



**KUMISION SETTEFIKACION PARA I MANMANIDUKA  
GUAM COMMISSION FOR EDUCATOR CERTIFICATION**

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GCEC Regular Meeting UOG-SOE Rm 206 MEETING  
Monday, November 17, 2025

APPROVED MINUTES

I. Call to order / Roll call of members

Meeting called to order at 4:00 p.m., roll call conducted.

<i>Attendance</i>	<i>Present</i>	<i>Other explanation</i>
<i>Roberta M. Abaday, CHAIR (Community Representative) <a href="mailto:msrabaday@gmail.com">msrabaday@gmail.com</a></i>	<i>X</i>	
<i>Lisa Baza-Cruz, Ed.D. VICE-CHAIR (Terminal Degree-Education Rep.) <a href="mailto:bazacruz@gmail.com">bazacruz@gmail.com</a></i>	<i>X</i>	<i>Zoom</i>
<i>Lulene C. San Agustin, TREASURER (School Counselor Representative) <a href="mailto:lulene@gmail.com">lulene@gmail.com</a></i>	<i>X</i>	
<i>Lisa Cooper-Nurse, Ed.D. (Administrator Representative) <a href="mailto:lscoper-nurse@gdoe.net">lscoper-nurse@gdoe.net</a></i>	<i>X</i>	
<i>Dolores "Lily" Bordallo, DBA (Community Representative) <a href="mailto:dr.doloreslily.bordallo@gmail.com">dr.doloreslily.bordallo@gmail.com</a></i>	<i>X</i>	
<i>VACANT (Terminal Degree-Education Rep.)</i>	<i>—</i>	<i>—</i>
<i>VACANT (School Teacher Representative)</i>	<i>—</i>	<i>—</i>
<i>GDOE - Kathrine Ada</i>	<i>X</i>	<i>Zoom</i>
<i>UOG - Alicia Aguon, Ed.D. (SOE) <a href="mailto:aliciaaguon@triton.uog.edu">aliciaaguon@triton.uog.edu</a></i>	<i>X</i>	<i>Zoom</i>
<i>GCC Marivic Schrage <a href="mailto:marivic.schrage@guamcc.edu">marivic.schrage@guamcc.edu</a></i>	<i>X</i>	<i>Zoom</i>
<i>Michelle M S. Santos, Ed.D. EXECUTIVE SECRETARY (GCEC ED) <a href="mailto:michelle.santos@gcec.guam.gov">michelle.santos@gcec.guam.gov</a></i>	<i>X</i>	
<i>Fran Nicole Camacho Certification Officer, <a href="mailto:francamacho@gcec.guam.gov">francamacho@gcec.guam.gov</a></i>	<i>X</i>	

II. Approval of Agenda

- A. Motion by L. San Agustin, Second by L. Cooper Nurse - Approved

III. Approval of Minutes from September 08, 2025

- A. Motion by L. Cooper Nurse, Second by L. Bordallo, Approved with changes to treasurer's report fixing \$296,251 to \$296,271. (silence on the recording from 0:02:55 to 0:07:07)

IV. Reports

- A. Treasurer (Treasurer's report restarted on recording at 0:07:09) FY26 special fund appropriation of 296,271, allotment of 251,830, expended 15,244 in salaries and benefits and \$44,441 held in reserves. The fees account has an available balance of 76,934 and from that we project using 43,380 leaving an anticipated final balance of 31,442 at the end of the fiscal year. The general ledger has a total balance of 91,889.
- B. Chairperson – No report
- C. Executive Director- The ED provided highlights from the bi-weekly reports since the September 08 meeting. She reported 51 certificates prepared in Sept. (18) and Oct. (33). The office has been working with Senator Borja's office relative to a supplemental funding and according to the staff the next step is a public hearing. Chairperson Abaday and ED provided positive testimony for bill 199-38. The ED attended the PPI in Minnesota 10/15-17. Connecting with other EDs and staff from around the country is very beneficial. Great discussions on the teacher shortage, restorative practice, and employer vs. licensure issues.  
A satisfaction survey was completed with 125 surveys sent out and 27 completed for a 21% response rate.  
Ease of the application and renewal process - 96.3% satisfied to very satisfied.  
Timeliness of responses to questions via email or by phone - 85.2% satisfied to very satisfied.  
Information from office was helpful - 96.3% satisfied to very satisfied.  
Application processing time was acceptable - 92.6% satisfied to very satisfied.  
Interest in training on Educator Ethics – 51.8%  
For the open-ended responses, most were very happy with the office. There was one comment regarding the flexibility of our hours. So as of 11/17 we have adjusted our hours to be 8:00-5:00.  
Outreach and correspondence activities are listed in the bi-weekly report, do note, Marivic (GCC) and I are working together on clarifying a CTE issue.
- D. Standing Committees
  - I. Appeals Committee – No appeals since the last meeting
  - II. Standing Committee on Ethics Review – no update on pending case – update anticipated on 11/21.

V. Old Business

- A. Review of PL31-50 suggested revisions status update
  - I. We have had no additions but will anticipate an addition from VI.B.
  - II. Motion to change the language in §8110 by removing "and that is aligned with the Guam School Administrator Standards" and add "and that is aligned to the current Guam Education Board adopted administrator standards. Motion by L. Cooper-Nurse, Second by L. Bordallo, Approved
- B. SOP-2025-02
  - I. Motion to Approve SOP 2025-02 relative to small purchase procurement processes - made by L. Baza-Cruz, second by L. San Agustin, Approved

- C. SOP 2025-03
    - I. Motion to Approve SOP 2025-03 relative to internal receipt of documents – made by L. San Agustin, second by L. Bordallo, Approved
  - D. CTE Certification
    - I. Motion to approve inclusion of CTE specialty on the CTE certificate – made by L. Bordallo, second by L. Baza-Cruz, approved
- VI. New Business
- A. Additional certifications – Discussion held in the sub-committee brought forth four proposals. The law (31-50 defines certificate as a license) we should use the term educator license for Professional and Master and educator certificate for temporary, basic, and Initial. Some conversation on adding “adjunct certificate” and creating additional basic certificates for those who may need a certificate. Further ideas will come forward
    - I. From this sub-committee meeting came a discussion on the ethics workshop. We do have the ethics video on our website and it may be possible to prepare a few discussion questions that could be reviewed/discussed as a group. The Charter schools, private schools, and others could use this mini-workshop (video and questions) for free. This might be one way to get ethics reminders out as soon as possible.
    - II. Additional discussion with the Director from the Ethics Commission – he was introduced to PL 32-236 and he mentioned a possible Oct. Ethics Conference and how we might be able to partner and have an educator track. Very positive conversation.
    - III. Summary of things to do: 1) Prepare the discussion question questions; 2) Let others know we have this mini-workshop; 3) change the term certificate to license on those discussed above. (Other items from sub-committee discussion require more research and the group can meet closer to January to prepare proposals.) 4) Reach out to Evangeline Cepeda from Guam Charter Schools. – On a separate thought back to the discussion on the mini-workshop – commissioners recommended the preparation of possible answers for discussion questions and provide reference back to the professional standards. Also provide a list of other sources to use as well. These possible answers and references can be shared with the workshop facilitator.
  - B. Update on Guam School Admin Standards (PL31-50) – After meeting with Dr. James from UOG, Dr. Adamos and the advisory committee, L. Cooper Nurse reported there needs to be a change to PL31-50 §8110 relative to the standards and the reference to accreditation. Motion made for the standards change reflected above in V.A. Need more discussion on the language for accreditation (NCATE – corrected 32-220 to CAEP, to nationally recognized accreditation). Brief discussion on the law.
  - C. Possible amendments to PL 32-236 – please review this law that went into effect in January 2015. Are there necessary updates? With the Ethics Commission, should we include collaboration? Should we include collaboration with GDOE and the MOA with GDOE? Please review?
- VII. Ex-Officio
- A. GCC – Marivic indicated she and ED will meet regarding CTE certification
  - B. UOG – Dr. Aguon said first course for Educational Studies Degree will start in Aug. 2026 – can be managers, trainers. Yap cohort will graduate in Dec. 25. First MLIS group will graduate in Dec. Second cohort of EdD will start classes in Jan. The new

Early Childhood Intervention track will begin in January. Graduate listing will be provided at the next meeting.

- C. GDOE – no report, but thank you to the commission for the support and quick assistance in the certification of teachers.

VIII. Announcements

- A. Update on Commissioner Applications (Teacher and Terminal) – Email sent to Ms. Jean Taitano at the Gov. Office, she will follow up on Ocampo’s application and the E.D. will continue to follow up with the terminal degree applicant.
- B. ProEthica – Commissioners were provided a code to participate in and review educator specific ethics training. Modules take 30 minutes and have questions to follow. We have a few extra and ED will work with Chair to see where to use the final three vouchers.

IX. Executive Session (Commissioner’s Only) (4:50 – 4:59)

- A. Executive Director Assessment (6 month)

- X. Return to Regular Meeting – 4:59 – Report by Chairperson – 4:59 – Report by Chairperson – Dr. L. Baza Cruz and Dr. L. Bordallo worked on the assessment of the Executive Director, the staff were interviewed, the ED provided a self-assessment and a set of goals, the ED was also interviewed. Dr. Baza Cruz provided a summary of the results which assessed 1) Compliance and Reporting Standards, 2) Staff Support and Responsibility Management, 3) Alignment with Commission Expectations, and 4) Communication and Representation of the Commission. The conclusion of their assessment is: “The Executive Director has delivered strong performance in all evaluated areas and continues to be an asset to the Guam Commission for Educator Certification. Her leadership, commitment to compliance, support of staff, alignment with Commission’s expectations, and ability to effectively represent the Commission’s mission contribute significantly to the success and forward progress of GCEC. Continued performance at this high standard is recognized and greatly appreciated.” Dr. Bordallo said she thought ED was doing an exceptional job and Dr. Cooper-Nurse also concurs with the findings in the evaluation as do all of the other commission members.

XI. Adjournment 5:01 PM Motion by Member Bordallo, second by L. San Agustin

Next Meeting: Monday, January 12, 2026, at 4:00 PM