

KUMISION SETTEFIKASION PARA I MANNANIDUKA
 GUAM COMMISSION FOR EDUCATOR CERTIFICATION

TREASURER'S REPORT
 Monday, December 3, 2018
 (Run Date 11/30/2018)

Budget Category	SPECIAL FUND APPROPRIATION ACCOUNTS (5205A197600GA201) - YEAR-TO-DATE							
	(a) Appropriation	(b) Allotments	(c) Expenditures	(d) Encumbrances	(b - c - d) Funds Available	(a - b) Unallotted Balance		
111 - Personnel	\$ 155,403.00	\$ 28,333.00	\$ 13,060.21		\$ 15,272.79	\$ 127,070.00		
113 - Benefits	\$ 57,208.00	\$ 10,830.00	\$ 4,997.78		\$ 5,832.22	\$ 46,378.00		
220 - Travel	\$ 9,000.00				\$ -	\$ 9,000.00		
230 - Contractual services	\$ 28,400.00	\$ 28,400.00	\$ -	\$ 9,475.48	\$ 18,924.52	\$ -		
233 - Building rent	\$ 6,000.00	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -	\$ -		
240 - Supplies	\$ 1,000.00	\$ 250.00	\$ -	\$ -	\$ 250.00	\$ 750.00		
250 - Equipment					\$ -	\$ -		
290 - Miscellaneous	\$ 1,400.00	\$ 350.00			\$ 350.00	\$ 1,050.00		
363 - Telephone	\$ 4,800.00	\$ 4,800.00		\$ 276.15	\$ 4,523.85	\$ -		
Total	\$ 263,211.00	\$ 78,963.00	\$ 18,057.99	\$ 15,751.63	\$ 45,153.38	\$ 184,248.00		

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PUBLIC LAW 29-73

General Ledger Account: 110023213

	Net Debits	Net Credits	
Beginning Balance for X account & General Ledger	Expenditures	Collections	Ending Balance
\$	108,227.59	\$ 3,200.00	\$ 88,606.95
	\$ 22,820.64		\$ 88,606.95

Quarterly Collections	
GENERAL LEDGER FEE ACCOUNT (110023213)	
October	-
November Collections for (Periods May 31, - September 30, 2018)	3,200.00
December	-
January	-
February	-
March	-
April	-
May	-
June	-
July	-
August	-
September	-
YTD Total	3,200.00

FOOT NOTE:

Collected in May 01, 2018 a check from UOG Administrative collection fees for (Periods October 2017-February 28, 2018) the amount of \$20,630.00 dated April 10, 2018.

Deposit made on Mar 15, 2018 to TOG a cashiers check dated Oct 26, 2018 for the amount of \$30,00 from educator application fee.

Grand total of collected fees for FY18 is \$20,660.00.

Deposit made on September 21, 2018 check No. 627784 check amt. \$18,509.00 for fees collections periods Mar 31, 2018 - July 13, 2018.

Deposit made on November 30, 2018 to TOG check from UOG Administrative collection fees for (May 31, - September 30, 2018)

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FEE ACCOUNTS (5100X087600RSS01800) - YEAR-TO-DATE

Budget Category	(a)	(b)	(c)	(a - b - c)
	Allotments	Expenditures	Encumbrances	Funds Available
111 - Personnel	\$ 3,196.92			\$ 3,196.92
113 - Benefits	\$ 1,006.13			\$ 1,006.13
220 - Travel	\$ 13,179.20	\$ 8,623.30		\$ 4,555.90
230 - Contractual services	\$ 17,460.79	\$ -		\$ 17,460.79
233 - Building rent	\$ 500.00			\$ 500.00
240 - Supplies	\$ 2,577.24			\$ 2,577.24
250 - Equipment	\$ 5,888.83		\$ 996.00	\$ 4,892.83
271 - Drug testing	\$ 130.00			\$ 130.00
290 - Miscellaneous	\$ 1,532.18			\$ 1,532.18
363 - Telephone	\$ 324.96			\$ 324.96
450 - Capital outlay				\$ -
800 - Exp Reim				\$ -
Rollover FY18 remaining balance to be used for FY19 Allotments	\$ 45,796.25			\$ -
Total Appropriation Begin date 10/01/2018	\$ 44,526.25	\$ 8,623.30	\$ 996.00	\$ 34,906.95

FY19 FUNDS FOR THE COLLECTION FEE ACCOUNT (ROLLOVER AND RELEASED) EFFECTIVE OCT. 01, 2018

PRIOR 2018 PAID EXPENDITURES	\$ 45,796.25
FY 2019 ALLOTTED BEGINNING BALANCE EFFECTIVE OCT 01, 2018	\$ (1,270.00)
FY 2019 CURRENT EXPENDITURES/OUTSTANDING ENCUMBRANCES TOTAL B + C =	\$ 44,526.25
NDS AVAILABLE BALANCE AS OF 11/30/2018	\$ 9,619.30
	\$ 34,906.95

11/29/2018

Cart No.	TYPE	SUBJECT & FIELD	ISSUED	EXP. DATE
1541	Initial	Basic Educator: Career & Technical Education	10/5/2018	10/4/2021
1569	Initial	Basic Educator: Preschool	11/28/2018	11/24/2021
1549	Non-Renewable	Initial Educator: Elementary K-5, Math 6-12 and Middle School Science 6-8	10/23/2018	10/22/2021
1548	Non-Renewable	Initial School Administrator K-12	10/23/2018	10/22/2021
1554	Initial	Master Educator: Early Childhood Pre K-2 and Elementary K-5	1/4/2019	1/3/2029
1564	Initial	Master Educator: Early Childhood Pre K-2 and Elementary K-5	12/29/2018	12/28/2028
1540	Initial	Master Educator: Early Childhood Pre K-2, Elementary K-5 and Special Education Pre K-12	10/2/2018	10/1/2028
1543	Initial	Master Educator: Elementary K-5	10/10/2018	10/9/2028
1570	Renewal	Master Educator: Elementary K-5 and Special Education K-12	1/16/2019	1/15/2029
1574	Initial	Master Educator: Elementary K-5 w/Professional Endorsement: Instructional Technology	12/20/2018	12/19/2028
1561	Endorsement	Master Educator: Elementary K-5 w/Professional Endorsement: Music 6-12	1/18/2017	1/17/2027
1550	Renewal	Master Educator: Elementary K-6	1/15/2019	1/14/2029
1547	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1559	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1562	Endorsement	Master Educator: Lang. Arts 6-12 and Consumer & Family Science 6-12 w/Temp. Endorsement: Sch. Lib. Exp: 11/26/2020	8/2/2016	8/1/2026
1536	Endorsement	Master Educator: Language Arts 6-12 and ESL K-12 w/Professional Endorsement: Elementary K-5	1/16/2013	1/15/2023
1557	Renewal	Master Educator: Language Arts 6-12 and Reading K-12	1/16/2019	1/15/2029
1566	Renewal	Master Educator: Reading K-12	1/16/2019	1/15/2029
1535	Renewal	Master Educator: Social Studies 6-12	1/15/2019	1/14/2029
1572	Renewal	Master Educator: Special Education Pre K-12	1/16/2019	1/15/2029
1537	Initial	Master School Counselor K-12	10/30/2018	10/29/2028
1538	Renewal	Professional Educator: Early Childhood Pre K-2 and Elementary K-5	1/15/2019	1/14/2024
1553	Initial	Professional Educator: Elementary K-5	12/21/2018	12/20/2023
1552	Renewal	Professional Educator: Elementary K-5	12/21/2018	12/20/2023
1551	Renewal	Professional Educator: Elementary K-5	11/9/2018	11/8/2023
1545	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1546	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1539	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1556	Extension	Professional Educator: Elementary K-5	1/15/2018	11/4/2019
1568	Name Change	Professional Educator: Elementary K-5	7/12/2016	7/11/2021
1563	Renewal	Professional Educator: Elementary K-6	1/15/2019	1/14/2024
1558	Initial	Professional Educator: Health and Physical Education 6-12	12/21/2018	12/20/2023
1542	Renewal	Professional Educator: Math 6-12	1/15/2019	1/14/2024
1544	Renewal	Professional Educator: Science 6-12	1/15/2019	1/14/2024
1565	Renewal	Professional Educator: Social Studies 6-12	12/15/2018	12/14/2023
1573	Initial	Professional Educator: Social Studies 6-12	1/15/2019	1/14/2024

KUMISION SETTEFIKACION PARA I MANMANIDUKA
Guam Commission for Educator Certification
303 University Drive, SOE Bldg., Room 105, Mangilao, Guam 96913
Tel: (671) 735-2554 - 2257 / FAX:)671) 735-2569
www.gcec.guam.gov

TEACHER MENTORSHIP VERIFICATION/CONFIRMATION FORM

According to Public Law 31-50, all Professional Educators with an Initial Certificate are required to be mentored prior to application for the next level of certification. GCEC may accept an organized program at the individual school. An organized and well-developed mentoring program can support professional growth for the mentors and mentee and help with teacher retention,

A mentoring program should help novice teachers in classroom management, lesson planning, collection of best practices and strategies, department and school requirements, ect. Along with effective feedback and regular meetings. The teacher should take on the responsibility to complete mentoring program.

TEACHER INFORMATION

NAME:	EIN:	DATE:
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Effective Date of Employment as a Teacher:

Teaching Assignment (Grade Level/Subject Taught):

Please see attached Teaching Certificate

SCHOOL INFORMATION

School Assigned:	Administrator's Name:
Administrator's Signature:	Date of Signature:

MENTORSHIP INFORMATION

Date Mentoring Began:	Date Mentoring Completed:
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I acknowledge that the following has taken place to assist the new teacher.

A) Regular meetings with a mentor teacher: (Dates of meetings).

B) Discussion on topics relevant to school and classroom identify at least four of the discussion:

1)
2)
3)
4)

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C) Feedback was provided that enable the novice teacher to develop professionally:		
Name two areas that were identified and provide a short explanation of the improvement made:		
1)	Explain:	
2)	Explain:	
Name of Teacher:	Signature:	Date:
Mentor Assigned:	Signature:	Date:
Name of Principal:	Signature:	Date:
Mentorship Coordinator: (If applicable)	Signature:	Date:
GUAM COMMISSION FOR EDUCATOR CERTIFICATION ACKNOWLEDGEMENT		
GCEC Certification Officer:	Signature:	Date:
FRAN-NICOLE CAMACHO		

jcm 10/10/18



Office of the Attorney General of Guam



590 S. Marine Corps Dr., Ste. 901, Tamuning, Guam 96913

October 16, 2018

Elizabeth Barrett-Anderson
Attorney General
Phone: (671) 475-3324
ext. 5015/ 5030
Fax: 477-4703
law@guamag.org

Jacqueline Z. Cruz
Chief of Staff
Administration
ext. 5010
jzcruz@guamag.org

Joseph B. McDonald
Chief Prosecutor
Prosecution
ext. 2410
jmcdonald@guamag.org

Karl P. Espaldon
Deputy AG
Solicitors
ext. 3115
kespaldon@guamag.org

Kenneth D. Orcutt
Deputy AG
Litigation
ext. 3225
korcutt@guamag.org

Fred S. Nishihira
Deputy AG
Consumer Protection
ext. 3250
fnishihira@guamag.org

Rebecca M. Perez
Deputy AG
Child Support
ext. 1610
rebecca.perez@guamcse.net

Carol M. Hinkle-Sanchez
Deputy AG
Family
ext. 4040
csanchez@guamag.org

Pauline I. Untalan
Administrator
**Victim Service Center
& Notary Unit**
ext. 5030
puntalan@guamag.org

INFORMATION AND GUIDANCE

Ref: GCEC 18-0527

TO: Chair, Guam Commission for Educator Certification

VIA: Attorney General *EPOD*

FROM: Deputy Attorney General, Solicitor Division

SUBJECT: Request for Legal Advice Regarding Permanently Revoking an Already Expired Professional Educator's Teaching Certificate

OCT 18 2018
GUAM COMMISSION FOR
EDUCATOR CERTIFICATION
OFFICE 2:27 pm

This Office is in receipt of your request for legal advice on the question whether the Guam Commission for Educator Certification can permanently revoke a Professional Educator's Teaching Certificate that has already expired.

You advise that a former teacher in the Guam public school system has been arrested and, you are informed, intends to plead guilty to misdemeanor charges of possession of child pornography, indecent electronic display and electronic enticement of a child, child abuse, and official misconduct. Although the individual's teaching certificate has already expired, the Commission wishes to ensure that the individual is unable to teach on Guam or elsewhere ever again. The Commission would also like to be able to publish this person's name to the National Association of State Directors of Teacher Education and Certification database for educator misconduct. Toward that end you ask whether the Commission can take steps to permanently revoke his teaching certificate and to include his name in the national database. In the alternative you ask whether we can suggest amendments to Guam law to permit the Commission to permanently revoke a teaching certificate even though it has already expired.

We are unaware of any mechanism to permanently revoke an expired teaching certificate, nor can we envision a statute that would provide for such a procedure. Without a current teaching certificate or an application for a teaching certificate, the Commission has no means of acquiring jurisdiction over the individual for the purposes you describe. We suggest that the Commission simply make a note of the individual's legal status in his file so that in the event he should ever apply again, his file would reflect the criminal charges. It is probably unnecessary anyway, since a criminal conviction of this nature is certain to surface when a criminal background check is conducted in the unlikely event he should ever apply to teach again, either on Guam or elsewhere.

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Information and Guidance

Ref: No. GCEC 18-0527

**Re: Request for Legal Advice Regarding Permanently Revoking
an Already Expired Professional Educator's Teaching Certificate**

Page 2

We trust we have sufficiently addressed your inquiry. For further information concerning this matter, please use the reference number shown above.




Karl P. Espaldon
Deputy Attorney General

CHAMORU LANGUAGE & CULTURE TEACHERS CERTIFICATES
Public Law 31-50

TYPE OF CERTIFICATE	MINIMUM EDUCATION QUALIFICATIONS	MINIMUM EXPERIENCE QUALIFICATIONS	TERM	RENEWABILITY	PROPOSED QUALIFICATION REQUIREMENTS	PROPOSE RENEWABILITY
Temporary <i>Chamoru</i>	<ul style="list-style-type: none"> 30 semester hours of college credit, including at least 6 semester hours of Chamoru language Proficiency in Chamoru as established by GDOE Chamoru Studies Division 	None	2 years	One (1) time with: <ul style="list-style-type: none"> 12 semester hours applicable to Initial Educator &/or Chamoru Language & Culture Teaching Certificate Satisfactory Performance Evaluation 	1. 30 semester hours of college credit, to include the following: 16 Chamoru language credits and 9 Education foundation credits. 2. Proficiency in Chamoru as established by GDOE Chamoru Studies Division	One (1) time with: <ul style="list-style-type: none"> 12 semester hours in requisite courses Satisfactory Performance Evaluation
Basic <i>Chamoru</i>	<ul style="list-style-type: none"> 60 semester hours of college credit, including at least 12 semester hours of Chamoru language Proficiency in Chamoru as established by GDOE Chamoru Studies Division 	None	2 years	Any number of times with: <ul style="list-style-type: none"> 6 or more semester hours applicable to Initial Educator &/or Chamoru Language & Culture Teaching Certificate w/in validity of certificate Satisfactory Performance Evaluation 	60 semester hours of college credit, to include the following: 21 Chamoru language credits and 15 Education foundation credits. 2. Proficiency in Chamoru as established by GDOE Chamoru Studies Division	3 times with: <ul style="list-style-type: none"> With an additional 6 or more credit hours per renewal Satisfactory Performance Evaluation
Initial <i>Chamoru</i>	<ul style="list-style-type: none"> Bachelor's Degree Fulfilled requirements for educational credits & Chamoru language 	None	3 years	<ul style="list-style-type: none"> NON-RENEWABLE On or before the expiration date, holder must apply for Professional Educator Certificate 	Candidate will need 33 Chamoru language credits	
Professional Educator	<ul style="list-style-type: none"> Fulfilled educational requirements for Initial Educator or the Initial Educator Chamoru Language & Culture Teaching Certificate Guam History or Guam Culture 60 clock hours of Chamoru professional activities 1 year mentorship on 	2 years as Initial Educator Certificate holder	5 years	Any number of times with: <ul style="list-style-type: none"> 90 clock hours professional activities, to include semester hours, Continuing Education Units, or Professional Growth Plan requirements as acknowledged by site administrator Satisfactory Performance Evaluation 	Candidate will need 33 Chamoru language credits	

	<p>Guam</p> <ul style="list-style-type: none"> • Satisfactory Performance Evaluation &/or Professional Growth Plan approved by site administrator 					
<p>Master Educator</p>	<ul style="list-style-type: none"> • Fulfilled educational requirements for Initial Educator & Professional Educator Certificate • Master's degree &/or is a National Board Certified Teacher 	<p>5 year satisfactory teaching experience</p>	<p>10 years</p>	<p>Any # of times with professional activities, to include semester hours, Continuing Education Units, or Professional Growth Plan requirements as acknowledged by site administrator</p> <ul style="list-style-type: none"> • Satisfactory Performance Evaluation 	<p>Candidate will need 33 Chamorro language credits</p>	

TO: Fran-Nicole Camacho, Certification Officer, GCEC
VIA: Dr. Gayle Hendricks, Chairperson, GCEC
FROM: Dr. Lisa Baza-Cruz, Vice-Chairperson, GCEC
DATE: November 5, 2018
SUABJECT: NASDTEC PPI 2018 Trip Report



I attended the NASDTEC 2nd⁺ Annual Professional Practices Institute in Portland, Maine from October 17 through October 19, 2018.

On the first day of the Institute, October 17, I attended the Pre-Conference Session #3-Ed Prep/Ethics/Licensure; Welcome Remarks, and Review of NASDTEC Initiatives. In addition, I attended the General Session 1-Gender Bias in the Handling of Teacher Sexual Misconduct Cases, General Session 2-Working with Young and Vulnerable Witnesses, and General Session 3-Computer Forensics for Licensing Boards and Investigators.

On October 18th, the second day of the institute, I attended General Session 4- A Delicate (and Difficult) Balance: Managing Transparency, Privacy and Public Disclosure as a Senior Leader in Education; Concurrent Block A: Ethics, Conduct, and the Paraprofessional: In Their Own Words, the Doug Bates Award Luncheon, General Session 5-The Compelling Need for a Common Understanding of Educator Sexual Misconduct, and General Session 6-Ripped from the Headlines: Reactions, Approaches & Perspectives.

Finally, on the last day of the institute, I attended Concurrent Block C, Incapacity from Mental Health Issues vs. Fitness to Teach, General Session 7-Promoting Responsibility and Disclosure around Abusive Sexual Behavior in the School Environment, and the Institute Review and Closing.

In concert with last year's PPI, this year's institute continues to address current concerns within the educational context and was extremely informative and thought-provoking. The information gleaned from this institute will certainly assist in making informed decisions as GCEC continues to strive toward developing, implementing, and maintaining its professional standards. The Commission's charge in ensuring that the professional conduct and ethics component requires that its members continue to attend these NASDTEC sponsored events to be able to design processes that are carefully deliberated, efficient, and effective.

As a board member, I strongly believe that GCEC representation and attendance at this specific annual institute is critical as the information shared, the building of network associations, and the continued and current learning of professional practices and ethics-related issues remains at the forefront of the Commission's endeavors.



NOV 06 2018

GUAM COMMISSION FOR
EDUCATOR CERTIFICATION
OFFICE

Trip Report to GCEC for NASDTEC
11/06/18

To: Executive Director, Guam Commission for Educator Certification
Fr: Dr. Michelle Santos, Community Member GCEC *M. Santos*
RE: T187600005 – NASDTEC 22nd Professional Practices Institute

HIGHLIGHTS: (Minimum data contents: How was objective met; What was learned?)

A major element of the PPI focuses on ethics. A constant discussion was on employee sexual misconduct. Notes from some of the presentations include: Role of EPP/Licensure
Technology plays a huge role, what are we doing in terms of ethics in technology (social media)
Licensing is one piece – but we need to insure that we to work together
Handouts – Newsletters, professional advisories on social media (teacher college of Ontario), ethics class as a means to get your license back – written in order, partnered with external entities approved by the state,
Gender Bias in the Handling of Teacher Sexual Misconduct Cases
Quintin Dale “Q”
Contact and non-contact misconduct
In 2004, 1 in 10 will experience school employee sexual misconduct by the end of high school – 6.9% is contact, the remainder is non-contact.
Only 6% report
The Challenge:
Transparency, Privacy, Public Disclosure
Ontario – 95% of children in public schools –
Keeping children front and center – is the key.....
How we form leaders in public service is key – but what we say to media and supporting public confidence is at risk.
There are risks when you comment about the investigation or if it may lead to termination (you can say name, location, how long someone has worked for you...)
Respond to the media about the process and keeping the safety of children at the forefront and being in touch when there is more information....
National School Board articles and research 2008 article by Peterson and 2016 presentation – take a look
Need to help stop the “passing the trash” practice!

Possible Application of Knowledge Gained:

There are multiple ways to apply knowledge gained. So many states define educator sexual misconduct (ESM) differently, we (the commission) needs to be sure that we have a common definition that aligns with law and reviews the requirements for reporting. There has been a history of ESM and the teachers have just been allowed to resign. This isn't helping our children. Additionally, sexual harassment doesn't seem to be included in many definitions of ESM or under Title IX.

Follow Through Action/s, as necessary:

Report to GCEC, follow up with conversations with GDOE and getting the word out to current teachers. Continue discussion in SOE about how we are building the conversation of Teacher Ethics throughout our courses. Only 24 states prohibit sexual relationships between educators and students and/or sexual relationships between adults and minors. On Guam with the age of consent is 16 – it is harder to remove the offender unless there is explicit language prohibiting the behavior. This is an activity the GCEC along with the GDOE and pursue.

NOV 06 2018 *[Signature]*
GUAM COMMISSION FOR
EDUCATOR CERTIFICATION
OFFICE