

KUMISION SETTEFIKASION PARA I MANNANIDUKA
 GUAM COMMISSION FOR EDUCATOR CERTIFICATION
 TREASURER'S REPORT
 Tuesday January 22, 2019
 (Run Date 01/18/2019)

Budget Category	(a)	(b)	(c)	(d)	(b-c-d)	(a-b)
	Appropriation	Allocations	Expenditures	Encumbrances	Funds Available	Unallocated Balance
111 - Personnel	\$ 155,403.00	\$ 50,999.00	\$ 22,960.00	\$ -	\$ 28,039.00	\$ 104,404.00
113 - Benefits	\$ 57,208.00	\$ 19,494.00	\$ 8,794.51	\$ -	\$ 10,699.49	\$ 37,714.00
220 - Travel	\$ 9,000.00	\$ -	\$ -	\$ -	\$ -	\$ 9,000.00
230 - Contractual services	\$ 28,400.00	\$ 28,400.00	\$ 1,291.37	\$ 8,184.11	\$ 18,924.52	\$ -
233 - Building rent	\$ 6,000.00	\$ 6,000.00	\$ 1,500.00	\$ 4,500.00	\$ -	\$ -
240 - Supplies	\$ 1,000.00	\$ 500.00	\$ -	\$ -	\$ 500.00	\$ 500.00
250 - Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
290 - Miscellaneous	\$ 1,400.00	\$ 700.00	\$ 350.00	\$ -	\$ 350.00	\$ 700.00
363 - Telephone	\$ 4,800.00	\$ 4,800.00	\$ 256.50	\$ 295.80	\$ 4,247.70	\$ -
Total	\$ 263,211.00	\$ 110,893.00	\$ 35,152.38	\$ 12,979.91	\$ 62,760.71	\$ 152,318.00

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TREASURER'S REPORT
 Tuesday January 22, 2019
 (Run Date 01/18/2019)

	(a)	(b)	(c)	(a - b - c)
	FEE ACCOUNTS (5100X08760RNS501800) - YEAR-TO-DATE			
Budget Category	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	\$ 8,343.30	\$ 2,450.00	\$ 2,385.90
230 - Contractual services	\$ 17,460.79	\$ -	\$ 3,432.00	\$ 14,028.79
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	\$ 250.00		\$ 1,282.18
363 - Telephone	\$ 324.96			\$ 324.96
450 - Capital outlay				
800 - Exp Reim	\$ (8,593.30)			\$ -
Rollover FY18 remaining balance to be used for FY19 Allotments	\$ 45,796.25			
Total Appropriation Begin date 10/01/2018	\$ 37,202.95	\$ 8,593.30	\$ 6,878.00	\$ 30,324.95

FY19 FUNDS FOR THE COLLECTION FEE ACCOUNT (ROLLOVER AND RELEASED) EFFECTIVE OCT. 01, 2018 \$ 45,796.25
 PAID OUT EXPENDITURES \$ (8,593.30)

OUTSTANDING ENCUMBRANCES AS OF JAN 22, 2019 \$ 37,202.95
 CURRENT FUNDS AVAILABLE BALANCE AS OF 01/22/2019 \$ (6,878.00)
30,324.95

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PUBLIC LAW 29-73

General Ledger Account: 110023213

	Beginning Balance	Net Debits (minus the expenditures)	Net Credits (fees deposited)	Ending Balance
	\$ 92,850.25	\$ 5,393.30	\$	\$ 87,456.95
			\$	\$ 87,456.95

Quarterly Collections GENERAL LEDGER FEE ACCOUNT (110023213)	
October	-
November (Periods May 31, - Sept 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.
 Deposited 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.
 Deposited on September 21, 2018 check No. 627784 check amt, \$16,509.00 for fees collections periods Mar 31, 2018 - July 13, 2018.
 Deposited December 01, 2018 \$3,200.00 for collection periods (May 31, 2018 - September 30, 2018)
 NO COLLECTION FOR FISCAL YEAR 2019 AS OF JAN 22, 2019

1/18/2019

Cart No.	TYPE	SUBJECT & FIELD	ISSUED	EXP. DATE
1002	Renewal	Basic Educator: Chamorro Language & Culture K-12	1/3/2019	1/2/2022
1007	Initial	Basic Educator: Chamorro Language & Culture K-12	1/10/2019	1/9/2021
1013	Renewal	Basic Educator: Chamorro Language & Culture K-12	1/9/2019	1/8/2021
1605	Renewal	Basic Educator: Chamorro Language & Culture K-12	1/8/2019	1/7/2021
1655	Non-Renewable	Basic Educator: Chamorro Language & Culture K-12	12/31/2018	12/30/2020
1651	Extension	Initial Educator: Chamorro Language & Culture K-12	1/8/2019	1/7/2020
1006	Non-Renewable	Initial Educator: Consumer & Family Science 6-12	1/3/2019	1/2/2022
1047	Non-Renewable	Initial Educator: Consumer & Family Science 6-12	1/17/2019	1/16/2022
1627	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1630	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1632	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1639	Non-Renewable	Initial Educator: Elementary K-5	12/18/2018	12/17/2021
1634	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1624	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1625	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1626	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1631	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1623	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1620	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1642	Non-Renewable	Initial Educator: Elementary K-5	12/18/2018	12/17/2021
1629	Non-Renewable	Initial Educator: Elementary K-5	12/17/2018	12/16/2021
1018	Non-Renewable	Initial Educator: Elementary K-6	1/7/2019	1/6/2022
1583	Extension	Initial Educator: ESL K-12	12/29/2018	12/28/2019
1621	Non-Renewable	Initial Educator: Health and Physical Education 6-12	12/17/2018	12/16/2021
1588	Extension	Initial Educator: Language Arts 6-12	12/22/2018	12/21/2019
1628	Non-Renewable	Initial Educator: Music 6-12	12/17/2018	12/16/2021
1652	Non-Renewable	Initial Educator: Science 6-12	12/31/2018	12/30/2021
1640	Non-Renewable	Initial Educator: Science 6-12	12/18/2018	12/17/2021
1587	Extension	Initial Educator: Social Studies 6-12	12/22/2018	12/21/2019
1597	Non-Renewable	Initial Educator: Social Studies 6-12	12/10/2018	12/9/2021
1622	Non-Renewable	Initial Educator: Special Education Pre K-12	12/17/2018	12/16/2021
1584	Extension	Initial School Administrator K-12	12/27/2018	12/26/2019
1020	Initial	Master Educator: Business Education 6-12	1/15/2019	1/14/2029
1005	Renewal	Master Educator: Chamorro Language & Culture K-12	1/15/2019	1/14/2029
1048	Initial	Master Educator: Chamorro Language & Culture K-12	6/13/2019	6/12/2029
1016	Initial	Master Educator: Early Childhood Pre K-2 and Elementary K-5	1/7/2019	1/6/2029

Cert No.	TYPE	SUBJECT & FIELD	ISSUED	EXP. DATE
1038	Renewal	Master Educator: Early Childhood Pre K-2 and Elementary K-5	1/16/2019	1/15/2029
1590	Renewal	Master Educator: Early Childhood Pre K-2 and Elementary K-5	1/16/2019	1/15/2029
1591	Initial	Master Educator: Early Childhood Pre K-2 and Elementary K-5	12/22/2018	12/21/2028
1046	Renewal	Master Educator: Early Childhood Pre K-2 and Reading K-12	1/16/2019	1/15/2029
1636	Renewal	Master Educator: Early Childhood Pre K-2 and Reading K-12	1/16/2019	1/15/2029
1052	Initial	Master Educator: Early Childhood Pre K-2, Elementary K-5 and Reading K-12	1/16/2019	1/15/2029
1003	Renewal	Master Educator: Elementary K-5	1/16/2019	1/15/2029
1022	Renewal	Master Educator: Elementary K-5	8/16/2019	8/15/2029
1646	Renewal	Master Educator: Elementary K-5	1/16/2019	1/15/2029
1654	Renewal	Master Educator: Elementary K-5	1/16/2019	1/15/2029
1592	Renewal	Master Educator: Elementary K-5	1/16/2019	1/15/2029
1574	Initial	Master Educator: Elementary K-5 and ESL K-12	12/21/2018	12/20/2028
1011	Renewal	Master Educator: Elementary K-5 and Reading K-12	1/4/2019	1/3/2029
1034	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1037	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1576	Replacement	Master Educator: Elementary K-6	1/16/2011	1/15/2021
1579	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1586	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1593	Replacement	Master Educator: Elementary K-6	8/15/2013	8/14/2023
1595	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1596	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1603	Renewal	Master Educator: Elementary K-6	1/16/2019	1/15/2029
1582	Renewal	Master Educator: Elementary K-6 and Reading K-12 w/Professional Endorsement: ESL K-12	1/16/2019	1/15/2029
1035	Renewal	Master Educator: Elementary K-6 and Special Education K-12	1/16/2019	1/15/2029
1026	Renewal	Master Educator: Elementary K-6 and Special Education Pre K-12	1/16/2019	1/15/2029
1044	Renewal	Master Educator: Elementary K-6 and Special Education Pre K-12	1/16/2019	1/15/2029
1602	Initial	Master Educator: Health and Physical Education 6-12	1/15/2019	1/14/2029
1025	Renewal	Master Educator: Health and Physical Education K-12	1/16/2019	1/15/2029
1010	Renewal	Master Educator: Home Economics, Health and Social Studies 6-12	1/16/2019	1/15/2029
1014	Initial	Master Educator: Language Arts 6-12	1/7/2019	1/6/2029
1580	Renewal	Master Educator: Language Arts 6-12	1/16/2019	1/15/2029
1606	Renewal	Master Educator: Language Arts 6-12	1/16/2019	1/15/2029
1647	Renewal	Master Educator: Science 6-12	1/16/2019	1/15/2029
1607	Renewal	Master Educator: Science 6-12	1/16/2019	1/15/2029
1608	Initial	Master Educator: Science 6-12	12/31/2018	12/30/2028
1585	Initial	Master Educator: Science 6-12 and Special Education Pre K-12	1/11/2019	1/10/2029
1042	Renewal	Master Educator: Social Studies 6-12	1/15/2019	1/14/2029
1618	Renewal	Master Educator: Social Studies 6-12	1/16/2019	1/15/2029
1650	Initial	Master Educator: Social Studies 6-12	12/28/2018	12/27/2028

Cert No.	TYPE	SUBJECT & FIELD	ISSUED	EXP. DATE
1017	Initial	Master Educator: Special Education Pre K-12	1/16/2019	1/15/2029
1589	Renewal	Master Educator: Special Education Pre K-12	12/6/2018	12/5/2028
1029	Initial	Master School Administrator K-12	1/15/2019	1/14/2029
1030	Initial	Master School Counselor K-12	7/26/2019	7/25/2029
1043	Initial	Master School Counselor K-12	1/15/2019	1/14/2029
1012	Renewal	Professional Educator: Art 6-12	1/15/2019	1/14/2024
1008	Initial	Professional Educator: Business Education 6-12	1/3/2019	1/2/2024
1656	Renewal	Professional Educator: Business Education 6-12	1/16/2019	1/15/2024
1635	Renewal	Professional Educator: Business Education and Social Studies 6-12	1/15/2019	1/14/2024
1004	Renewal	Professional Educator: Chamorro Language & Culture K-12	1/3/2019	1/2/2024
1613	Initial	Professional Educator: Chamorro Language & Culture K-12	12/22/2018	12/21/2023
1610	Renewal	Professional Educator: Early Childhood Pre K-2	1/15/2019	1/14/2024
1023	Renewal	Professional Educator: Early Childhood Pre K-2 and Elementary K-5	1/15/2019	1/14/2024
1051	Initial	Professional Educator: Early Childhood Pre K-2 and Elementary K-5	2/21/2019	2/20/2024
1575	Renewal	Professional Educator: Early Childhood Pre K-2 and Elementary K-5	1/15/2019	1/14/2024
1041	Renewal	Professional Educator: Early Childhood Pre K-2 and Elementary K-6	1/15/2019	1/14/2024
1001	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1009	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1024	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1033	Renewal	Professional Educator: Elementary K-5	1/22/2019	1/21/2024
1039	Renewal	Professional Educator: Elementary K-5	1/16/2019	1/15/2024
1581	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1598	Renewal	Professional Educator: Elementary K-5	12/10/2018	12/9/2023
1599	Renewal	Professional Educator: Elementary K-5	12/29/2018	12/28/2023
1612	Initial	Professional Educator: Elementary K-5	5/23/2019	5/22/2024
1616	Renewal	Professional Educator: Elementary K-5	1/15/2019	1/14/2024
1620	Initial	Professional Educator: Elementary K-5	12/22/2018	12/21/2023
1643	Renewal	Professional Educator: Elementary K-5	12/27/2018	12/26/2023
1615	Renewal	Professional Educator: Elementary K-5 & Reading K-12	1/16/2019	1/15/2024
1609	Renewal	Professional Educator: Elementary K-6	1/15/2019	1/14/2024
1644	Initial	Professional Educator: Elementary K-6	1/15/2019	1/14/2024
1019	Initial	Professional Educator: Elementary K-6 and Special Education Pre K-12	1/17/2019	1/16/2024
1600	Initial	Professional Educator: Health and Physical Education 6-12	12/21/2018	12/20/2023
1601	Initial	Professional Educator: Health and Physical Education 6-12	12/21/2018	12/20/2023
1604	Initial	Professional Educator: Health and Physical Education 6-12	12/21/2018	12/20/2023
1577	Renewal	Professional Educator: Health Education 6-12	1/16/2019	1/15/2024
1032	Renewal	Professional Educator: Language Arts 6-12	1/16/2019	1/15/2024
1049	Renewal	Professional Educator: Language Arts 6-12	1/17/2019	1/16/2024
1617	Initial	Professional Educator: Language Arts 6-12	12/21/2018	12/20/2023



National Association of State Directors of Teacher Education and Certification

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Future Conferences & Institutes

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NASDTEC Annual Meetings

DATE	MEETING	LOCATION
June 2 - 4, 2019	91 st Annual Meeting	Hilton City Center, Denver, CO
June 2020	92 nd Annual Meeting	TBA Northeast Region
June 2021	93 rd Annual Meeting	TBA Southern Region
June 2022	94 th Annual Meeting	TBA Western Region

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1/9/2019 » 1/11/2019
2019 Ted Andrews Winter Symposium

Professional Practices Institute Meetings

DATE	MEETING	LOCATION
October 16 -18, 2019	23 rd Professional Practices Institute	Sheraton Gunter Hotel, San Antonio, TX
October 2020	24 th Professional Practices Institute	TBA Central Region
October 2021	25 th Professional Practices Institute	TBA Central Region

Ted Andrews Winter Symposium (TAWs)

DATE	LOCATION
January 9 - 11, 2019	Westgate Hotel, San Diego, CA

NASDTEC is dedicated to providing leadership and support to those responsible for the preparation, certification/licensure, ethical and professional practice, employment, and continuing professional development of educators.



NASDTEC • 1629 K Street NW Suite 300 • Washington, DC 20006

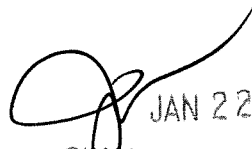
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NASDTEC 2019 Ted Andrews Symposium

San Diego, California

Trip Report

Lisa Cooper-Nurse, GCEC Member



JAN 22 2019
GUAM COMMISSION FOR
EDUCATOR CERTIFICATION
OFFICE

The NASDTEC Ted Andrews Winter Symposium was held at the Westgate Hotel San Diego, California from January 9-11, 2019. The three day symposium consisted of whole group sessions, concurrent breakout sessions, and a new work session was added to the conference to allow for more interaction among attendees.

This year's symposium was centered on the theme of equity. Much discussion and research was focused on what states are doing to address the issue of equity in schools from the standpoint of policy and practice.

As a member of the Guam Commission for Educator Certification attending the symposium, I had the opportunity to listen to the presentations of state representatives and leaders from educator prep programs regarding how they have taken action to address the issue of equity. The issues the states face in regards to equity are also issues we face on our island. Participating in this symposium allowed me the opportunity to network with other states and get ideas of how we could address some of our issues in the GCEC such as

teacher shortages and mentoring. Agenda for the 2019 Ted Andrews Winter Symposium is attached.

6th Annual Ted Andrews Winter Symposium (TAWS)

Hosted by The National Association of State Directors of Teacher Education and Certification (NASDTEC)

Attendee: Domingo Ocampo, GCEC Board Member (Teacher Representative)

This year's TAWS theme was: "Commitment to Equity." Ensuring Quality Teachers for All Students and will allow teacher preparation providers, jurisdictions, districts and schools an in-depth opportunity to further develop their models for goal achievement in this crucial area.

09 January 2019

General Session 1: Will or Skill? Research from the National Center on Education Statistics adds to the mounting evidence-base that shows students from poor and minority backgrounds are systematically shortchanged in their access to qualified, experienced and excellent teachers. Dr. Chism's presentation showed how educators at all points in the continuum can work to create equitable outcomes by undertaking initiatives aimed at informing equity-focused policy and practice.

General Session 2: Ensuring a Diverse and Learner Ready Teacher Workforce. While all students benefit from being educated by teachers from a variety of different backgrounds, races and ethnic groups, more than 40% of public schools have no teachers of color on staff. Presenters shared a newly released policy and practice guidance on best practices to diversify their teaching staff.

10 January 2019

Early Bird Session: NASDTEC's Model Code of Ethics for Educators (MCEE) discussion group.

General Session 3: Teach Them All, Learning for All. Speakers from Jones Elementary School which has high percent and high English Language Learner population shared how they removed barriers to student learning by cultivating a culture of success; PLC journey, pursuit of high expectations, recruit highly trained teachers, etc.

Concurrent Block A-2: Supporting Underrepresented Teachers (Licensure Assessment, Policies, Strategies and Deterrents) Educator licensing agencies and preparation programs must carefully review the intersection of licensing policies, preparation program standards, principles of equity and community expectations in order to address the barriers diverse candidates face in entering the profession.

Concurrent Block B-2: Using Measures of SEL Skills and Bias Awareness Training to Prepare Educators to Enhance Students' Self Awareness and Grow Global Citizens. Presenters shared strategies for increasing pre-service and in-service educators' self-awareness and tips for facilitating bias awareness.

General Session 4: How A Culturally Responsive Teacher Can Impact Equity in a Diverse Classroom. Presenters shared and discussed their personal experiences regarding issues pertaining to race, culture, class, etc. Each participant provided perspectives from their respective backgrounds, as educators, advocates, teacher educators, assessment designers and researchers.

11 January 2019

General Session 5: Transforming Communications That Feed Inequality in Our Schools. Work session to reflect and challenge us to seriously reflect and rethink what we say about and to students; empower teachers, administrators and support staff to foster more student and school success and more equitable student outcomes.

SUMMARY

There are two points which I think Guam can foster achievement for ALL students.

DIVERSITY – Research shows self-efficacy plays an important role in student achievement; providing a pathway for students to emulate. When role models have similar experiences, cultural/ethnic background, it boosts students confidence that they too can achieve similar or better. However, current staffing of teachers and/or supporting staff do not reflect the same diversity population as the students. As an example in Michigan, student population are 40% of color. However, 90% of teachers are of white background. The state of Michigan are looking into various ways to recruit a more diverse ethnic background. I believe Guam face a similar situation where the diversity of our teaching staff does not match the diversity of our student population.

MICROCREDENTIALS – This is a tool utilized by many industries but is new to the education field. Microcredentials are methods to provide professional development in a specific area. Working with Educator Preparation Programs, this is a method to provide additional support to existing teachers and/or teacher candidates in their certification process.

**BUREAU OF BUDGET AND MANAGEMENT RESEARCH
FY 2020 BUDGET DOCUMENT CHECKLIST**

Department/Agency: Guam Commission for Educator Certification Date Received by BBMR: _____
 Division/Program: GCEC Certification Office Date Reviewed: _____

	Department/Agency		BBMR	
	Yes	No	Yes	No
General				
Is the department/agency request within the Governor's established ceiling?	X			
Is the summary digest consistent with detail pages?	X			
Are the required budget forms attached?				
a. Agency Narrative Form [BBMR AN-N1]	X			
b. Decision Package [BBMR DP-1]	X			
c. Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR 96A]	X			
d. FY 2016 (Proposed) Agency Staffing Pattern [BBMR SP-1] - All Fund Sources	X			
e. FY 2015 (Current) Agency Staffing Pattern [BBMR SP-1] - All Fund Sources	X			
f. Federal Program Inventory Form [BBMR FP-1]				
g. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]	X			
I. Agency Narrative Form [BBMR AN-N1]				
1. Is the mission statement correct and consistent with the department/agency's enabling act?	X			
2. Are the goals and objectives correct and consistent with the department/agency's mission?	X			
II. Decision Package [BBMR DP-1]				
1. Is activity description correct?	X			
2. Is major objective correct?	X			
3. Are short term goals correct?	X			
4. Is workload output reflected correctly?	X			
III. Program Budget Digest Forms [BBMR BD-1, BBMR TA-1, BBMR 96A]				
A.) BBMR BD-1				
<u>Personnel Services</u>				
1. Are figures reflected consistent with the attached staffing pattern(s)?	X			
2. Are amounts reflected in each column accurate?	X			
3. Are computations correct?	X			
<u>Operations</u>				
1. Are the amounts reflected under columns, "Governor's Request", for each object category consistent with respective schedules (Schedule A - E) as detailed in the budget digest subforms (BBMR TA-1 & BBMR 96A)?	X			
2. Are amounts reflected in each column accurate?	X			
3. Are computations correct?	X			
<u>Utilities</u>				
Are amounts reflected in each column correct?	X			
<u>Capital Outlay</u>				
Are amounts reflected under columns, "Governor's Request", consistent with schedule F as detailed in the budget digest subform, [BBMR 96A)?	X			
<u>Full Time Equivalencies (FTEs)</u>				
Are the number of FTEs for both "Unclassified" and "Classified" accurately reflected under each column?	X			
B.) BBMR TA-1				
1. Is the purpose/justification for travel defined?	X			
2. Is/Are the travel date(s) and number of travelers reflected?	X			
3. Is/Are the position title(s) of the traveler(s) reflected?	X			
4. Are all columns (Air Fare, Per Diem, Registration, and Total Cost) accurate?	X			
C.) BBMR 96A				
1. Are "Items" under schedules B - F listed in detail?	X			
2. Is the "Quantity" under schedules B - F reflected for respective items?	X			
3. Is the "Unit Price" and "Total Price" accurate for each item under schedules B - F?	X			
IV. Agency Staffing Pattern Forms [BBMR SP-1]				
1. Are position titles correct?	X			
2. Are position numbers reflected?	X			
3. Are the salary levels consistent with the Civil Service Commission, Classification and Pay Plan?	X			
4. Are filled positions funded?	X			
5. Are increment amounts reflected (should be no per Public Law)?	X			
6. Are rates reflected under "Benefits" correct?	X			
7. Are computations correct?	X			
V. Federal Program Inventory Form [BBMR FP-1]				
Is the form complete and accurate?	X			
VI. Equipment/Capital Listing & Space Requirement Form [BBMR EL-1]				
1. Is the description of the equipment and/or capital item(s) detail?	X			
2. Is the "quantity" and "percentage of use" reflected?	X			
3. Are space requirements descriptive and total space reflected and accurate?	X			

DEPARTMENT: _____
 Prepared By: JULIE MESNGON,
 Administrative Assistant

 Date _____

Approved By: GAYLE F. HENDRECKS, Ed.D. GCEC Chairperson
 (Signature of Dept/Agency Head)

 Date _____

BBMR ACTION: _____

Recommendation

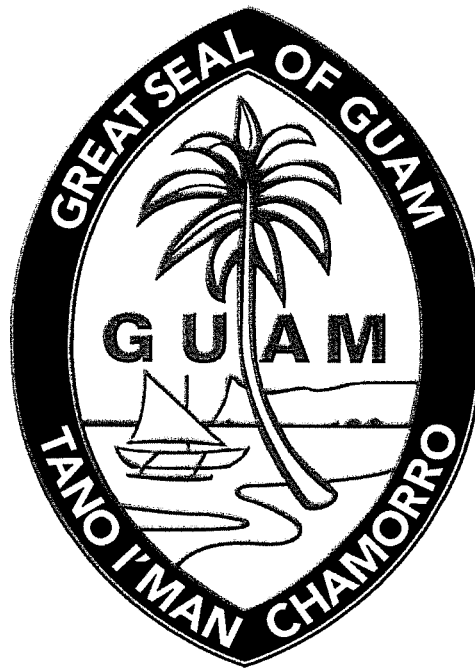
Approval

Disapproval

Analyst _____

Date _____

GOVERNMENT OF GUAM
FY 2020
PROPOSED BUDGET



GOVERNMENT OF GUAM
KUMISION SETTEFIKASION PARA I MANMANIDUKA
GUAM COMMISSION FOR EDUCATOR'S CERTIFICATION

BBMR Circular 19-02



GOVERNMENT OF GUAM
KUMISION SETTEFIKASION PARA I MANMANIDUKA
GUAM COMMISSION FOR EDUCATOR CERTIFICATION

www.gcec.guam.gov
303 University Drive, SOE Bldg. Room 105, Mangilao, Guam 96913
Tel: (671) 735-2554-2557 FAX: (671) 735-2569

"Ensures Qualified Educators..."

MEMORANDUM

January 23, 2019

TO: Lester L. Carlson, Jr.
Director, BBMR

FROM: GCEC Board Chairperson

SUBJECT: FY 2020 BUDGET

Hafa Adai Mr. Carlson,

Pursuant to BBMR Circular No:19-03, attached is the Guam Commission for Educator's Certification (GCEC) FY 2020 budget.

If you have any questions, you may contact me at 735-2554-2557, or email me at ghendricks@gcec.guam.gov or email message francamacho@gcec.guam.gov

Si Yu'os Ma'ase

GAYLE HENDRICKS
Attachments:

**Government of Guam
Fiscal Year 2020**

Agency Budget Certification

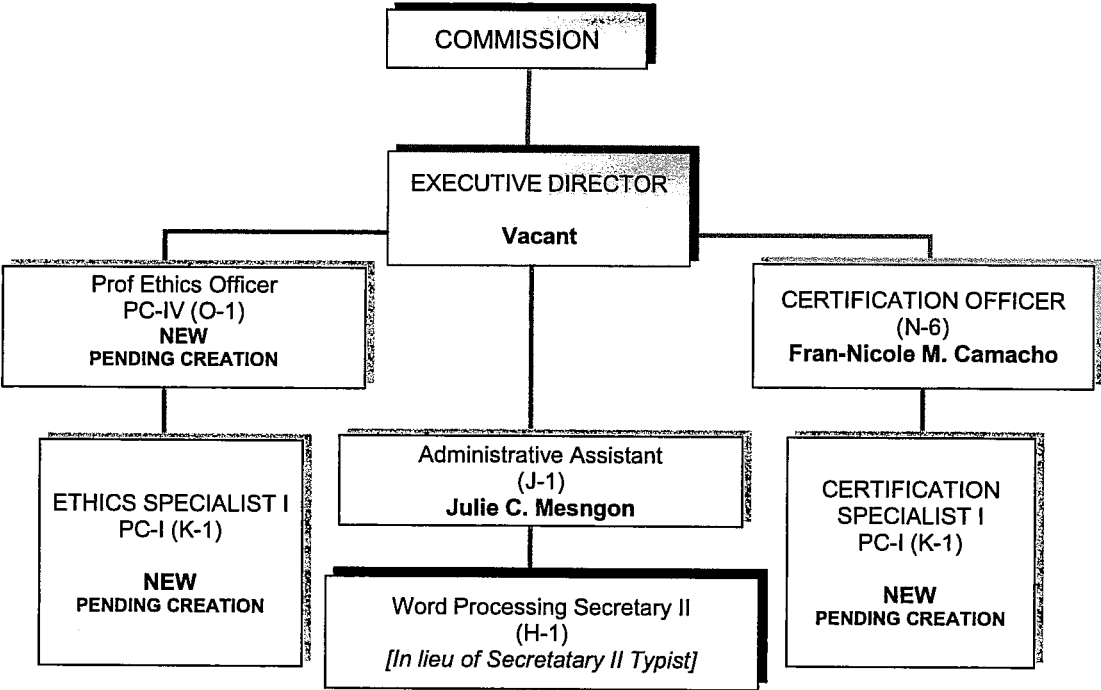
Agency: **Guam Commission for Educator Certification**

Agency Head: **Gayle Hendricks, GCEC Board Chairperson**

I certify that the attached budget, submitted herewith, has been reviewed for accuracy and that all requirements by the Bureau of Budget & Management Research (BBMR) have been met. I also acknowledge that this budget document will be returned to this department if any of the BBMR requirements is not met.

Agency Head: _____ Date: _____
(Signature)

**GUAM COMMISSION FOR EDUCATOR CERTIFICATION
FY 2020
ORGANIZATIONAL CHART**



**Government of Guam
Fiscal Year 2020 Budget
Department / Agency Narrative**

FUNCTION: EDUCATION

DEPT. / AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

MISSION STATEMENT:

The Guam Commission for Educator Certification ensures educator quality, recognizing that the highest possible standards for all educators are essential to the attainment of high standards for all students on Guam.

GOALS AND OBJECTIVES:

The Guam Commission for Educator Certification's purpose and function is

1. To support student achievement and performance;
2. To improve the quality of the Guam educator workforce;
3. To provide a rigorous system of educator certification; and,
4. To provide professional development and evaluation to all certified educators.

Short Term

1. Use technology to support operations and innovations to increase efficiency.
2. Staff training to improve productivity.
3. Strengthen relationships and continue to provide relevant information to policy makers and stakeholders on issues relating to the Commission's mandates.
4. Continue to implement the code of ethics that reflects standards of conduct for educator certificate holders.
5. Secure funding for a legal services contract to investigate complaints of official misconduct of educators relative to existing laws and regulations and conduct evidentiary hearings from which decisions relating to the action that will be taken by the commission on the educator's certificate.
6. Conduct training for all educators on the code of ethics.

Long Term

1. To continue implementing the existing rules and regulations governing educator certifications.
2. Implement the code of ethics that reflects standards of conduct for holders of GCEC educator certificates.
3. Research developments in the education field and consider applicable content tests.
4. Investigate automating the certification process.
5. Increase funding to fully staff the office and improve efficiency.
6. Staff training to maximize professional quality and job satisfaction.

**Decision Package
FY 2020**

GUAM COMMISSION FOR
Department/Agency: EDUCATOR CERTIFICATION

Division/Section:

7600

Program Title: Educator Certification Office

Activity Description:

Certification of Educators as set forth under Public Law 31-50 - Professional Educator Certification.

Major Objective(s):

To continue providing a system regulating professional certification of educators via an external entity that is separate and apart from the entities that train and employ such educators. 1. To continue implementing the existing rules and regulations governing educator certifications. 2. Implement the code of ethics that reflects standards of conduct for holders of GCEC educator certificates. 3. Research developments in the education field and consider applicable content tests. 4. Investigate automating the certification process. 5. Increase funding to fully staff the office and improve efficiency. 6. Staff training to improve professionalism.

Short-term Goals:

1. Use technology to support operations and innovations to increase efficiency. 2. Staff training to improve productivity. 3. Strengthen relationships and continue to provide relevant information to policy makers and stakeholders on issues relating to the Commission's mandates. 4. Continue to implement the code of ethics that reflects standards of conduct for educator certificate holders. 5. Secure funding for a legal services contract to investigate complaints of official misconduct of educators relative to existing laws and regulations and conduct evidentiary hearings from which decisions relating to the action that will be taken by the commission on the educator's certificate. 6. Conduct training for all educators on the code of ethics.

Workload Output			
Workload Indicator:	FY 2018 Level of Accomplishment	FY 2019 Anticipated Level	FY 2020 Projected Level
Certificates Issued	600	650	690
Extensions Granted	14	19	30
Extensions Denied	5	8	9
Telephone Calls	5,500	5,700	5,900
Walk - Ins	1,450	1,600	1,800
Emails	3,000	3,200	3,500
Workshops	15	18	20

Government of Guam Fiscal Year 2020 Budget Digest

[BBMR BD-1]

Function: Public Education
 Department: Guam Commission for Educator Certification
 Program: Operations
 Acct. No.: 5205A19700GA201 (Per OPR Request)

AS400 Account Code	Appropriation Classification	GENERAL FUND			SPECIAL FUND 41			FEDERAL MATCH			GRAND TOTAL (ALL FUNDS)		
		FY 2018 Expenditures & Encumbrances	FY 2019 Authorized Level	FY 2020 Governor's Request	FY 2018 Expenditures & Encumbrances	FY 2019 Authorized Level	FY 2020 Governor's Request	FY 2018 Expenditures & Encumbrances	FY 2019 Authorized Level	FY 2020 Governor's Request	FY 2018 Expenditures & Encumbrances (A + D + G)	FY 2019 Authorized Level (B + E + H)	FY 2020 Governor's Request (C + F + I)
	PERSONNEL SERVICES												
111	Regular Salaries/Incentives/Special Pay:	0	0	0	146,175	155,403	152,321	0	0	0	146,175	155,403	152,321
112	Overtime:	0	0	0	0	0	0	0	0	0	0	0	0
113	Benefits:	0	0	0	57,695	57,208	55,334	0	0	0	57,695	57,208	55,334
	TOTAL PERSONNEL SERVICES	0	\$0	\$0	\$203,870	\$212,611	\$207,655	\$0	\$0	\$0	\$203,870	\$212,611	\$207,655
	OPERATIONS												
220	TRAVEL - Off-island/Local Mileage Reimburs:	0	0	0	0	9,000	17,600	0	0	0	0	9,000	17,600
230	CONTRACTUAL SERVICES:	0	0	0	14,016	28,400	22,200	0	0	0	14,016	28,400	22,200
233	OFFICE SPACE RENTAL:	0	0	0	6,000	6,000	6,000	0	0	0	6,000	6,000	6,000
240	SUPPLIES & MATERIALS:	0	0	0	924	1,000	1,500	0	0	0	924	1,000	1,500
250	EQUIPMENT:	0	0	0	656	0	1,800	0	0	0	656	0	1,800
270	WORKERS COMPENSATION:	0	0	0	0	0	0	0	0	0	0	0	0
271	DRUG TESTING:	0	0	0	0	0	0	0	0	0	0	0	0
280	SUB-RECIPIENT/SUBGRANT:	0	0	0	0	0	0	0	0	0	0	0	0
290	MISCELLANEOUS:	0	0	0	1,250	1,400	1,400	0	0	0	1,250	1,400	1,400
	TOTAL OPERATIONS	0	\$0	\$0	\$22,846	\$45,800	\$50,500	\$0	\$0	\$0	\$22,846	\$45,800	\$50,500
	UTILITIES												
361	Power:	0	0	0	0	0	0	0	0	0	0	0	0
362	Water/ Sewer:	0	0	0	0	0	0	0	0	0	0	0	0
363	Telephone/ Toll:	0	0	0	3,398	4,800	4,800	0	0	0	3,398	4,800	4,800
	TOTAL UTILITIES	0	\$0	\$0	\$3,398	\$4,800	\$4,800	\$0	\$0	\$0	\$3,398	\$4,800	\$4,800
450	CAPITAL OUTLAY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL APPROPRIATIONS	\$0	\$0	\$0	\$230,114	\$263,211	\$262,955	\$0	\$0	\$0	\$230,114	\$263,211	\$262,955
	1/ Territorial Educational Facilities Fund												
	FULL TIME EQUIVALENCES (FTEs)	0	0	0	1	1	1	0	0	0	1	1	1
	UNCLASSIFIED:	0	0	0	2	2	2	0	0	0	2	2	2
	CLASSIFIED:	0.00	0.00	0.00	3.00	3.00	3.00	0.00	0.00	0.00	3.00	3.00	3.00
	TOTAL FTEs:	0.00	0.00	0.00	3.00	3.00	3.00	0.00	0.00	0.00	3.00	3.00	3.00

Schedule A - Off-Island Travel

Department/Agency: Guam Commission for Educator Certification

Division: Operations

Program: Operations

Purpose / Justification for Travel				
Attend the National Association of State Directors on Teacher Education and Certification (NASDTEC) Conference Tentative date and location upon NASDTEC schedule offered.				
Travel Date: _____		No. of Travelers: <u>2 of 4 travelers</u> 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
Upon the Commission Appointees	\$ 2,800.00	\$ 1,100.00	\$ 500.00	\$ 4,400.00
Upon the Commission Appointees	\$ 2,800.00	\$ 1,100.00	\$ 500.00	\$ 4,400.00

Purpose / Justification for Travel				
Attend the National Association of State Directors on Teacher Education and Certification (NASDTEC) Conference Tentative date and location upon NASDTEC schedule offered.				
Travel Date: _____		No. of Travelers: <u>4 of 4 travelers</u> 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
Upon the Commission Appointees	\$ 2,800.00	\$ 1,100.00	\$ 500.00	\$ 4,400.00
Upon the Commission Appointees	\$ 2,800.00	\$ 1,100.00	\$ 500.00	\$ 4,400.00

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

1/ Provide justification for multiple travelers attending the same conference / training / etc.

2/ Rates must be consistent with Title 5 GCA, Div.2, Ch.23, §23104 and federal Joint Travel Regulations

Schedule B - Contractual

Item	Quantity	Unit Price	FY 2020 Request	FY 2019 Authorized	Variance Increase/(Decrease)
Continuing Annual Membership fees for the NASDTEC	1	\$4,500.00	\$ 4,500.00	\$ 4,500.00	\$ -
Maintenance for GCEC website gcec.guam.gov	1	\$3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
Continuing Contract for Data Repository storage.	1	\$2,400.00	\$ 2,400.00	\$ -	\$ 2,400.00
Continuing Lease for Existing Xerox Copier (Ma	1	\$4,500.00	\$ 4,500.00	\$ -	\$ 4,500.00
Continuing Lease for Certification Xerox Copier	1	\$1,800.00	\$ 1,800.00	\$ -	\$ 1,800.00
Office Space and Administrative Collection fee	1	\$6,000.00	\$ 6,000.00	\$ -	\$ 6,000.00
Total Contractual			\$ 22,200.00		

Schedule C - Supplies & Materials

Item	Quantity	Unit Price	FY 2020 Request	FY 2019 Authorized	Variance Increase/(Decrease)
Administrative and Office Supplies	1	\$1,500.00	\$ 1,500.00	\$ -	\$ 1,500.00
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Supplies & Materials			\$ 1,500.00		

Schedule D - Equipment

Item	Quantity	Unit Price	FY 2020 Request	FY 2019 Authorized	Variance Increase/(Decrease)
File Cabinets (For Educators Files)	2	\$500.00	\$ 1,000.00	\$ -	\$ 1,000.00
Executive Chair (replace existing)	2	\$400.00	\$ 800.00	\$ -	\$ 800.00
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Equipment			\$ 1,800.00		

Schedule E - Miscellaneous

Item	Quantity	Unit Price	FY 2020 Request	FY 2019 Authorized	Variance Increase/(Decrease)
	7	\$200.00	\$ 1,400.00	\$ -	\$ 1,400.00
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Miscellaneous			\$ 1,400.00		

Schedule F - Capital Outlay

Item	Quantity	Unit Price	FY 2020 Request	FY 2019 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Capital Outlay			\$ -		

(A)	(B)	(C)	Head by Department		Special Pay Categories		(E)	(F)	(G)	(H)	(I)	(J)	(K)
			Special Pay	Categories	U	Z							
1	EXECUTIVE DIRECTOR	VACANT											
2	EDUCATION CERTIFICATION OFFICER	FRAN-NICOLE CAMACHO											
3	ADMINISTRATIVE ASSISTANT	JULIE WESNGON											
4													
5													
6													
7													
8													
9													
10													
11													
12													
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14													
15													
16													
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18													
19													
20													
21													
22													
23													
24													
25													
Grand Total:			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

U/ 10% of reg. rate, applicable from 8pm-6am, employee must work 4 hours consecutive after 8pm for callout of the pay
 Z/ Applies to law enforcement personnel
 1/ Applies to school waste employees
 2/ 1 1/2 of reg. rate of pay from 12am Friday to 12 midnight Sunday
 3/ 1 1/2 of reg. rate of pay on duty work exceeding 8 hours
 4/ Applicable only to GED ambulatory service personnel, 15% of reg. rate of pay

FUNCTIONAL AREA: PUBLIC EDUCATION

DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION

PROGRAM: SUMMARY

FUND: TERRITORIAL EDUCATIONAL FACILITIES FUND

(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)		(L)	(M)	(N)		(O)	(P)		(Q)	(R)	(S)
								Date	Amnt.			Retire (D)	Retire (D)			Medical	Life		Medical (Premium)	Dental (Premium)			
No.	Position Number	Position Title	Name of Incumbent	Grade/Step	Salary	Overtime	Special*	Date	Amnt.	(Exp+G+I) Special	Retirement (I * 25.5%)	Retire (D)	Retire (D)	Medical (2.5% * J)	Medicare (1.45% * J)	Life I/	Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R)			
1		EDUCATIONAL FACILITIES FUND																					
2		Division #1			\$147,317	\$0	\$0		\$2,079	\$149,486	\$39,483	\$1,485	\$1,485	\$0	\$2,167	\$561	\$6,864	\$446	\$59,746	\$204,152			
3		Division #2																					
4		Division #3																					
5		Division #4																					
6		Division #5																					
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20																							
Grand Total:					\$147,317	\$0	\$0		\$2,079	\$149,486	\$39,483	\$1,485	\$1,485	\$0	\$2,167	\$561	\$6,864	\$446	\$59,746	\$204,152			

* Night Differential / Hazardous / Worker's Compensation / etc
 I/ FY 2019 Govt Guam contributes for Life Insurance is \$187 per annum

FUNCTIONAL AREA: PUBLIC EDUCATION
 DEPARTMENT/AGENCY: GUAM COMMISSION FOR EDUCATOR CERTIFICATION
 PROGRAM: OPERATIONS
 FUND: TERRITORIAL EDUCATIONAL FACILITIES FUND

5205A197006CA201 (Per OPR Request)

Input by Department													Input by Department							
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)		(O)	(P)	(Q)	(R)	(S)
No.	Position Number	Position Title I/II	Name of Incumbent	Grade/Step	Salary	Overtime	Special	Increment		Subtotal	Retirement (1 + 2x.55%)	Befire (DD)	Social Security (6.3% - J)	Benefits		Medical (E) (F) (G)	Dental (H) (I) (J)	Total Benefits (K, L, M, N, O)	(J + R)	
								Date	Am.					Medicare (1.45% + J)	Life (K)					Medical (E) (F) (G)
1	EXECUTIVE DIRECTOR		VACANT		\$82,037	\$0	\$0	5/24/2019	\$0	\$82,037	16,477	\$495	\$0	900	\$187	\$2,772	\$373	\$21,304	\$83,241	\$72,628
2	EDUCATION CERTIFICATION OFFICER		FRAN-NICOLE CAMACHO	N-6	54,214	0	0	12/22/2018	856	55,070	14,627	495	0	799	187	1,246	269	17,558	\$73,628	\$73,628
3	ADMINISTRATIVE ASSISTANT		JULIE MENSUNGO	J-1	31,076	0	0		1,223	32,299	8,579	495	0	488	187	1,986	269	11,984	\$44,283	\$44,283
4					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
5					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
6					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0	0
Grand Total:					\$147,327	\$0	\$0		\$0	\$147,327	\$2,072	\$149,408	\$39,683	\$1,488	\$2,187	\$6,761	\$6,761	\$846	\$50,746	\$200,152

* Night Differential / Hazardous / Worker's Compensation / etc.
 1/ Indicate "(LTAY)" or "(Temp)" next to Position Title (where applicable)
 2/ FY 2019 GovGuam contribution for Life Insurance is \$187 per annum

Input by Department												
(A)	(B)	(C)	Special Pay Categories									
			(D)	(E)	(F)		(G)		(H)	(I)	(J)	(K)
Position Number	Position Title	Name of Incumbent	Holiday Pay	Differential Pay 10%	Hazard Pay 18%	Hazard Pay 8%	Nurse Pay 1.5	Nurse Pay 1.5	EMT Pay 15%	(D-R-F-G-H-I-J)	Shift Differential	
1	EXECUTIVE DIRECTOR	VACANT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	EDUCATION CENTER/CATION OFFICER	FRAN NICOLE CANACHIO	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3	ADMINISTRATIVE ASSISTANT	JULIE WASHINGTON	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
19			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
20			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
21			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
22			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
23			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
24			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
25			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Grand Total:			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

- 1/ 10% of reg. rate applicable from 4pm-6am, employee must work 4 hours consecutive after 4pm for call-in of the pay
- 2/ Applies to law enforcement personnel
- 3/ Applies to solid waste employees
- 4/ 1 1/2 of reg. rate of pay from 12am-Friday to 12 midnight Saturday
- 5/ 1 1/2 of reg. rate of pay on daily work exceeding 8 hours
- 6/ Applicable only to CFD ambulance service personnel, 15% of reg. rate of pay

