBMES classrooms are funded by GHURA, so any rental approval would exclude those rooms until the funding issue is resolved.

Dr. Guthertz asked if the decision to rent out CBMES had been made, as it is being considered as a middle school in the Board's plans, and should be factored into the decision.

Mr. Ada noted two issues under consideration: establishing it as a middle school and having SIFA rent the facility. He mentioned a caveat for SIFA—that students from Tamuning be given enrollment priority, as many currently travel to Piti despite preferring a closer school. He said these details are still being worked out and praised Dr. Ulloa-Heath for being cooperative and knowledgeable, noting her expertise despite being new in her role.

Dr. Guthertz suggested to Mr. Ada that schools consider hosting community non-profit bingo as a way to generate additional income. She emphasized that it must be run by genuine non-profit groups, such as school PTAs, with proper fiscal oversight to ensure integrity, accountability, and compliance—not by professional gambling groups. She believes this could be feasible at schools and reiterated that only bona fide non-profits should be involved.

Mr. Ada emphasized that the money generated from renting a school should remain with the school and that there must be accountability for its use.

Dr. Guthertz acknowledged.

Dr. Won Pat explained that during her time in the legislature, laws were passed allowing schools to rent facilities like gyms, cafeterias, libraries, and some classrooms, as well as to advertise on school buses and fences, with all revenue going directly to the school. She noted that the Board's current policy on this is outdated and may need updating, including the pricing for facility use.

Mr. Sablan stated that there's a request by Dr. McNinch that they go to 9 New Business a Election of Officers.

5) Policy Review & Strategic Planning Committee -

Mrs. Gutierrez motioned, seconded by Dr. Okada, to approve the amended Board Policies 105, 105.10, 115, 120.2, 120.4, 125.3, 125.12, and 130. The Board voted by voice with a vote of 8-0. The motion passed.

Mrs. Gutierrez mentioned that the policies in the Board packet have already been reviewed by the committee. The amendments involve changing "Guam Education Policy Board" to "Guam Education Board." She listed the policies to be amended: 105, 105.10, 115, 120.2, 120.4, 125.3, 125.12, and 130, and confirmed they are ready for finalization.

- a) Amended Board Policies
 - i) 105 – Board Officers – Election
 - ii) 105.10 – Duties of the Board Officers
 - iii) 115 – Committees
 - iv) 120.2 Board Policy Dissemination
 - v) 120.4 – Administration in the Absence of Board Policy
 - vi) 125.3 – Distribution of Board Meeting Materials
 - vii) 125.12 – Executive Sessions at Board Meetings
 - viii) 130 – Board Work Sessions
- b) BRIP Review and Recommendations

Mrs. Gutierrez motioned, seconded by Mrs. Angel, to table the BRIP Review and Recommendations. The Board voted by voice with a vote of 8-0. The motion passed.

Mrs. Gutierrez stated that the submitted recommendations have not yet been reviewed by the committee and that Dr. Won Pat and her team should have the opportunity to examine them. She also noted a similar bill on incentive pay has been introduced, and they want to assess how it affects current Board policy and the law.

Dr. McNinch motioned, seconded by Mrs. Gutierrez, to go to item 9a Election of Officers i) Chair ii) Vice Chair.

Mrs. Gutierrez said there was no discussion; they can proceed with nominating the chair for the Board.

6) Fiscal Management Committee

a) GDOE Financial Report

- i) **Accounts Payable Aging Report** - Deputy Franklin emphasized the importance of closely monitoring payables, noting that significant progress has been made in the past two weeks. He reported that approximately 77% of outstanding payables are actively being addressed and expressed confidence that they will be paid soon. He explained that one payable involves a food service company awaiting a USDA drawdown, which is forthcoming, and that large payments to the University of Guam are pending due to minor grant compliance requirements that are being resolved. While some smaller payables face compliance or timing challenges, he said those issues are now being prioritized. He said that as the new DFAS, he has implemented a policy requiring invoices to be processed within 3–5 working days unless an exception is approved by him. He stressed that extended delays will no longer occur and shared his goal of eliminating 30-, 60, and 90-day outstanding payables. He reiterated that 77% of payables are underway and will be cleared.

Ms. Baleto shared that although she was appointed by the governor and has served on the Board for a couple of years, financial management and reporting have been ongoing challenges. After reviewing the fiscal report, she said she was extremely pleased, describing it as a clear and comprehensive outline of the department's obligations and financial issues at both the local and federal levels. She thanked Franklin for preparing the report and called it a positive step in keeping the Board informed about the department's financial position. She asked that, at the next meeting, he provide plans to address expired grants, funds owed to vendors, and other funding concerns. She also expressed relief that many federal grants were still active with timelines in place. Finally, she thanked Deputy Franklin, saying she appreciated the new reporting format and looked forward to continued updates as he settles into his role.

Deputy Franklin thanked Ms. Baleto on behalf of his team. He said to trust him that resources are being applied to look at it. He said what they're looking at now is not accidental, it's a concerted effort, and they're going to see more of that. He said as far as some of the federal grants, he wants them to know that \$1.4 million shows that it's about to expire in July, but what he found out today is that they have an extension for a year, and the reason for this is because it's the program that tracks children from kindergarten or from birth now through job assignments. He said they needed more money and that it was a recurring grant. He said they need more money that's going to pay for the system. He said that was the holdup, and the federal

grantee understands that, so the next grant year that's going out and that would give enough money that they can apply all these grants, that's why they extended the grant, so they're not going to lose that grant money at all. He said each one of those was being dissected and looked at that has to be answered. He said some of it was because President Trump came in and he did a strategic pause. He said that the pause affected grant money because grant money stopped for a while, and when it got turned on eventually, some of the contracts timed out, or the contractors said the amount of money to be charged had gone up because their supply chains had gone up, so they charged more. He said they couldn't do that because the grant liquidation period ended - they couldn't go back again. He said there are some reasons why some of it was out of their control, but they're on it in every way possible that they can liquidate any of the grant money. He said that was his number one priority. He thanked them for recognizing their efforts. He said it's going to be the same concerted efforts going forward.

Mr. Ada asked if the school's grass cutting contracts have been approved or if they're still under protest.

Deputy Franklin replied that it's not in protest anymore. He said it's freed up at the Attorney General's Office. He said they had something contractually in place now, so they're getting along, but they're waiting for the new procurement to come out, and it's shaking loose. He said it was tied up in reviews with the attorneys.

Mr. Ada asked if all the schools and GDOE facilities should be mowed, especially during classroom hours.

Deputy Julie explained that they have a contract in place for those services and that all schools have been prioritized. While grass cutting is primarily handled contractually, she noted that staff may assist when needed, particularly at the two schools that were deactivated.

Mr. Ada acknowledged.

Mrs. Gutierrez told Deputy Franklin that she no longer has to review the Aging Report as she once did. She joked that it used to be her favorite document, but not since he took over. She said she has heard from principals and appreciates his strict approach—especially that if invoices are not submitted on time and grant funds lapse, he will send a payroll deduction notice. She added that she recently met someone who confirmed that he truly means business.

Deputy Franklin said they got their attention. He said it's not done until the final paperwork, and the final paperwork has due dates, and if a lackadaisical attitude on somebody's part includes them losing money, then there should be some consequences. He said they got their attention.

Mrs. Gutierrez replied that she doesn't have to look at the Aging Report because she'll be seeing a decrease in accounts payable.

- ii) Declaration of Financial Status Designation - Deputy Franklin explained that the Financial Commission was created by then-Senator Won Pat in response to challenges within GDOE's financial

operations. He added that the finance oversight committee recently met and decided to table the designation.

Mr. Sablan acknowledged.

- iii) Unaudited Statement of Appropriation, Expenditures, and Encumbrances for Fiscal Year 2026 - Deputy Franklin. He noted that while funds from BBMR, DOA, and federal grants are coming in, spending has sometimes outpaced reimbursements. To address this, they are developing a master tracking system to monitor all funds, deadlines, and milestones, ensuring that even if key staff are absent, nothing is overlooked. He emphasized that this system will strengthen cash management, reduce errors, and improve communication, with positive outcomes expected in the future.

Grant Status Report for Fiscal Year 2026 - Deputy Franklin explained that most grants have time to be liquidated, and his team's priority is ensuring funds are spent effectively for students. He acknowledged some delays due to contractual issues predating their tenure but emphasized they are addressing them and monitoring all grants closely, particularly ARP funds nearing expiration. He noted that proper paperwork and invoice entry are essential for drawing down funds, and they plan to train grant managers on deadlines and procedures. He stressed that DFAS staff are focused on helping students and teachers, scrutinizing and prioritizing grants to maximize spending and prevent loss.

- iv) US Department of Education Specific Conditions Report- Mr. Sablan said this can be moved to the February meeting.
- b) FY 2024 Audit Report - Mr. Sablan stated that, with no objections from his colleagues, the matter would be moved to the February meeting. He directed Deputy Franklin and Management Analyst Jordan Bukikosa to prepare it for the next Board meeting.
- c) Management and Curriculum Audit - Mr. Sablan stated that the Board still needs to formally decide whether to accept or reject the report. He acknowledged that Dr. Okada has been gathering feedback from Board members and incorporating any responses she received. If no feedback was submitted, she would only include what was provided. He then asked Dr. Okada if she had anything further to add.

Dr. Okada stated that since the report has already been released publicly, she is asking what action the Board wishes to take. She noted that the Board was not given an opportunity to request factual corrections before publication. As a result, the Board must now decide whether to accept or reject the audit, even if it contains inaccuracies.

Mr. Sablan asked if the Board could take no action, emphasizing that the audit report's release was due to a FOIA request, not the Board, and occurred before Dr. Won Pat's tenure. He clarified that any response he gave in an interview reflected his personal views, not the Board's. He noted that Board members can respond at the February 4th GDOE oversight meeting, where the audit report will be discussed, and told Dr. Guthertz she will need to serve as the Board's spokesperson for that meeting.

Dr. Okada requested a meeting with Dr. Won Pat and the Internal Audit Office to resolve the issue by correcting factual errors, such as Board member titles,

without changing the content of the audit. She noted that the IAO typically handles audit resolutions and sought the Board's approval to hold this meeting.

Mr. Sablan agreed with the point but noted that a legislative meeting is scheduled for February 4th. He suggested the Board meet with Dr. Won Pat beforehand to correct any factual inaccuracies, emphasizing that this may not be the time to accept or reject matters, but rather to ensure accurate information is presented.

Ms. Baleto stated that individual Board members should not communicate with the media about Board or department matters. She emphasized that the chairman represents the Board's position and that any comments or responses, such as regarding the audit report, should be made collectively as a Board to avoid conflicting opinions.

Mr. Sablan agreed with Ms. Baleto but noted that Board members can choose how to respond when personally contacted by the media. He clarified that his own comments were personal, not the Board's official reaction, since the Board had not yet met or made corrections, and said he understands her position.

Ms. Baleto emphasized that the Board should present a unified response rather than individual opinions to avoid public disappointment. She supported briefing the vice chair, superintendent, and new chair on the situation and suggested Board members refrain from speaking to the media, instead citing "no comment" or directing inquiries to a message from the department or chairman.

Dr. Guthertz emphasized the importance of the Board having a prepared written statement for the February 4th hearing. She suggested drafting it with Dr. Okada and the superintendent's help, highlighting the Board's concerns about the report's inaccuracies, lack of consultation, and opportunity to respond before release. The statement should document errors, clarify the Board's position without necessarily rejecting or endorsing the report, and end positively by showing the Board's collaboration with the new superintendent and management team while requesting legislative support. She recommended that the Board agree on a single statement to present at the hearing without deviations.

Mr. Sablan stated that no decisions would be made today; they will wait to receive the information, contact the vendor, and allow the Board to make the necessary corrections. He asked if Dr. Okada agreed.

Dr. Okada agreed.

Mr. Sablan said the Board will not be able to address the matter before February 4th, as they were not going to be in the meeting.

Ms. Baleto said the Board can issue a statement, with the chair and vice chair meeting with the superintendent before February 4th to draft a recommended statement.

Mr. Sablan said that's correct.

Ms. Baleto said the statement could be circulated via email or as the Board prefers. She expressed confidence that the three women could draft something acceptable and presentable to the legislature, noting that the Board was united on this approach.

Mr. Sablan informed Dr. Guthertz that she is the chair of the legislative committee and asked whether she had reviewed any legislative proposals or preferred to address them at the February meeting.

Dr. Guthertz reported that the legislative committee held a robust meeting before the regular session, with Dr. McNinch, Dr. Okada, Mrs. Angel, and herself. With the superintendent's support, they identified about eight legislative proposals affecting the Department of Education. She highlighted a few: Bill 218 by Senator Calvo to standardize the Chamorro spelling as "CHamoru"; Bill 62-38 by William Parkinson to prohibit the pari pari system, though a prior law already addresses this; and a proposal from Senator Borja to increase funding for qualified educator expenses under Public Law 2003-38. She explained that Senator Borja's Bill 195 would rename the George Washington High School football field after Coach Cruz, though a law already gives the school Board authority over naming school facilities. She noted that the legislature may not be aware of existing laws. Another Borja bill, 201, proposes staggered terms for governor-appointed school Board members, but technical details about term expiration need clarification. Senator Taitague's Bill 210 seeks fair workplace treatment for pregnant women, supplementing federal laws, while Borja's Bill 215-38 would waive sanitary permits and fees for student-led fundraisers. Senator Duenas introduced a bill concerning the pre-development stage of the Simon-Sanchez Construction Project, which could create challenges for contractors. She said these eight bills could potentially impact the Guam Department of Education.

Mr. Sablan explained that the proposals are still under review by the superintendent and her staff, with some already scheduled for a vote, likely on Friday. Regarding the New Business item about sending a letter to the Attorney General on contractual review delays affecting GDOE operations, he noted that the Deputy has already addressed many issues with the AG's office, so sending the letter may not be necessary at this time, but it can be done if needed.

Mrs. Gutierrez asked if Dr. Okada would be back on the second.

Dr. Okada confirmed she will return on February 2nd and asked what time tomorrow's meeting is.

Dr. Won Pat said they are aiming to schedule the meeting for the afternoon, but is unsure of Dr. Okada's location and the resulting time difference.

Dr. Okada mentioned that she was flying tomorrow.

Dr. Won Pat said they won't be able to meet tomorrow, then.

Dr. Okada asked to have the information sent to her so she can review it and provide comments.

Dr. Guthertz reminded the Board that they had requested the AG appoint an assistant AG as the Board's legal counsel, but had not received a response. She expressed concern about lacking legal guidance, emphasized the Board's need for its own attorney, and proposed including on the next meeting's agenda a temporary six-month legal hire while awaiting the AG's response, along with a public search for candidates to fill the role.

Mr. Sablan said he is unsure if the current budget allows for it, but asked whether they could issue a public notice requesting proposals.

Deputy Franklin said they can issue a request for information to gauge interest, clarifying that it does not commit them to a contract.

Mr. Sablan asked if it was an RFI or RFP.

Deputy Franklin clarified that it is an RFI (Request for Information) to gauge interest, and they will address the funding issue afterward.

Mr. Sablan said they need to allow time for interested parties to respond. He asked if he could make sure that the staff put it out.

Dr. Okada asked if they could just verify first with the AG if we are allowed to hire their own attorney before they go out for an RFP.

Mr. Sablan said he's sure that when they put out the RFI, the AG will question what they were doing.

Dr. Guthertz explained that this was the reason the Board initially reached out to the AG.

Mr. Sablan said he does not believe the AG has responded to that letter.

Dr. Okada said they likely need to confirm whether the Board is authorized to hire independently, since the AG would need to review any contract.

Mr. Sablan said the acting superintendent will draft a letter for the new Board chair to sign, requesting confirmation on whether the Board can proceed. He suggested waiting for the AG's response before Deputy Franklin issues a notice to avoid spending money on something the Board may not be authorized to do.

Mrs. Angel thanked Mr. Sablan for his service on the Board.

Mr. Sablan said he'll still be on the Board.

Mrs. Angel thanked Mr. Sablan for his service and guidance as Board chair, highlighting his initiative to celebrate successes by recognizing both outstanding students and retiring GDOE employees as a very positive gesture.

Mr. Sablan expressed confidence that the new Board chair will continue celebrating achievements and jokingly noted that their roles are now reversed, with her as GEB Chair.

Mrs. Gutierrez said she does not know why the Board stopped recognizing students for interscholastic achievements and emphasized that the Board should resume honoring both students and long-serving employees. She asked Deputy Franklin to have HR provide information on retirees and requested that principals also share student achievements. She noted recent ISA Sports MVP recognitions from Agueda Johnston, Astumbo, and Luis P. Untalan Middle Schools and stressed the importance of acknowledging students as well as employees with 30 to 35 years of service. She asked that HR send the information to Administrative Officer Kathleen so they can be formally recognized at Board meetings.

Mr. Sablan confirmed that Dr. Guthertz would continue in her role and congratulated Ms. Christine Baleto on her nomination as Business Executive of the Year, praising her generosity and contributions to the island and GDOE. He said he would raise concerns at the next meeting, particularly about improving school security and allocating budget funds for it, and asked that the issue be placed on the Safe and Health Committee agenda. He thanked the Board for their collective efforts in supporting GDOE staff and students, acknowledged progress made, and noted there is still more to accomplish. He assured the incoming Board chair of his continued support and stated he would remain involved as long as legally permitted, adding that if elected to the 39th Guam Legislature, he would continue advocating for GDOE.

7) Legislative Committee

a) Legislative Proposals Introduced

IX. New Business

1) Election of Officers

- a) Chair
- b) Vice Chair

Mrs. Gutierrez motioned, seconded by Ms. Baleto, to nominate Dr. Guthertz to be the Guam Education Board chair. The Board voted by voice with a vote of 8-0. The motion passed.

Mrs. Gutierrez asked if she could confirm with Dr. Guthertz whether she accepts the nomination.

Mr. Sablan said personally, this is something he tried to call Dr. Guthertz about earlier today. He said he had mentioned that to her. He said he also had a small talk with the current vice chair, Dr. Okada. He said no one knows yet, he is seeking a position in the 39th Guam Legislature as a senator, and he will not be running for the school Board this year. He said that although his term expires in January 2027, he feels that he cannot serve two masters. He said that running for senator is going to require quite a bit of time. He said devoting time to be the Guam Education Board chair, he said, he already experienced and knows requires a whole lot of time and energy. He said even now, he's wearing another hat as the director of an agency in the government of Guam, he has to split his time. He said he's enjoyed his time being their chair, but he's not selfish. He said he doesn't think he can do justice to his campaign to run for the legislature and at the same time devote his total efforts to helping the Guam Education Board. He said he'll be completely satisfied with being a member of the Board. He said he and Dr. Okada are both in communication with the civil service commission because there has to be some clarification regarding their positions with the GEB. He said he doesn't know if Dr. Okada has received any feedback, but he hasn't, on him running for senator, going into a partisan position, and his GEB position being a non-partisan position. He reiterated that he cannot serve two masters. He told his colleagues that the reason he was calling Dr. Guthertz this morning was to tell her that he would nominate her to be the new GEB chair, since he will not be asking to be chair or vice chair; he just wants to be back to a regular member of the Board. He said he will give whatever he can, whenever he can, however he can, to continue to support the Board. He said this Board has asked him to continue as chair, but he thought it over, and he thinks that's the best decision for him, so he hopes that his colleagues will honor him in his decision. He said he's had supporters from his colleagues to continue as chair, but it was something he prayed over, and he thinks it's the best decision for him and the Board, and asks they accept the decision he's made.

Ms. Baleto expressed her appreciation. She said all of them know how hard it is to take on the position and what kind of time he had to commit to being the chair. She said they already made a motion and a second on the nomination, and if Dr. Guthertz accepts, she said they can vote on the matter. She acknowledged that Dr. McNinch needed to leave, and they wanted to make sure that his vote counts.

Mr. Sablan said that his vote will count; they were just in discussion. He said there was another member who wanted to say something and would call for the vote. He then asked Dr. Guthertz if she accepted the nomination. He told her that she had told him that if she had to, she would accept.

Dr. Guthertz said that she did not anticipate it. She said that she was very pleased being a member, and she's been on the school Board before as chair during Mrs. Nelson's period as director of education, and also during an earlier period. She said she's comfortable doing the work. She said she wants everyone to know that she respects the role of the Board and the role of the management. She said she will not dictate to management if she is the chairperson. She said she will follow the guardrails expected under the law, and she will work with the superintendent if there's an issue or problem; she will give the superintendent the opportunity to research the issue or problem and get back to her. She said she also encouraged that to the rest of the Board. She shared that she teaches the Ethics class at the School of Business and Public Administration (SBPA), and personally, she doesn't think there's a need for an opinion from the civil service commission or anybody else. She said members of the Board were elected by the people of Guam. She said members of the Board have values that guide their conduct. She said they have a code of ethics. She told

Mr. Sablan that if they go back in the record, she had written a code of ethics for the GEB during Mrs. Nelson's tenure. She said that it's pretty much the way it was then as it is now. She said she's sure Mrs. Gutierrez remembers that. She told Mr. Sablan that she had no problem with him or Dr. Okada or anybody who is a candidate for a public office who is also an elected member of the Board. She said they are supposed to complete their term as an elected member of the Board, whether or not as an officer or as a regular member, should not be an issue because it's up to them to respect the code of ethics and the already existing laws. She said she believes they are professional people. She told Mr. Sablan that he's done a good job and appreciates his chairmanship and Dr. Okada's past efforts as the past chairman and as the vice chair. She said each of them was working to contribute to a successful school system, not an adequate school system. She said she recommends the title of that law be changed so that every student is entitled to an adequate education. She said that's not good enough for her. She said she wants it to say excellent education because that's what they were all after, that's what they all want for GDOE and the students, not an adequate bit an excellent education. She said they may not be there yet with every category they deal with at the department, but they're moving in that direction. She encouraged everybody to work with the Board. She said that the Board was not the enemy, the Board's there to help the schools, the teachers, the administrators, the staff, and most of all the children, Guam's future. She said she's willing to do that. She said she's not perfect, but she always tries hard for the island and the people. She said she will accept the nomination.

Mr. Ada motioned, seconded by Mrs. Angel, to close the nominations.

Mr. Sablan asked if they really need a roll or if they can't just do it through affirmations. He said she was the only one. He said hopefully, everybody present would raise their hand. He said Dr. Okada and Ms. Baleto's hands were up. He said the vote was unanimous. He said let the records show that Dr. Judith Guthertz is the next GEB chair. He welcomed Dr. Guthertz and thanked her for stepping up.

Ms. Baleto asked if they ask the current chairman, or if they address the new chairwoman when they vote for the new vice chair. She asked how it works. She said she wants to open up nominations for the vice chair position on the Board.

Ms. Baleto motioned, seconded by Dr. McNinch, to nominate Dr. Okada as the Guam Education Board vice chair. The Board voted by voice with a vote of 8-0. The motion passed.

Mr. Sablan asked Dr. Okada if she accepted the nomination.

Dr. Okada accepted

Mr. Ada motioned, seconded by Mrs. Angel, to close the nomination.

Mr. Sablan announced that the vote was unanimous and congratulated Dr. Okada and Dr. Guthertz. He acknowledged Dr. Guthertz's comment about serving their term while still needing guidance. He then introduced Michelle Santos, describing her as the head of Guam Education Certification and a regular attendee. He thanked her for being present, invited her to send the Board an open invitation to attend their meetings, and said they would see her at the next meeting.

Mrs. Gutierrez said on the Board member assignments, the Board has a representative. She said Mrs. Angel was the representative and told her she hopes to attend and bring the Board back information.

Mr. Ada said he remembers hearing or reading that if legislation to make certifications lifetime has been approved.

Mr. Sablan said it's already a law.

Dr. McNinch left at 6:28 pm.

Mr. Ada said there were now sufficient certified teachers to apply for vacant positions.

Ms. Santos said that was correct. She said teachers with 25 years in the classroom can apply for the lifetime certification. She said it's to honor those who have had their boots on the ground in the classroom for 25 years.

2) Revised CHamoru Language & Culture Program Standards/Performance Indicators

Mrs. Angel motioned, seconded by Dr. McNinch, to accept the revised CHamoru Language & Cultural Standards/Performance Indicators. The Board voted by voice with a vote of 8-0. The motion passed.

3) Letter to AG: re: concerns of Contractual Agreement review delays an effects on GDOE Operations

- X. Executive Session
- XI. Announcements & Adjournment

Mrs. Gutierrez motioned to adjourn the meeting.

The meeting was adjourned at 7:10 pm.

MINUTES SUBMITTED BY:




 KATHLEEN LAMORENA
 Administrative Officer


Date: February 22, 2026

MINUTES OF JANUARY 27, 2026, REGULAR MEETING:

- Approved as submitted
- Approved subject to corrections
- Other: _____



 ANGEL R. SABLAN
 GEB Chair
 Date: 2/25/26



 JUDITH T. WON PAT, Ed.D.
 Executive Secretary/Acting GDOE Superintendent
 Date: 2-25-26



JUDITH GUTHERTZ, DPA
Chair

GUAM EDUCATION BOARD

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MARY A.Y. OKADA, Ed.D.
Vice Chair

**GUAM EDUCATION BOARD
SPECIAL MEETING
Thursday, February 12, 2026
3 pm
Gallery, GDOE Building B
MINUTES**

VOTING MEMBERS

Judith Guthertz, DPA, Chair
Mary A.Y. Okada, EdD, Vice-Chair
Peter Alecxis D. Ada
Felicitas B. Angel
Christine W. Baleto
Maria A. Gutierrez
Ron L. McNinch, PhD
Angel R. Sablan
Carl E. Torres, II

EX-OFFICIO MEMBERS

Kohen Diego
IBOGS Representative

Timothy Fedenko
GFT Representative

Mayor Brian Jess Terlaje
MCOG Representative

EXECUTIVE SECRETARY

Judith T. Won Pat, Ed.D.
Acting GDOE Superintendent

I. MEETING CALL TO ORDER

Dr. Guthertz, Chair, called the meeting to order at 3:09 p.m.

ROLL CALL OF MEMBERS

Dr. Won Pat, Acting Superintendent, took the roll call. The following members were present for the meeting:

Voting Members:

Guthertz, Dr. Judith P. – Chair
Okada, Dr. Mary A.Y. – Vice-Chair
Ada, Peter Alecxis D.
Angel, Felicitas B.
Baleto, Christine W.
Gutierrez, Maria A. (via Zoom)
McNinch, Dr. Ron L. (via Zoom)
Sablan, Angel R.
Torres, Carl E. II

Absent:

Non-Voting Members:

Fedenko, Timothy – GFT Representative
Terlaje, Brian Jess – MCOG Representative
IBOGS Representative

Legal Counsel

The Superintendent announced that six (6) member of the Board was present in person, and two (2) were present via Zoom, constituting a quorum. Mrs. Angel was excused. Dr. Guthertz acknowledged that Mrs. Gutierrez and Dr. McNinch were attending via Zoom, with Dr. McNinch on his way to join in person.

- II. New Business – Resolution 2026-02 Relative to Adopting the Fiscal Year 2027 Budget Request for the Guam Department of Education - She asked Vice Chair Dr. Okada to lead the discussion on the FY 2027 budget request in collaboration with the superintendent, her management team, and Deputy Superintendent of Finance and Administrative Services (DFAS) Mr. Leon Guerrero and his staff.

Dr. Okada reported on the FY 2027 budget, noting that the budget and finance committee, along with the deputy for finance, the superintendent, and her team, discussed the submission. The budget includes an updated staffing pattern as of October 6, with a reduced retirement contribution rate of 30.7%, saving 3.15%. It covers 2,962 Department of Education employees, including 60 substitutes, and adds 267 new positions for collective bargaining compliance. Personnel services, including benefits, total \$259,266,157.81, with a request for \$6,750 in local mileage reimbursement. The budget also allocates \$18,330,491 for contractual services, \$4,933,262.45 for school supplies, \$4,088,039.24 for equipment, and \$1,000,000 for workers' compensation. Other expenses include \$1,000 for drug testing, \$748,234.25 for miscellaneous costs like coach stipends, \$18,010,066 for utilities, and \$643,564 for capital outlay, including special education buses. The total request is \$307,027,564.82. Dr. Okada confirmed that the budget has been submitted to the Budget committee, all questions have been addressed, and she welcomed further questions from her colleagues.

Mr. Sablan noted media reports that the Appropriations Committee chair stated FY27 will be a performance-based budget and asked whether GDOE has received any official communication requiring their budget submission to be performance-based.

Dr. Guthertz referred the question to the superintendent and the vice chair, asking if the budget submission meets the legislature's performance-based requirements in terms of forms and rubrics.

Dr. Won Pat explained that during the oversight hearing, the chairman of the Ways and Means Committee, Senator Duenas (not the oversight chair, Senator Borja), expressed satisfaction with reports from Franklin Cooper-Nurse and Franklin Leon Guerrero, as well as Dr. Riza's update on academic achievement. Although the Department of Education (DOE) was initially considered for performance-based budgeting, the legislature ultimately decided to include other agencies instead. However, based on GDOE's report, Senator Duenas commented that GDOE appeared nearly ready for performance-based budgeting, though he did not state it would be implemented for the current budget year.

Mr. Sablan said it is good that GDOE is not being required to submit a performance-based budget, noting that departments selected for it must first undergo training since performance budgeting requires a clear, shared understanding of how funding is tied to results. He also raised concerns about funding lapses, stating he saw a Department of Administration memo indicating that FY25 local fund lapses are no longer available for departments to use. He questioned whether GDOE had been formally notified and warned that if those local lapse funds are indeed unavailable, GDOE cannot rely on them for FY26 budgeting.

Dr. Won Pat said she understood and clarified that when she told the governor there were no lapses, she meant no paper lapses, but GDOE does have lapses in its bank account.

Dr. Okada explained that GDOE needs to review FY2025 appropriations and the allotment schedule. If all appropriated funds were received, there would be no lapses with DOA, meaning the cash would have already been released to GDOE.

Dr. Guthertz asked whether that is still the case.

Ms. Baletto confirmed that GDOE's authority to use funding lapses comes from a recurring provision in each Budget Act. As long as GDOE has received the funds, it may use the lapses; if the funds have not been released by DOA, their availability could be questioned. She added that GDOE is typically prioritized for fund releases due to this ongoing authorization, which few departments have. She also praised the department's budget submission, saying it reflects elements of performance-based budgeting. She noted that the budget aligns funding with the 14 adequate education requirements and commended DFAS Mr. Leon Guerrero for helping create a framework that holds management accountable for meeting those mandates.

Dr. Guthertz asked whether the legislature would be responsible if funding for those standards is not provided.

Dr. Okada confirmed that the superintendent's approach emphasizes data-driven decision-making to support departmental performance based on assessments. She said the collected data will help guide updates to the strategic plan, which is nearing expiration. She added that several documents support this performance-based approach: education mandates and funding authorizations outlined by the deputy superintendent for finance, the strategic plan, and assessment data used to guide funding allocations and priority-setting when the superintendent submits the budget to the Board for review.

Mr. Sablan said he did not hear any mention of funding for security and wondered if it might be buried under contractual expenses. Emphasizing that security is a major concern for him, he asked whether it was included in the budget.

Dr. Won Pat said there isn't a specific plan yet, but her task force is developing ideas to improve school security and address vandalism or break-ins. They identified two schools most affected and plan to install solar lights campus-wide and strategically place cameras with guidance from GPD. Instead of outsourcing monitoring, GDOE staff will manage the cameras. They are also coordinating with another agency to ensure schools have broadband access. Other security measures are being considered, but these two are the primary recommendations for now.

Mr. Sablan said he wants assurance that school security is being actively addressed, including proper staffing, cameras, and alarm systems to prevent break-ins. He expressed concern that FY26 is nearly over without allocated funding for these measures and urged that any related study be completed well before FY27 so concrete action can be taken. He stressed that security efforts cannot remain ideas without implementation, noting that focusing on only two schools could shift break-ins to others. He emphasized that ensuring a safe environment for students, teachers, and staff is part of the 14 mandated requirements and must be addressed.

Dr. Won Pat said the budget addresses the 14 required points, and by shifting expenses from local to federal funds, they were able to significantly reduce the overall budget. She said they were doing that already. She said they obtained solar streetlight specifications and photos from GVB for Facilities and Maintenance (F&M) to prepare the RFP, and F&M staff are also checking stores for cameras to purchase and install. She then said that she communicated with the Governor's Office regarding the WiFi.

Mr. Ada said he heard the earlier discussion on security but wanted to emphasize the lack of personnel stationed at school entrances. He shared that he passes by B.P. Carbullido Elementary School daily and has never seen anyone manning the entrance. He suggested that coverage could

rotate among school aides, even though he acknowledged it would be difficult to staff throughout the entire school day. He cautioned against waiting for a serious incident to occur, such as someone entering campus looking for a student or staff member, and referenced a past incident at a Seventh-day Adventist school as an example of what they must prevent.

Dr. McNinch asked Dr. Guthertz and Dr. Won Pat whether there is anything the Board can do to assist with the budget process. He encouraged them to inform the Board of any support needed, even outside formal meetings, so members can help in any way possible.

Dr. Won Pat suggested that the security/safety committee review at least ten alternatives, consider Mr. Ada's input, and consult legal counsel to ensure all points are covered. She requested the committee meet with GDOE to discuss options that provide the best security for schools and staff, while addressing the major challenge of hiring one hundred sixty (160) aides for one-to-one support within the current budget, without requesting an additional \$4 million.

Mr. Sablan recalled that during the last Board meeting, the CHamoru Studies Division discussed matters concerning **Lyndon B. Johnson Elementary School (LBJES)**. He noted that relocating the Faniyakan CHamoru program would require funding, as would the various options being considered by the Superintendent and staff. He reminded everyone that he had previously urged GDOE to allocate funds in the FY27 budget for this purpose and asked whether that had been done.

Mr. Ada told Mr. Sablan that the committee has been discussing the topic and is awaiting guidance from Dr. Won Pat and her staff on options that minimize school disruption and require minimal modifications. He said Dr. Won Pat's report will be released very soon, allowing the Safe & Healthy Schools Committee to address the issue.

Mr. Sablan emphasized the importance of proactively allocating funds for the Faniyakan CHamoru program. He said it's better to have the money and not need it than to need it and not have it. Regardless of which option is chosen, some funding will be required, so setting aside a dedicated amount in the budget is the right thing to do.

Dr. Won Pat explained that the administrator was supposed to provide a revised budget for LBJES, but the original request was around \$2.9 million, reflecting full operations. Currently, the plan is for 50 students and 8–13 staff, including a principal, guidance counselor, nurse, librarian, food services, and utilities, which still pushes costs over \$2 million. She emphasized that the Board had originally approved the Faniyakan CHamoru program for K–5 at PC Lujan Elementary School (PCLES), with no directive to extend beyond fifth grade. Teachers and principals raised concerns about staffing, noting that existing Chamorro language teachers handle large student loads compared to Faniyakan's 1:1 to 1:5 ratio. She said she contacted the university to see if new graduates could fill the five current GDOE Chamoru teacher vacancies. She noted that using existing school facilities minimizes additional costs, but retrofitting LBJES would be expensive due to its poor condition (falling roof tiles, damaged walls) and would require government intervention to be ready in time. She also explained that legislative funding typically comes as a lump sum, and GDOE prioritizes hiring budgeted staff and fulfilling contracts to keep schools open. Any expansion of the program would significantly increase costs.

Mr. Sablan said that, while this was a budget meeting for the resolution, he was playing devil's advocate to ensure the \$307 million request covers everything and won't be questioned later by downtown officials for missing items. He acknowledged that Dr. Won Pat, her team, and DFAS worked hard to compile a comprehensive budget, noting previous requests were higher but only

partially funded. He appreciated that everything was openly discussed so Dr. Won Pat and her staff would be prepared to answer any future questions.

Dr. Guthertz asked Dr. Won Pat if she could provide the Board with a decision and final plan for next school year regarding the immersion school and ending double sessions at Simon Sanchez High School (SSHS) during the February 24 Board meeting. She emphasized that, since Senator Borja is holding a town hall at JFK on February 18—likely focused on double sessions—it would be better for the Department and Dr. Won Pat to announce the plan **before** that date. She noted progress has been made on ending double sessions and recommended a public announcement, even a press conference, to inform the community, address concerns, and reduce negativity. Dr. Guthertz offered Board support and asked if Dr. Won Pat could make this early communication.

Dr. Won Pat said announcing on the 18th is generally fine, but the schools need to first consult faculty, staff, and other stakeholders. This includes Simon Sanchez and FB Leon Guerrero Middle School. The plan is ready, but stakeholder input is needed. She noted it's not a major issue for DPW, and potential locations, including central office, have been identified. Once stakeholders are informed, she's eager to make the announcement and asked if the Board wants her to report back, which she could do by the 24th.

Dr. Guthertz emphasized that the department should not appear reactionary—making decisions just in response to complaints from a town hall meeting. She said the department needs to clearly communicate its plans, explain the reasoning, and show that it is consulting faculty, school administrators, and the community. She advised Dr. Won Pat to convey this approach to ensure decisions are seen as deliberate and not driven by political pressures.

Dr. Won Pat said she will coordinate with the principals, other staff, and the school readiness team to ensure students are prepared. She acknowledged the urgency and noted that they are moving quickly on purchasing collateral, instructional, and classroom equipment. She confirmed that the RFP, scope of work, and delivery timeline are in place so everything will be ready before the children move and the school year begins.

Dr. Guthertz asked if there was further discussion on the budget and praised the effort of Mr. Leon Guerrero, his team, and the superintendent. She noted the department is requesting slightly less funding than last year and said the budget document is well-prepared, informative, and easy to read. She cautioned that legislative hearings may include questions unrelated to the budget and encouraged the department to be ready with up-to-date information, including issues like SSHS's double sessions and the audit. She also inquired about the status of the audit draft response for the legislature.

Mr. Sablan told Dr. Guthertz that the topic might be out of order since it's not on the current agenda and noted that it will be addressed at the next Board meeting.

Dr. Guthertz said she's excited and eager to take action.

Mr. Sablan said he likes the idea, as it would only require canceling it from the next meeting, but since the agenda lists the FY27 budget, they will continue with that.

Mr. Ada told Dr. Guthertz he will try to attend the February 24th meeting via Zoom but is uncertain if he can. If he cannot attend, he supports ending double sessions. He is also concerned about temporary arrangements for the Simon Sanchez High School (SSHS) students while their school is under construction and wants to ensure proper plans are in place.

Dr. Guthertz said she agreed.

Ms. Baleto motioned, seconded by Mrs. Gutierrez to adopt GEB Resolution 2026-02 Relative to Adopting the Fiscal Year 2027 Budget Request for the Guam Department of Education with corrections. The Board voted by voice with a vote of 8-1. The motion passed.

Ms. Baleto stated that two paragraphs in the resolution—one on page two referencing last year’s superintendent findings and one on page three about a compensation proposal—are not relevant to the current budget. She proposed removing them and then moved to adopt the FY 2027 Guam Department of Education budget resolution.

Mr. Sablan called for discussion.

Dr. Guthertz asked if they were ready to vote on the motion.

Mr. Sablan repeated the call for discussion.

Dr. Guthertz called for a discussion.

Mr. Sablan acknowledged the proposed removal of the salary adjustment language in the resolution and asked whether it specifically applies to the accounting division.

Ms. Baleto clarified it was for last year.

Mr. Sablan noted that there was a compensation issue and mentioned that work is ongoing on the OPA audit recommendation regarding their accountants.

Ms. Baleto noted that it had been approved two years ago.

Mr. Sablan asked whether removing it means it will no longer be considered.

Ms. Baleto stated that it had already passed.

Mr. Sablan said he wants to ensure that removing it now won’t require revisiting the issue later.

Dr. Okada explained that compensation for accountants is usually handled by the DOA, since it affects more than just the Guam Department of Education, and that DOA also identifies the funding needed for implementation.

Dr. Guthertz told Mr. Saban that she recalls it was handled as a separate bill and expects it will be the same this time.

Mrs. Gutierrez inquired whether the budget includes the auditor’s pay adjustment.

Dr. Guthertz asked for clarification on which audit was being referred to.

Mrs. Gutierrez replied that she was referring to the Internal Audit Office.

Dr. Won Pat stated that the item is not included in the current budget and that their decision is primarily based on a letter from the DOA director. She said that, as a precaution, they could freeze a position in the future to fund the pay change, but for now it is not included.

Mrs. Gutierrez expressed concern that the Board approved the decision during Superintendent Jon Fernandez's term, and later reviewed and concurred by acting superintendent Francis Santos. She noted the DOA did not support it and feels it is unfair to the Internal Audit Office, which completed the audit work instead of the business office.

Dr. Won Pat told Mrs. Gutierrez she would take her concerns under advisement and consult her finance team when finalizing the budget for submission to the legislature.

Mr. Torres requested that the motion be updated to correct the spelling of the requested amount on page one, as the written amount does not match the numerical figure.

Dr. Won Pat apologized, explaining that the amount had been rounded off.

Dr. Guthertz said they will correct it.

Dr. Guthertz called for any final comments on the motion before proceeding to a vote.

Mrs. Gutierrez asked for a roll call.

Mr. Ada voted yes.

Mrs. Angel voted yes.

Mrs. Baleto voted yes.

Mrs. Gutierrez voted no because the budget did not include a pay adjustment for internal audit.

Dr. McNinch voted yes.

Mr. Sablan voted yes.

Mr. Torres voted yes.

Dr. Okada voted yes.

Dr. Won Pat informed Dr. Guthertz that the vote was eight in favor and one against.

- II. **Announcements & Adjournment** - Dr. Guthertz announced that the motion passed, the next Board meeting is on February 24 at 3 p.m., and a finance committee meeting will be held tomorrow. She also noted a vote will be taken on setting 3 p.m. as the standard time for future Board and committee meetings.

The meeting was adjourned at 4:01 pm.

MINUTES SUBMITTED BY:



KATHLEEN LAMORENA
Administrative Officer

Date: February 18, 2026

MINUTES OF FEBRUARY 12, 2026, SPECIAL MEETING:

- () Approved as submitted
- () Approved subject to corrections
- () Other: _____



JUDITH GUTHERTZ, DPA

GEB Chair

Date: Feb 24/26



JUDITH T. WON PAT, Ed.D.

Executive Secretary/Acting GDOE Superintendent

Date: 2-24-26

1 **EMPLOYMENT AGREEMENT**

2 This Employment Agreement (“Agreement”) is made by and between the Guam Education
3 Board (“Board”) and Dr. Judith T. Won Pat (“Dr. Won Pat”) (collectively known as the “Parties”).

4 **WITNESSETH**

5 **WHEREAS**, the Board undertook a search to select a new Superintendent for the Guam
6 Department of Education (“Department” or “GDOE”);

7 **WHEREAS**, the Board, by an affirmative vote of six (6) members, in conformity with 17
8 G.C.A. §3103, selected Dr. Won Pat to be the Superintendent of the Department;

9 **WHEREAS**, the Board determined that Dr. Won Pat possessed those qualities of the
10 Superintendent of GDOE required pursuant to Section 3104 of Title 17 Guam Code Annotated;

11 **WHEREAS**, Dr. Won Pat accepted the appointment of the Board and will officially begin
12 her term as the Superintendent of GDOE on January 1, 2026, for a four (4)-year term that expires
13 on December 31, 2029;

14 **WHEREAS**, the Parties hereto now wish to specify the terms and conditions of Dr. Won
15 Pat’s employment as the Superintendent of GDOE.

16 **NOW, THEREFORE**, in accordance with the mutual and dependent terms and conditions
17 set forth herein, the **GUAM EDUCATION BOARD**, and **DR. JUDITH T. WON PAT** hereby
18 agree as follows:

19 **1.0 Appointment as Superintendent**

20 1.1 The Board appoints and employs Dr. Won Pat to be the Superintendent of
21 GDOE and to serve as the chief executive officer of the Department under
22 policies, supervision, and direction of the Board. Dr. Won Pat, as the

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**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 Superintendent, shall be the executive head of the internal operating
2 organization of the Department and shall be responsible for the
3 administration of the academic, business, and services activities thereof. Dr.
4 Won Pat accepts and agrees to such employment.

5 1.2 As the chief executive officer of the Department, Dr. Won Pat shall have the
6 authority to direct and assign teachers and other employees of the schools
7 under her supervision; shall have the freedom to organize, reorganize, and
8 arrange the administrative and supervisory staff, as best serves the school
9 district, provided that any reorganization is done in compliance with Guam
10 law and the Department's rules and regulations governing reorganization;
11 and shall have the authority to immediately accept resignations of all
12 personnel.

13 1.3 Dr. Won Pat, as the Superintendent, shall perform all duties
14 required by law (17 GCA §3103, Board policies (BP 200.1), rules,
15 regulations, and procedures), and by this Agreement, including but not
16 limited to:

17 1.3.1 Serving as the Executive Secretary to the Board.

18 1.3.2 Seeking sources of local, regional, and national public and private
19 funding for the support of the Department.

20 1.3.3 Ensuring that, in administering the affairs of the Department, the
21 Department abides by Guam law and the Board policies, rules, regulations,
22 and procedures issued for the operation of the Department.

EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 1.3.4 Informing the Board of the activities, problems, and needs of the
2 Department.

3 1.3.5 Formulating, presenting and defending the Department's annual
4 budget to the Board and the Guam Legislature.

5 1.3.6 Undertaking all efforts possible to maintain the standards requisite
6 for accreditation of all the schools and programs of the Department.

7 1.3.7 Approving the hiring, promotion and dismissal of all classified and
8 non-academic personnel for the Department, in accordance with Civil
9 Service Commission procedures, as may be necessary to fulfill the mission
10 and purposes of the Department.

11 1.3.8 Delegating responsibilities and commensurate authority to
12 appropriate personnel and evaluating their performance.

13 1.3.9 Providing institutional, educational leadership and long-range
14 planning.

15 1.3.10 Supervising institutional buildings, grounds and equipment
16 controlled by the Department.

17 1.3.11 Implementing shared governance with the Department's
18 administrators, teachers and employees.

19 1.3.12 Promoting articulation with local and regional institutions.

20 **2.0 Performance of Duties as Superintendent**

21 2.1 Dr. Won Pat, as Superintendent, agrees to faithfully, industriously, and with
22 application of experience, ability and talent, devote full-time attention and
23 energies to the duties as Superintendent of the Department.

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 2.2 Such duties shall be rendered at the schools of the Department and at such
2 other place or places as the Board or Dr. Won Pat shall deem appropriate for
3 the interest, needs, business or opportunities of the Department.

4 2.3 Dr. Won Pat shall not, without prior written permission from the Board,
5 render services of any professional nature, excluding publications and
6 consultation in Dr. Won Pat's professional field, to or for any person or firm
7 for remuneration other than to the Board. It is understood that Dr. Won Pat's
8 professional field includes consulting with other academic institutions,
9 organizations, agencies or foundations with regard to professional
10 assessment, program review, strategic planning, and related matters; nothing
11 in this Agreement shall be deemed to prohibit Dr. Won Pat from participation
12 in such activities.

13 2.4 Dr. Won Pat shall not engage in any activity that may be competitive with
14 or adverse to the best interest of the Department.

15 2.5 Dr. Won Pat shall study and make decisions and recommendations regarding
16 issues determined by the Board to be of significance. To ensure that this
17 occurs, the Board shall promptly refer to Dr. Won Pat all criticism,
18 complaints, and suggestions called to their attention relative to Dr. Won Pat
19 as the Superintendent or to the school district and which Board members
20 reasonably believe to require Dr. Won Pat's attention and investigation.
21 Board members shall refrain from individual interference with the
22 administration of school policies except through Board action that conforms
23 with 17 GCA 3102.1(r)(1).

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1 2.6 Pursuant to Title 4, Chapter 5 of the Guam Code Annotated, the
2 Superintendent may engage in political activity consistent with the
3 restrictions set forth in Section 5103, so long as such activity does not
4 materially compromise her efficiency or integrity as Superintendent or the
5 neutrality, efficiency or integrity of the Department.

6 **3.0 Term of Appointment, Performance Evaluation, Renewal**

7 3.1 This appointment, conditioned upon the prior full execution of the
8 Agreement, shall be for a term of four (4) years (or 48 months), commencing
9 January 1, 2026, and ending on December 31, 2029.

10 3.2 To ensure effective district governance through positive and productive
11 Board-Superintendent relations, the Board shall schedule regular retreats
12 with the Superintendent, focusing on district governance. The first meeting
13 shall occur within sixty (60) days of the commencement of this contract and
14 the second shall occur by July 1, 2026, and annually thereafter. The
15 Chairperson and Superintendent shall meet prior to each retreat to agree upon
16 a framework, format and agenda. The primary intent of such retreats shall be
17 to improve district governance and to develop and maintain procedures for
18 productive and constructive communication between the Board and the
19 Superintendent.

20 3.3 The Board shall meet annually with the Superintendent to evaluate and
21 discuss the Superintendent's performance. The Board shall conduct the
22 evaluation based on a performance evaluation outline and process mutually
23 agreed to by the Board and Superintendent. As part of this process, Dr. Won

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 Pat shall provide the Board with a written self-appraisal of her
2 accomplishments, challenges, statement of agreed-upon annual goals and
3 objectives, and plan for improvement on a quarterly basis with the first self-
4 appraisal due to the Board by November 30, 2026. After the Board receives
5 the Superintendent's self-appraisal each quarter, the Board and
6 Superintendent shall meet to discuss the appraisal.

7 During the annual evaluation process, a written performance
8 evaluation shall be provided to Dr. Won Pat for discussion and agreement.
9 Additionally, at this time, other related matters, including possible
10 modification of this contract shall be discussed, while acknowledging the
11 statute's silence on extensions and renewals and its mandatory language
12 regarding four (4)-year terms. 17 G.C.A. §3103. Based on these discussions,
13 the Board Chairperson shall have overall responsibility for completing the
14 agreed-upon evaluation form on behalf of the Board. The Board Chairperson
15 shall provide Dr. Won Pat with a copy of the completed evaluation form, and
16 Dr. Won Pat shall have the right to respond, in writing, to the Board's written
17 evaluation. The outcome of Dr. Won Pat's annual review shall not be used
18 to terminate this Agreement other than as provided for in Sections 9.0 - 9.3
19 of this Agreement.

20 **4.0 Salary**

21 The Board hereby supports the commencement of Dr. Won Pat's requested annual
22 base salary of two hundred ten thousand dollars (\$210,000.00), payable in twenty-
23 six (26) pay periods, to the extent consistent with applicable law. Salary shall

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 include deductions for applicable Guam and federal taxes. Future salary increments
2 or adjustments may be considered upon the completion of each annual performance
3 evaluation, beginning in 2027.

4 4.1 Dr. Won Pat's salary shall be reviewed annually. Dr. Won Pat may receive
5 such annual increases in salary and benefits as are provided to other
6 administrators within the Department, provided that the Board may agree to
7 provide Dr. Won Pat with additional increases at the Board's sole discretion.
8 At no time during the term of this contract shall Dr. Won Pat's salary be
9 reduced below the initial salary stated in this contract or any subsequent
10 increase to such salary.

11 **5.0 Insurance and Retirement Benefits**

12 5.1 Dr. Won Pat and her eligible dependents shall be entitled to enroll in the
13 Department's health and life insurance plans.

14 5.2 Dr. Won Pat is entitled to participate in the Government of Guam Retirement
15 Program.

16 **6.0 Paid Annual and Sick Leave**

17 6.1 The Superintendent shall be entitled to annual leave, which shall be earned
18 at the rate established by Section 4109 of Title 4 Guam Code Annotated.

19 6.2 The Superintendent shall accrue sick leave at the rate of four (4) hours per
20 biweekly pay period pursuant to Section 4108 of Title 4 Guam Code
21 Annotated.

22 6.3 In the event that additional leave may be needed to meet the goals of the
23 position of Superintendent or for other reasonable circumstances, Dr. Won

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 Pat may be granted administrative leave with the approval of the Board
2 Chairperson.

3 **7.0 Professional Dues and Meetings**

4 During the term of this Agreement, and upon approval of the Chairperson of the
5 Board, the Department shall either advance sums or reimburse Dr. Won Pat for
6 reasonable costs incurred by Dr. Won Pat to maintain or improve her professional
7 skills and performance, to attend educational conferences, conventions, courses,
8 seminars and other similar professional growth activities, including Dr. Won Pat's
9 individual membership in a professional organization and community service
10 organizations. Costs include actual expenses for said training, such as economy
11 class airfare, registration, lodging and meals for attending professional conventions.
12 Dr. Won Pat agrees to submit documentation to the Department to substantiate such
13 expenses in accordance with the general public policy of the Department.

14 **8.0 Travel for Department Purposes**

15 In accordance with the Travel Policies of the Department (Board Policy 215), the
16 Board shall provide economy class airfare, lodging, meals and reasonable expenses
17 to support travel to accomplish Department goals and objectives. Such travel may
18 be required for fundraising functions and to officially represent the Department with
19 accrediting bodies, national organizations and federal departments and agencies and
20 at other functions as may be needed to support the Department. All travel of Dr.
21 Won Pat must be approved by the Board. Dr. Won Pat shall provide a full report to
22 the Board within one month after her return from official travel.

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1 **9.0 Termination, Transition, Succession, Board-Superintendent Relations, and**
2 **Complaint Process**

3 9.1 Termination by the Board for Cause.

4 The Board, by affirmative vote of no less than six (6) members, may
5 terminate the employment of Dr. Won Pat for cause as set forth in Section
6 3103.1 of Title 17 Guam Code Annotated. Before the Board may consider
7 termination of Dr. Won Pat's contract under this subsection, it must first
8 approve a written list of charges and then must serve the list of charges upon
9 the Superintendent. The written list of charges must include (1) an
10 explanation of how each charge constitutes cause as set forth in Section
11 3103.1 of Title 17, Division 2, Chapter 3 of Guam Code Annotated and (2)
12 copies of any related investigations conducted. Dr. Won Pat shall be entitled
13 to a fair and impartial hearing before an independent hearing officer jointly
14 agreed upon by the Board and Dr. Won Pat. Dr. Won Pat reserves the option
15 to have the hearing closed or open to the public and to be able to call
16 witnesses to testify at such hearing. The Board shall treat all discussions of
17 termination as a personnel matter and must reserve such discussions for
18 executive session.

19 9.2 Ending of Employment Agreement by Superintendent.

20 Dr. Won Pat, as the Superintendent, may unilaterally end her obligations
21 under this contract by giving the Board no less than one hundred eighty (180)
22 days written notice prior to the last day of employment which is earlier than

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 the ending date in the Section 3.1 term of appointment. Dr. Won Pat may
2 not vacate until a new Superintendent has been selected.

3 **9.3 Mutual Ending of Employment Agreement by Superintendent and Board.**

4 Should Dr. Won Pat and the Board mutually agree to end this contract, the
5 Parties shall agree on a new last day of employment which is earlier than the
6 ending date in the Section 3.1 term of appointment and shall issue a public
7 notice of intent to end employment agreement at least one hundred eighty
8 (180) days prior to the agreed-upon new last day of employment. The Parties
9 shall agree to the scope and duty of the Superintendent from the time of
10 notice to the new last day of employment to ensure a positive transition and
11 ending of agreement to the extent consistent with applicable law. Dr. Won
12 Pat's benefits and salary shall remain in effect until the new last day of
13 employment.

14 **9.4 Board-Superintendent Relations.**

15 The Board shares responsibility for ensuring that Dr. Won Pat performs at
16 an acceptable level throughout the contract term and will utilize the retreats
17 as well as informal counseling as needed to ensure that Dr. Won Pat is aware
18 of any Board concerns and suggestions for improvement. The Board will
19 also provide a reasonable opportunity for Dr. Won Pat to address such
20 concerns.

**EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 Any complaint initiated by a member of the Board against the
2 Superintendent shall be handled based on policies and procedures set forth
3 in this Agreement, in addition to policies and procedures that may be
4 developed by the Board.

5 **9.5 Complaint Process Against and Of the Superintendent.**

6 All complaints against and of Dr. Won Pat shall be made within one hundred
7 eighty (180) days of the alleged incident or event. All complaints must be in
8 writing, signed, and submitted to the Board secretary (if by the Board) or to
9 the Board Chairperson or GDOE's EMRO or EEO (if by Dr. Won Pat).
10 Complaints shall be discussed in executive sessions as they involve personnel
11 matters. Complaints involving operational matters or other matters outside the
12 purview or jurisdiction of the Board shall be referred to the Superintendent for
13 resolution.

14 **9.6 Board Investigation of Complaint.**

15 Should the Board decide to investigate a complaint, the Board shall assign an
16 independent third party, agreed to by both Board and Dr. Won Pat, to conduct
17 an investigatory assessment. Such assessment will be provided to the Board
18 within sixty (60) days of the complaint being filed. The Board will take no
19 actions or consider the complaint until the assessment is completed. Final
20 consideration by the Board must be completed within forty-five (45) days of

EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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1 receiving the assessment from the independent third party, unless otherwise
2 waived by both Parties.

3 **10.0 Entire Agreement; Modification**

4 This Agreement constitutes the entire understanding of the Parties hereto and
5 supersedes any and all prior or contemporaneous representative or agreements,
6 whether written or oral, between the Parties, and cannot be changed or modified
7 unless in writing and signed by the Parties hereto.

8 **11.0 Severability**

9 The terms of this Agreement are severable such that, if any term or provision is
10 declared by a court of competent jurisdiction to be illegal, void or unenforceable,
11 the remainder of the provisions shall continue to be valid and enforceable. This
12 Agreement shall be interpreted and construed in accordance with the laws of Guam,
13 which shall be the forum for any lawsuit arising from or incident to this Agreement.

14 **12.0 Waiver**

15 No delay or failure to enforce any provision of this Agreement shall constitute a
16 waiver or limitation of rights enforceable under this Agreement.

17 **13.0 Non-Assignable**

18 This Agreement is not assignable, but shall be binding upon the heirs,
19 administrators, personal representatives, successors and assigns of both Parties.

20 **14.0 Notices**

21 All notices, requests, demands and other communication hereunder shall be in
22 writing and shall be deemed to have been duly given if delivered personally or by
23 overnight commercial courier or mailed, by certified mail, return receipt as follows:

EMPLOYMENT AGREEMENT BETWEEN THE GUAM EDUCATION BOARD
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THE GUAM EDUCATION BOARD

THE SUPERINTENDENT

Dr. Judith P. Guthertz
Chairperson, Guam Education Board
501 Mariner Avenue
Barrigada, Guam 96913

Dr. Judith T. Won Pat
Office of the Superintendent
Guam Department of Education
501 Mariner Avenue
Barrigada, Guam 96913

15.0 Acceptance of Electronic Signatures and Counterparts

The Parties agree to the acceptance of electronic signatures hereto in any number of counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument. Delivery of an executed counterpart by one party to the other may be made by electronic transmission.

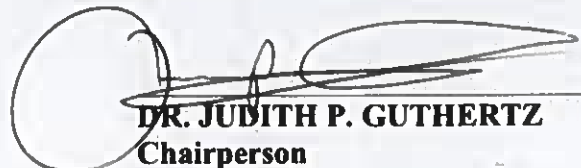
IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates indicated under the respective signatures.

SUPERINTENDENT:

GUAM EDUCATION BOARD:



DR. JUDITH T. WON PAT



DR. JUDITH P. GUTHERTZ
Chairperson

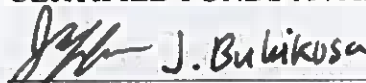
Date: 2-24-26

Date: 2/24/26

**APPROVED AS TO FORM
& LEGALITY:**

CERTIFIED FUNDS AVAILABLE:

GD OE LEGAL COUNSEL:



J. Bulikosa
Certifying Officer



MATTHEW E. WOLFF

Date: 02/25/2026

Date: Feb. 11, 2026

Account No. 110.11.000.011100.26.2300.02.

Document No. _____

Vendor No. _____

Amount: \$210,000.00 salary + Taxes

*Plus standard Benefits
calculated upon enrollment.

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APPROVED AS TO FORM & LEGALITY:

DOUGLAS MOYLAN
Attorney General of Guam

Date: _____

APPROVED:

LOURDES A. LEON GUERRERO
Governor of Guam

Date: _____