

Re: Messages & Communications Doc. No. 38GL-26-2837 through 2841.

From: Guam Legislature Clerks <clerks@guamlegislature.gov>  
 Date: Tue 9/8/2026 9:24 AM  
 To: 38th Committee On Rules <committeeonrules@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

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 Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>  
 Sent: Tuesday, September 8, 2026 9:16 AM  
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>  
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>  
 Subject: Messages & Communications Doc. No. 38GL-26-2837 through 2841.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2837 through 2841** for processing:

|   |              |                                                 |                                                                                              |
|---|--------------|-------------------------------------------------|----------------------------------------------------------------------------------------------|
| ✓ | 38GL-26-2837 | Department of Public Health and Social Services | Prior Year Obligation to pay Seventh Day Adventist Clinic in the total amount of \$1,000.00* |
| ✓ | 38GL-26-2838 | A.B. Won Pat International Airport Authority    | Board Meeting Packet for June 18, 2026*                                                      |
| ✓ | 38GL-26-2839 | Civil Service Commission                        | Board Meeting Packet for September 3, 2026*                                                  |
| ✓ | 38GL-26-2840 | Guam Community College                          | Unaudited Revenues and Expenditures Report and Staffing Pattern as of July 31, 2026*         |
| ✓ | 38GL-26-2841 | Guam Community College                          | Board of Trustees Meeting Packet for August 21, 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*

38<sup>th</sup> Guam Legislature

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**Messages and Communications 38GL-26-2839\***

2 messages

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

Thu, Sep 3, 2026 at 2:33 PM

To: 38th Committee On Rules &lt;committeonrules@guamlegislature.gov&gt;, Sabrina Salas Matanane &lt;office.senatorbri@guamlegislature.gov&gt;

*Håfa adai,*

Please see attached M&amp;C Doc. No. 38GL-26-2839

|              |                          |                                             |
|--------------|--------------------------|---------------------------------------------|
| 38GL-26-2839 | Civil Service Commission | Board Meeting Packet for September 3, 2026* |
|--------------|--------------------------|---------------------------------------------|

*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)

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

From: **Angielyn Pangelinan** <[angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)>

Date: Thu, Sep 3, 2026 at 10:28 AM

Subject: CSC BOARD MEETING (THURSDAY, SEPTEMBER 03, 2026) AT 9 AM

To: Litigation Division <[civil litigation@oagguam.org](mailto:civil litigation@oagguam.org)>, [gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org) <[gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org)>, Office of Public Accountability <[admin@guamopa.com](mailto:admin@guamopa.com)>, Eliza G. Dames <[eliza.dames@guam.gov](mailto:eliza.dames@guam.gov)>, Shamra L.A. Chargualaf <[shamra.chargualaf@guam.gov](mailto:shamra.chargualaf@guam.gov)>, Dorothy Blas <[dorothy.blas@guam.gov](mailto:dorothy.blas@guam.gov)>, Speaker Frank Blas Jr. <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>, <[office.senatorbri@guamlegislature.gov](mailto:office.senatorbri@guamlegislature.gov)>, [bjcruz@guamopa.com](mailto:bjcruz@guamopa.com) <[bjcruz@guamopa.com](mailto:bjcruz@guamopa.com)>, cc: Daniel Leon Guerrero <[Daniel.leonguerrero@csc.guam.gov](mailto:Daniel.leonguerrero@csc.guam.gov)>, Roland Fejarang <[roland.fejarang@csc.guam.gov](mailto:roland.fejarang@csc.guam.gov)>, Fred Nishihira <[fred.nishihira@csc.guam.gov](mailto:fred.nishihira@csc.guam.gov)>

Hafa Adai,

In compliance with Chapter 18 of Title 1, Guam Code Annotated, Article 4, Section 1840, and mandated under 4 GCA, Section 4403 (a), the Civil Service Commission submits the following documents that were presented and heard at its Board meeting that was conducted on Thursday, September 03, 2026.

- Commissioner Attendance Roster.

- Agenda.

- Signings:

1) Donna E. Lawrence vs OAG; Case No. 23-AA13T

2) Donna E. Lawrence vs. OAG; Case Nos. 23-GRE12, 23-GRE13, 23-GRE14

3) Cory Jo Manatanona vs. DPHSS Case No. 26-GRE29

4) Francis Glenn Lujan vs. DOE; Case No. 26-GRE03

*Si Yu-us Un Binendise,***Angielyn Pangelinan***Board Secretary,*

Civil Service Commission (CSC)

Bell Tower, Suite 201,

[701 West Marine Corps Drive](#)[Hagatna, Guam 96910](#)

Office: (671) 647-1856/1855

Fax: (671) 647-1867

Website: [csc.guam.gov](http://csc.guam.gov)

Email: [angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)

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7 attachments

-  **AGENDA FOR SEPTEMBER 03.pdf**  
57K
-  **COMMISSIONER ATTENDANCE 9-3-26.pdf**  
66K
-  **Donna E. Lawrence vs OAG Case No. 23-AA13T.pdf**  
115K
-  **Donna E. Lawrence vs. OAG case no. 23-GRE12-13-14000.pdf**  
100K
-  **Cory Jo Mantanona vs DPHSS; Case No. 25-GRE29.pdf**  
88K
-  **Francis Glenn Lujan vs. DOE; Case No. 26-GRE03.pdf**  
119K
-  **38GL-26-2839.pdf**  
1222K

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**38th Committee On Rules** <committeeonrules@guamlegislature.gov>  
To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Thu, Sep 3, 2026 at 3:05 PM

*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*

*38<sup>th</sup> Guam Legislature*

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[Quoted text hidden]



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

## CSC BOARD MEETING (THURSDAY, SEPTEMBER 03, 2026) AT 9 AM

2 messages

**Angielyn Pangelinan** <angielyn.pangelinan@csc.guam.gov>

Thu, Sep 3, 2026 at 10:27 AM

To: Litigation Division <civillitigation@oagguam.org>, "gll@guamlawlibrary.org" <gll@guamlawlibrary.org>, Office of Public Accountability <admin@guamopa.com>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf" <shamra.chargualaf@guam.gov>, Dorothy Blas <dorothy.blas@guam.gov>, "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>, office.senatorbri@guamlegislature.gov, "bjcruz@guamopa.com" <bjcruz@guamopa.com>, "cc: Daniel Leon Guerrero" <Daniel.leonguerrero@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>

Hafa Adai,

In compliance with Chapter 18 of Title 1, Guam Code Annotated, Article 4, Section 1840, and mandated under 4 GCA, Section 4403 (a), the Civil Service Commission submits the following documents that were presented and heard at its Board meeting that was conducted on Thursday, September 03, 2026.

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  - 4) Francis Glenn Lujan vs. DOE; Case No. 26-GRE03

Doc Type: 38GL-26-2839  
 OFFICE OF THE SPEAKER  
 FRANK F. BLAS, JR.  
 September 3, 2026  
 Time: 10:27 AM  
 Received:

*Si Yu-us Un Binendise,*



**Angielyn Pangelinan**

*Board Secretary,*

Civil Service Commission (CSC)

Bell Tower, Suite 201,

701 West Marine Corps Drive

Hagatna, Guam 96910

Office: (671) 647-1856/1855

Fax: (671) 647-1867

Website: [csc.guam.gov](http://csc.guam.gov)

Email: [angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)

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**6 attachments**

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88K
-  **Francis Glenn Lujan vs. DOE; Case No. 26-GRE03.pdf**  
119K

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**Speaker Frank Blas Jr.** <speakerblas@guamlegislature.gov> Thu, Sep 3, 2026 at 10:41 AM  
To: Angielyn Pangelinan <angielyn.pangelinan@csc.guam.gov>  
Cc: Litigation Division <civillitigation@oagguaam.org>, "gll@guamlawlibrary.org" <gll@guamlawlibrary.org>, Office of Public  
Accountability <admin@guamopa.com>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf"  
<shamra.chargualaf@guam.gov>, Dorothy Blas <dorothy.blas@guam.gov>, office.senatorbri@guamlegislature.gov,  
"bjcruz@guamopa.com" <bjcruz@guamopa.com>, "cc: Daniel Leon Guerrero" <Daniel.leonguerrero@csc.guam.gov>,  
Roland Fejarang <roland.fejarang@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>

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 Guahan 38<sup>th</sup> Guam Legislature****Guam Congress Building, 163 Chalan Santo Papa, Hagatña****(671)969-6456****[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)**

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## CIVIL SERVICE COMMISSION

Komision / Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobiernon Guahan



### **BOARD MEETING AGENDA**

Thursday, September 03, 2026 at 9:00 A.M.

*(In Person & Livestream)*

- I. CALL TO ORDER.**
- II. APPROVAL OF MINUTES: None.**
- III. NEW BUSINESS: None.**
- IV. OLD BUSINESS:**
  - 1) SIGNING: DECISION & JUDGMENT**  
Donna E. Lawrence vs. Office of the Attorney General of Guam; Case No.: 23-AA13T
  - 2) SIGNING: DECISION & JUDGMENT**  
Donna E. Lawrence vs. Office of the Attorney General of Guam; Case No.: 23-GRE12
  - 3) SIGNING: DECISION & JUDGMENT**  
Donna E. Lawrence vs. Office of the Attorney General of Guam; Case No.: 23-GRE13
  - 4) SIGNING: DECISION & JUDGMENT**  
Donna E. Lawrence vs. Office of the Attorney General of Guam; Case No.: 23-GRE14
  - 5) SIGNING: DECISION & JUDGMENT**  
Cory Jo S. Mantanona vs. Department of Public Health & Social Services; Case No.: 25-GRE29
  - 6) SIGNING: DECISION & JUDGMENT**  
Francis Glenn Lujan vs. Department of Education; Case No.: 26-GRE03
- V. GENERAL BUSINESS: None.**
- VI. ADJOURNMENT.**



  
Agenda approved by:

**Daniel D. Leon Guerrero, CSC Executive Director**

**38GL-26-2839**  
Messages and Communications

**RECEIVED**  
COMMITTEE ON RULES  
September 3, 2026

2:33 p.m.  
*Marie Crisostomo*



**LOU A. LEON GUERRERO**  
Governor

**JOSHUA TENORIO**  
Lieutenant Governor

**CIVIL SERVICE COMMISSION**  
**Kumision I Setbision Sibit**  
**GOVERNMENT OF GUAM**  
**I Gobietnon Guahan**

P.O. Box 2950 • Hagåtña, Guam 96932  
Tel: (671) 647-1855/1857 • Fax: (671) 647-1867



**DANIEL D. LEON GUERRERO**  
Executive Director

**BOARD OF COMMISSIONERS – ATTENDANCE ROSTER**

|                 |                                |                      |                           |
|-----------------|--------------------------------|----------------------|---------------------------|
| <b>Subject:</b> | CSC BOARD MEETING              | <b>Meeting Date:</b> | <b>SEPTEMBER 03, 2026</b> |
| <b>Agency:</b>  | Civil Service Commission (CSC) | <b>Location:</b>     | CSC Board Hearing Room    |

| COMMISSIONER                 | Title                    | SIGNATURE OF ATTENDANCE |
|------------------------------|--------------------------|-------------------------|
| <b>JUAN K. CALVO</b>         | Chairman                 |                         |
| <b>ANTHONY P. BENAVENTE</b>  | <del>Vice Chairman</del> |                         |
| <b>CATHY O. CATLING</b>      | Commissioner             |                         |
| <b>ROSE MARIE A. MORALES</b> | Commissioner             |                         |
| <b>LUIS R. BAZA</b>          | Commissioner             | <i>Not Present</i> #7   |

For CSC Board Secretary only.

|                                               |                                                                                              |                                       |                                                                                              |
|-----------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------------------------|
| <b>Call to Order:</b><br>(Meeting START Time) | <i>9:06</i> ( <input checked="" type="checkbox"/> ) A.M. / ( <input type="checkbox"/> ) P.M. | <b>Adjourn:</b><br>(Meeting END Time) | <i>9:28</i> ( <input checked="" type="checkbox"/> ) A.M. / ( <input type="checkbox"/> ) P.M. |
|-----------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------------------------|

|                                                                                                |                                          |
|------------------------------------------------------------------------------------------------|------------------------------------------|
| Attendance given to the Administrative Services Office for processing of Board Stipends as of: | Signature for Board Stipends processing: |
|------------------------------------------------------------------------------------------------|------------------------------------------|



**BEFORE THE  
CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS**



**IN THE MATTER OF:**

**CORY JO MANTANONA,**

**Employee,**

**vs.**

**DEPARTMENT OF PUBLIC  
HEALTH & SOCIAL SERVICES,**

**Management.**

**GRIEVANCE APPEAL  
CASE NO.: 25-GRE29**

**DECISION AND JUDGMENT**

The above-captioned matter came before the Civil Service Commission ("Commission") during the June 16, 2026 Grievance Hearing regarding changing of Cory Jo S. Mantanona's (Employee) unauthorized leave to leave without pay.

Commissioners present were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Cathy O. Catling; Commissioner Rose Marie Morales, and Commissioner Luis R. Baza.

**DECISION AND JUDGMENT**

*Cory Jo Mantanona vs. Department of Public Health & Social Services*  
Grievance Appeal Case No.: 25-GRE29

**Page 1 of 4**

1 The Acting Director of the Department of Public Health and Social Services  
2 (DPHSS), PeterJohn Camacho, along with Lay Representative Maria L. Brown,  
3 from the Office of the Attorney General were present for Management. Employee,  
4 Cory Jo S. Mantanona was present. Robert Koss from Guam Federation of Teachers  
5 was the lay representative for the Employee.

### 6 **Jurisdiction**

7 The Civil Service Commission has jurisdiction to hear grievance appeals  
8 pursuant to 4 GCA §4403(c) and relevant Personnel Rules and Regulations  
9 governing grievances.

### 10 **Proceeding**

11 Pursuant to Rule G21 of the Civil Service Commission's Rules of Procedure  
12 for Grievance Appeals, the Commission voted 5 to 0 to proceed to deliberation  
13 without opening or closing statements and witness testimony as the Commissioners  
14 had reviewed the Grievance submissions and required only clarification from both  
15 Management and Employees.

### 16 **Finding of Facts and Determinations of Law**

17 1. Employee was formerly employed with DPHSS as an Eligibility  
18 Specialist II.

19 2. DPHSS, PeterJohn Camacho, clarified that:

### 20 **DECISION AND JUDGMENT**

*Cory Jo Mantanona vs. Department of Public Health & Social Services*  
Grievance Appeal Case No.: 25-GRE29

**Page 2 of 4**

1 a. DPHSS attempted to resolve this matter prior to the Grievance  
2 Hearing, by offering to grant her grievance request to change her  
3 undetermined status to leave without pay; however, Employee's response  
4 was that she wanted her day in court.

5 b. That Employee has transferred to Guam Housing and Urban Renewal  
6 Authority ("GHURA").

7 3. Employee, Mantanona stated that she wanted to be heard on the matter and  
8 expressed her belief that the Grievance Rules needed to be updated.

9 4. Commissioner Morales asked the parties why were they before the  
10 Commission if Employee no longer works for DPHSS. Employee explained that  
11 she is still a Government of Guam Employee. Commissioner Morales further stated  
12 that Employee's underlying grievance was a scheduling matter which the  
13 Commission cannot address because Employee is now with a different governmental  
14 agency, the matter is outside the Commission's jurisdiction.

15 5. Chairman Calvo stated the rules are clear that you grieve the Department  
16 that you are working in. The Commission will not expand its jurisdiction to another  
17 agency.

18 //

19 //

20 **DECISION AND JUDGMENT**

*Cory Jo Mantanona vs. Department of Public Health & Social Services*  
Grievance Appeal Case No.: 25-GRE29

**Page 3 of 4**

6. Commissioner Baza stated that if Employee were still an Employee of DPHSS the Commission would proceed with the hearing.

7. Commissioner Baza also agreed with Employee that the Grievance Rules should be updated.

8. Commissioner Catling stated this matter is a classic example of a government agency not communicating internally.

9. The Commission determined that the Commission lost jurisdiction to hear the grievance upon Employee's transfer to GHURA.

### Conclusions

Based on the above findings of fact and determinations of law, the Commission by 5 to 0 vote, denied Employee's Grievance Appeal for lack of jurisdiction.

**SO ORDERED** this 3rd day of September, 2026.



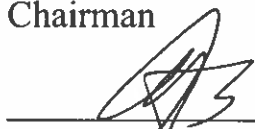
**JUAN K. CALVO**

Chairman



**LUIS R. BAZA**

Vice Chairman



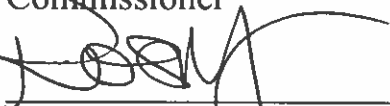
**ANTHONY P. BENAVENTE**

Commissioner



**CATHY O. CATLING**

Commissioner



**ROSE MARIA A. MORALES**

Commissioner

### DECISION AND JUDGMENT

*Cory Jo Mantanona vs. Department of Public Health & Social Services*  
Grievance Appeal Case No.: 25-GRE29

Page 4 of 4



**BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS**



**IN THE MATTER OF:**

**DONNA E. LAWRENCE,**

**Employee,**

**vs.**

**OFFICE OF THE ATTORNEY  
GENERAL,**

**Management.**

**ADVERSE ACTION APPEAL  
CASE NO.: 23-AA13T**

**DECISION AND JUDGMENT**

**I. INTRODUCTION AND OVERVIEW**

The Civil Service Commission (CSC) met on July 30, 2026 to hear Employee Donna Lawrence's Motion to Void for Serious Procedural Defect (filed June 24, 2026) and several other pending motions.

Commissioners present were: Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose Marie A. Morales, and Commissioner Luis R. Baza.

**DECISION AND JUDGMENT**

*Donna E. Lawrence vs. Office of the Attorney General*  
Adverse Action Appeal CSC Case No.: 23-AA13T

Page 1 of 5

1 Employee was present for the hearing and was represented by Attorney  
2 Jordan L.E. Pauluhn, Esquire. Management, the Office of the Attorney General  
3 (OAG), was represented by L. Paul Sirmans, Assistant Attorney General, who also  
4 had full settlement authority.

5 The CSC first considered Management's late filing response submitted  
6 July 9, 2026 and voted 4 to 0 to deny Management's late filing response.

## 7 II. JURISDICTION

8 The CSC has jurisdiction over adverse action appeals from classified  
9 employees pursuant to 4 GCA § 4403 and 4 GCA § 4406.

## 10 III. FACTS

11 Donna E. Lawrence was a classified employee of the OAG holding the  
12 position of Attorney IV as of December 12, 2023.

13 On November 1, 2023, Employee received a *first* Proposed Notice of  
14 Adverse Action dated October 30, 2023. Management never issued a final adverse  
15 action with respect to this first proposed notice.

16 On December 4, 2023, Employee was personally served with a *second*  
17 Proposed Notice of Adverse Action dated December 1, 2023.

18 //

19 //

## 20 DECISION AND JUDGMENT

21 *Donna E. Lawrence vs. Office of the Attorney General*  
Adverse Action Appeal CSC Case No.: 23-AA13T

1 The alleged conduct contained in the proposed notices occurred on  
2 August 11, 2023 and October 8, 2023.

#### 3 IV. DELIBERATION

4 The Commission heard arguments on the motion to dismiss for serious  
5 procedural defects from both parties.

6 The Commissioners discussed the Employee's argument that issuance of the  
7 second proposed notice of adverse action was improper because: "An employee is  
8 entitled to written notice of the department's decision within 10 days after receipt  
9 of the employee's answer to the charge(s)." Department of Administration's  
10 Personnel Rule 11.311(A). The Commission agreed that when Management failed  
11 to issue a final notice of adverse action within 10 days of receiving the Employee's  
12 response to the first proposed notice of adverse action, any subsequent action or  
13 proposed action taken was invalid as a violation of Department of Administration's  
14 Personnel Rule 11.311(A).

15 The Commission also discussed the Employee's argument that she was not  
16 afforded her 10-day response period to the second notice of proposed adverse  
17 action. Under *Guam Waterworks Authority v. Civil Service Commission (Joey*  
18 *Taitano)*, 2026 Guam 3, and Department of Administration's Personnel Rule

#### 20 DECISION AND JUDGMENT

21 *Donna E. Lawrence vs. Office of the Attorney General*  
Adverse Action Appeal CSC Case No.: 23-AA13T

1 11.307, an employee is entitled to seek reconsideration of a proposed notice of  
2 adverse action within 10 days of "receipt" of the notice. Employee received the  
3 second proposed notice of adverse action on December 4, 2023, which allowed her  
4 until December 14, 2023 to respond.

5 The alleged conduct contained in the Final Notice of Adverse Action  
6 occurred on August 11, 2023 and October 8, 2023.

## 7 V. CONCLUSION

8 The Civil Service Commission voted 4 to 0 in favor of Employee and granted  
9 Donna Lawrence's motion to void for procedural defect, finding the Final Adverse  
10 Action violated Department of Administration's Personnel Rule 11.311(A),  
11 Department of Administration's Personnel Rule 11.307, and 4 GCA §4406(b).  
12 Ninety (90) Day Rule.

13 Pursuant to §4406(g), the employee shall be reinstated immediately pursuant  
14 to the terms of the decision until such time as the decision is overturned by judicial  
15 review. Employee shall be immediately reinstated to her former position with  
16 accrued seniority, back pay and benefits (including but not limited to: sick and  
17 personal leave accrual, government health insurance contributions, government's  
18 share of retirement contributions, and all other).

19 //

## 20 DECISION AND JUDGMENT

21 *Donna E. Lawrence vs. Office of the Attorney General*  
Adverse Action Appeal CSC Case No.: 23-AA13T

1 Pursuant to §4406.1. Attorney Fees and Costs of Appeal. Management to  
2 pay all attorney's fees and costs.

3 Failure to adhere to a decision by the Commission to immediately reinstate  
4 an employee shall result in reduction in salary by 10% for the responsible agency  
5 head and his deputy from the date of the decision until the date of reinstatement in  
6 full compliance with the decision; as described in 4 GCA §4406(h). Further, the  
7 Commission may bring an action in the Superior Court to enforce the reinstatement  
8 of the employee and impose any appropriate penalties or remedies available at law  
9 or equity; as described in 4 GCA §4406(h).

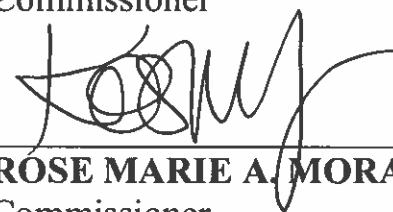
10 **SO ORDERED** this 3rd day of September, 2026.

11   
12 **JUAN K. CALVO**  
Chairman

11   
12 **LUIS R. Baza**  
Vice Chairman

13   
14 **ANTHONY P. BENAVENTE**  
15 Commissioner

13   
14 **CATHY O. CATLING**  
15 Commissioner

16   
17 **ROSE MARIE A. MORALES**  
18 Commissioner

19 **DECISION AND JUDGMENT**

20 *Donna E. Lawrence vs. Office of the Attorney General*  
21 Adverse Action Appeal CSC Case No.: 23-AA13T

Page 5 of 5



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:  
DONNA E. LAWRENCE,

Employee,

vs.

OFFICE OF THE ATTORNEY  
GENERAL,

Management.

GRIEVANCE APPEALS  
CASE Nos.: 23-GRE12;  
23-GRE13 & 23-GRE14

DECISION & JUDGMENT

The above-captioned matter's, which was consolidated by the parties, came before the Civil Service Commission ("Commission") on July 30, 2026, for a Grievance Hearing regarding the Grievance Appeals filed by Donna Lawrence ("Lawrence") against the Office of the Attorney General.

Commissioners present were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose Marie A. Morales, and Commissioner Luis R. Baza.

//

JUDGMENTS OF DISMISSAL

*Donna E. Lawrence vs. Office of the Attorney General*

Grievance Appeal Case Nos.: 23-GRE12; 23-GRE13; 23-GRE14

1 Employee Donna Lawrence was present for the hearing and was  
2 represented by Attorney Jordan L.E. Pauluhn, Esq.

3 Management for the Office of the Attorney General (OAG) was present  
4 and represented by Attorney L. Paul Sirmans, Esq., who also had full settlement  
5 authority.

6 Pursuant to Rule G21 of the Civil Service Commission's Rules of  
7 Procedure for Grievance Appeals, the Commission voted 4 to 0 to proceed to  
8 deliberation without opening or closing statements and witness testimony as the  
9 Commissioners had reviewed the Grievances submissions and required only  
10 clarification from both Management and Employees.

11 The Civil Service Commission discussed and deliberated that they did not  
12 have jurisdiction to resolve these Grievances because Employee Lawrence was  
13 no longer a permanent, classified employee, therefore the three Grievances are  
14 moot.

15 //

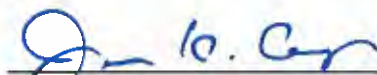
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17  
18 **JUDGMENTS OF DISMISSAL**

19 *Donna E. Lawrence vs. Office of the Attorney General*  
Grievance Appeal Case Nos.: 23-GRE12; 23-GRE13; 23-GRE14

1           Based on the above findings of fact, the Commission by 4 to 0 vote denies  
2 the Employee's Grievance Appeals for lack of jurisdiction.

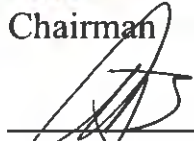
3           **SO ADJUDGED** this 3rd day of September, 2026.

4  
5 

6 **JUAN K. CALVO**  
Chairman

7 

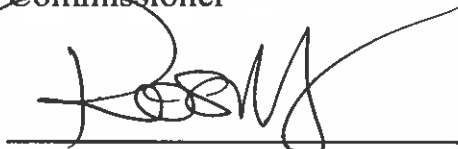
8 **LUIS R. BAZA**  
Vice Chairman

9 

10 **ANTHONY P. BENAVENTE**  
Commissioner

11 

12 **CATHY O. CATLING**  
Commissioner

13 

14 **ROSE MARIE A. MORALES**  
Commissioner



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF

FRANCIS GLENN LUJAN,

Employee,

vs.

DEPARTMENT OF EDUCATION,

Management.

GRIEVANCE APPEAL  
CASE NO.: 26-GRE03

DECISION AND JUDGMENT

**I. INTRODUCTION**

This matter came before the Civil Service Commission (the "Commission") during a Motion Hearing on July 30, 2026, regarding Management's Motion to Dismiss for Lack of Jurisdiction, filed by the Guam Department of Education ("GDOE") on June 26, 2026.

Commissioners present were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose Marie A. Morales, and Commissioner Luis R. Baza.

**DECISION AND JUDGMENT**

*Francis Glenn Lujan vs. Department of Education*  
Grievance Appeal CSC Case No.: 26-GRE03

Page 1 of 5

1 Employee Francis Glenn Lujan ("Employee") appeared with Lay  
2 Representative Robert Koss. GDOE Lay Representative Phyllis Blas appeared on  
3 behalf of Management along with Superintendent of Education, Dr. Judith T. Won  
4 Pat.

## 5 **II. JURISDICTION**

6 The Jurisdiction of the Guam Civil Service Commission is based upon the  
7 Organic Act of Guam, 4 GCA §§ 4401 and 4403, et seq., and relevant Personnel  
8 Rules and Regulation.

## 9 **III. PROCEEDINGS**

10 Prior to arguments on the motion, Employee requested a stay of  
11 proceedings pending the outcome of a case before the Superior Court of Guam  
12 concerning whether "differential pay" constitutes a "classification and  
13 compensation" matter. Employee asserted that a stay would avoid duplicate  
14 litigation and promote judicial economy. The Commission denied Employee's  
15 request for a stay by a vote of **4 to 0**.

16 Pursuant to CSC Grievance Rule G21, Chairman Calvo moved to proceed  
17 with the Motion to Dismiss on the pleadings without oral argument. The  
18 Commission approved the motion by a vote of **4 to 0**.

19 //

## 20 **DECISION AND JUDGMENT**

21 *Francis Glenn Lujan vs. Department of Education*  
Grievance Appeal CSC Case No.: 26-GRE03

#### IV. FINDING OF FACTS AND CONCLUSION OF LAWS

Upon review of the record, clarifications made by the Parties and applicable authorities, the Commission finds as follows:

1) **Employee Status:** Employee is a certified teacher employed on a school-year schedule (9-month employee), performing duties as a Speech-Language Pathologist Assistant.

2) **Grievance:** Employee holds a valid license as a Speech-Language Pathologist Assistant (Master Level). Employee grieves that he is entitled to a 15% incentive or differential pay provided to year-round (12-month employee) Speech-Language Pathologist Assistants.

3) **Remedy Sought:** In his Step IV Grievance Appeal filed on April 9, 2026, Employee requested that Management "...rectify this misclassification and grant the 15% differential pay retroactively and prospectively...."

#### 4) **Grievance Exclusions:**

(a.) GDOE Personnel Rules and Regulations, Chapter 9, Grievance Procedures states:

##### **909.200 Coverage**

Grievances may include but are not limited to, such matters as employee-supervisor relationships; duty assignments **not related to job classifications**, shift and job locations assignments, hours worked, working facilities and conditions, policies for granting leave and other related matters.

//

#### **DECISION AND JUDGMENT**

*Francis Glenn Lujan vs. Department of Education*  
Grievance Appeal CSC Case No.: 26-GRE03

1                   **(b.) 909.301 General Exclusions**

2                   The following actions are not covered by these grievance procedures:

3                   E. Appeals from classification determinations

4                   **(c.) Teachers Collective Bargaining Agreement, Article V: Grievance  
Scope and procedures.**

5                   **5. B Coverage**

6                   Grievances may include, but are not limited to, such actions as  
7                   employee-supervisor relationships; duty assignments **not related to**  
8                   **job classifications**, shift and job locations assignments, hours worked,  
9                   working facilities and conditions, policies for granting leave and other  
10                  related matters.

11                  5) **Statutory Jurisdiction:** Under Public Law 28-68 jurisdiction of  
12                  classification and compensation issues were transferred from the Civil Service  
13                  Commission to the Department of Administration.

14                  6) **Different Pay Plans**, teachers are paid on a teacher pay plan while  
15                  speech pathologist are paid on the general pay plan.

16                  7) **Differential Pay for health care professionals** (i.e. Speech-  
17                  Pathologist) is covered under 4 GCA §6229.6 which requires the Director of  
18                  Administration to take action.

19                  8) **Position Description**, Employee continues to work with Management  
20                  on a position description to move from teacher status to a speech-language  
21                  pathologist assistant masters position. Employee's and Management's efforts to  
                  update the position description is part of the classification and compensation  
                  process which the Commission lacks jurisdiction.

22                  **DECISION AND JUDGMENT**

*Francis Glenn Lujan vs. Department of Education*  
                  Grievance Appeal CSC Case No.: 26-GRE03

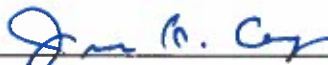
1 Additionally, the Chairman noted that the situation is a misalignment  
2 between the position classification as a teacher and the licensure being claimed as  
3 a speech pathologist assistant.

4 **V. CONCLUSION**

5 The Commission determines that the subject matter of Grievance Appeal  
6 No. 26-GRE03 concerns position classification and compensation, over which the  
7 Commission lacks subject-matter jurisdiction.

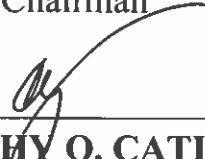
8 **ACCORDINGLY**, by a vote of **4 to 0**, Management's Motion to Dismiss,  
9 for lack of jurisdiction, is hereby **GRANTED**, and CSC Grievance Appeal No. 26-  
10 GRE03 is **DISMISSED WITH PREJUDICE**.

11 **IT IS SO ORDERED** this 3rd day of September, 2026.

12   
13 **JOHN K. CALVO**  
Chairman

12   
13 **LUIS R. BAZA**  
Vice Chairman

14   
15 **ANTHONY P. BENAVENTE**  
Commissioner

14   
15 **CATHY O. CATLING**  
Commissioner

16   
17 **ROSEMARIE A. MORALES**  
Commissioner