

I Mina'trentai Ocho Na Liheslaturan Guåhan  
BILL STATUS

| BILL NO.                                                                                                                               | SPONSOR                                                                                                                                                                      | TITLE                                                                                                                                                                                                        | DATE INTRODUCED     | DATE REFERRED | CMTE REFERRED                                                           | FISCAL NOTES     | PUBLIC HEARING DATE  | DATE COMMITTEE REPORT FILED                               | NOTES |
|----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------|-------------------------------------------------------------------------|------------------|----------------------|-----------------------------------------------------------|-------|
| 48-38 (COR)<br>As amended by the Committee on Education, Libraries, and Public Broadcasting; and substituted and amended on the Floor, | Vincent A. Borja<br>Tina Rose Muña Barnes<br>Frank F. Blas Jr.<br>Christopher M. Duenas<br>Sabrina Salas Matanane<br>Shelly V. Calvo<br>Jesse A. Lujan<br>Joe S. San Agustin | AN ACT TO <i>ADD</i> A NEW § 4132 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING LIMITED LEAVE BENEFITS FOR RETIRED TEACHERS REHIRED ON CONTRACT TO FILL TEACHING VACANCIES. | 2/7/25<br>9:46 a.m. | 2/13/25       | Committee on Finance and Government Operations.                         | Request: 2/13/25 | 4/21/25<br>2:00 p.m. | 7/3/25<br>As Amended.                                     |       |
|                                                                                                                                        |                                                                                                                                                                              |                                                                                                                                                                                                              |                     | 4/2/25        | Re-Referred: Committee on Education, Libraries and Public Broadcasting. | 3/5/25           |                      |                                                           |       |
|                                                                                                                                        | SESSION DATE                                                                                                                                                                 | TITLE                                                                                                                                                                                                        | DATE PASSED         | TRANSMITTED   | DUE DATE                                                                | PUBLIC LAW NO.   | DATE SIGNED          | NOTES                                                     |       |
|                                                                                                                                        | 7/28/25                                                                                                                                                                      | AN ACT TO <i>ADD</i> A NEW § 4132 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING LIMITED LEAVE BENEFITS FOR RETIRED TEACHERS REHIRED ON CONTRACT TO FILL TEACHING VACANCIES. | 7/31/25             | 8/6/25        | 8/18/25                                                                 | 38-41            | 8/18/25              | Received: 8/18/25<br>Mess and Comm. Doc. No. 38GL-25-1052 |       |

LOURDES A. LEON GUERRERO  
GOVERNOR



JOSHUA F. TENORIO  
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN  
OFFICE OF THE GOVERNOR OF GUAM

38GL-25-1052  
OFFICE OF THE SPEAKER  
FRANK F. BLAS JR.

**Transmitted via Email to:** [speakerblas@guamlegislature.org](mailto:speakerblas@guamlegislature.org)

August 18, 2025

AUG 18 2025

Time: 4:30 pm  
Received: [Signature]

**THE HON. FRANK BLAS, JR., Speaker**  
*I Mina'trentai Ocho Na Liheslaturan Guåhan*  
38th Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

**Re: Bill No. 48-38 (COR), "AN ACT TO ADD A NEW § 4132 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING LIMITED LEAVE BENEFITS FOR RETIRED TEACHERS REHIRED ON CONTRACT TO FILL TEACHING VACANCIES."**

*Håfa Adai* Mr. Speaker,

While it was unclear from the testimony presented at the hearing on Bill No. 48-38 (COR) that the addition of twenty-four (24) hours of personal leave per year or four (4) hours of sick leave per pay period would attract more retired teachers to return to the Guam Department of Education (GDOE), it clearly will not be a hindrance to their return. With the growing reliance on retired teachers returning to fill the teaching rolls at GDOE it is critical we do everything we can to make their return easier and more agreeable. As a community we are not in a position to waste all of the experience our retired teachers possess. Bill No. 48-38 (COR) is one more tool for GDOE to use in recruiting retired teachers back into the classroom.

For these reasons, I sign Bill No. 48-38 (COR) into law as **Public Law No. 38-41**.

*Senseramente,*

  
**JOSHUA F. TENORIO**  
*I Åkto Maga'låhen Guåhan*  
Acting Governor of Guam



**38GL-25-1052**  
Messages and Communications

**RECEIVED**  
COMMITTEE ON RULES  
August 18, 2025  
6:17 p.m.  
*Marie Crisostomo*

Enclosure(s): Bill No. 48-38 (COR) nka P.L. 38-41

cc via email: *Honorable Lourdes A. Leon Guerrero, Maga'hågan Guåhan*, Governor of Guam  
Compiler of Laws

*I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN*  
2025 (FIRST) Regular Session

**CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'HÅGAN GUÅHAN**

This is to certify that **Bill No. 48-38 (COR)**, "AN ACT TO *ADD* A NEW § 4132 OF ARTICLE 1, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING LIMITED LEAVE BENEFITS FOR RETIRED TEACHERS REHIRED ON CONTRACT TO FILL TEACHING VACANCIES," was on the 31<sup>st</sup> day of July 2025, duly and regularly passed.



**Frank F. Blas, Jr.**  
**Speaker**

Attested:



**V. Anthony Ada**  
**Acting Legislative Secretary**

This Act was received by *I Maga'hågan Guåhan* this 6th day of August, 2025, at 7:58 o'clock A.M.



**Assistant Staff Officer**  
**Maga'håga's Office**

APPROVED:



**JOSHUA F. TENORIO**  
**ACTING GOVERNOR OF GUAM**

Date: August 18, 2025

Public Law No. 38-41

2025 - 24226

|                               |                |
|-------------------------------|----------------|
| <b>OFFICE OF THE GOVERNOR</b> |                |
| CENTRAL FILES OFFICE          |                |
| Rec'd By:                     | Elaine Tajalle |
| Date:                         | 8/14/25        |
| Time:                         | 7:58 PM        |



***I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN***  
**2025 (FIRST) Regular Session**

**Bill No. 48-38 (COR)**

As amended by the Committee on Education, Libraries,  
and Public Broadcasting; and substituted and  
amended on the Floor.

Introduced by:

Vincent A. V. Borja  
Tina Rose Muña Barnes  
Frank F. Blas Jr.  
Christopher M. Dueñas  
Sabrina Salas Matanane  
Shelly V. Calvo  
Jesse A. Lujan  
Joe S. San Agustin  
Telo T. Taitague  
V. Anthony Ada  
Eulogio Shawn Gumataotao  
Sabina Flores Perez  
Chris Barnett  
Therese M. Terlaje  
William A. Parkinson

**AN ACT TO *ADD* A NEW § 4132 OF ARTICLE 1,  
CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED,  
RELATIVE TO AUTHORIZING LIMITED LEAVE  
BENEFITS FOR RETIRED TEACHERS REHIRED ON  
CONTRACT TO FILL TEACHING VACANCIES.**

1        **BE IT ENACTED BY THE PEOPLE OF GUAM:**

2        **Section 1. Legislative Findings and Intent.** *I Liheslaturan Guåhan* finds  
3        that Guam continues to face critical teacher shortages in our public schools. The  
4        Department of Education has historically relied on rehiring retired teachers on  
5        contract to fill these critical vacancies. However, these contract positions currently

1 do not provide basic leave benefits that would help retain these experienced  
2 educators.

3 *I Liheslaturan Guåhan* further finds that providing limited leave benefits to  
4 retired teachers who return to serve our students would help maintain continuity of  
5 instruction while protecting both the government's retirement system and financial  
6 interests.

7 **Section 2.** A new § 4132 is hereby *added* to Article 1, Chapter 4, Title 4,  
8 Guam Code Annotated, to read:

9 **“§4132. Leave Benefits for Retired Teachers on Contract.**

10 (a) Notwithstanding any other provision of law, retired teachers who  
11 are rehired on contract by the Department of Education to fill teaching  
12 vacancies shall be entitled to accrue:

13 (1) Personal leave at the rate of twenty-four (24) hours per  
14 school year; and

15 (2) Sick leave at the rate of four (4) hours per pay period

16 (b) Limitations. The following limitations shall apply to leave  
17 benefits under this Section:

18 (1) Leave rates shall remain fixed and shall not increase based  
19 on years of service;

20 (2) Unused leave may only be carried over for one fiscal year,  
21 after which any excess leave shall be forfeited;

22 (3) No payment shall be made for any unused leave upon  
23 separation from service;

24 (4) Leave taken under this Section shall not count toward  
25 service credit for retirement purposes;

26 (5) Leave accrued under this Section shall not be eligible for  
27 the leave sharing program under §4109.2 of this Chapter.

(6) The Superintendent of the Guam Department of Education shall establish procedures to implement this Section within ninety (90) days of enactment.”

**Section 3. Effective Date.** This Act *shall* be effective upon enactment.

**Section 4. Severability.** If any provision of this Act or its application to any person or circumstance is found to be invalid or inorganic, such invalidity shall not affect other provisions or applications of this Act that can be given effect without the invalid provision or application, and to this end the provisions of this Act are severable.