



Office of the Governor of Guam

P.O. Box 2950 Hagåtña, Guam 96932
TEL: (671) 472-8931 • FAX: (671) 477-4826 • EMAIL: governor@mail.gov.gu

Felix Perez Camacho
Governor

Kaleo Scott Moylan
Lieutenant Governor

12 DEC 2005

The Honorable Mark Forbes
Speaker
Mina' Bente Ocho Na Liheslaturan Guåhan
155 Hessler Street
Hagåtña, Guam 96910

Dear Mr. Speaker:

Transmitted herewith is Bill No. 183 (EC), "AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDE CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE "BONUSES, REWARDS AND INCENTIVES PROGRAM" AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE "NO CHILD LEFT BEHIND ACT OF 2001" which I signed into law on December 9, 2005, as Public Law 28-85.

Sinseru yan Magåhet,

Handwritten signature of Felix P. Camacho

FELIX P. CAMACHO
I Maga'låhen Guåhan
Governor of Guam

Attachment: copy attached of signed bill

cc: The Honorable Eddie Baza Calvo
Senator and Legislative Secretary

Office of the Speaker

MARK FORBES

Date: 12/13/05

Time: 2:10 PM

Rec'd by: [Signature]

Print Name: [Signature]

28-05-0481

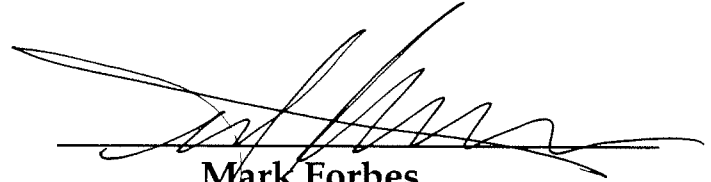
Form with fields: Senator Edward J.B. Calvo, SECRETARY OF THE LEGISLATURE, ACKNOWLEDGEMENT RECEIPT, Rec'd by: Nikole, Print Name & Initial, Time: 11:50, Date: 12-15-05

483


I MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2005 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO I MAGA'LAHEN GUÅHAN

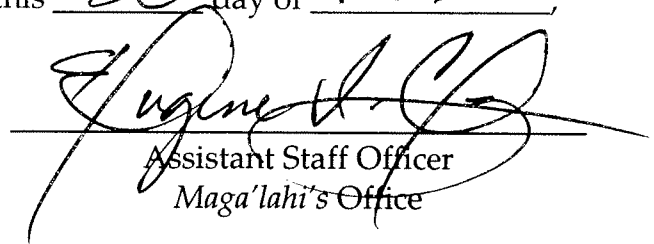
This is to certify that Bill No. 183 (EC), "AN ACT TO AMEND §5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDE CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE 'BONUSES, REWARDS AND INCENTIVES PROGRAM' AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE 'NO CHILD LEFT BEHIND ACT OF 2001'" was on the 30th day of November, 2005, duly and regularly passed.


Mark Forbes
Speaker

Attested:


Edward J.B. Calvo
Senator and Secretary of the Legislature

This Act was received by *I Maga'lahaen Guåhan* this 30 day of NOV.,
2005, at 5 o'clock P.M.


Assistant Staff Officer
Maga'lahaen's Office

APPROVED:

FELIX P. CAMACHO
I Maga'lahaen Guåhan

Date: 9 DEC 05

Public Law No. 28-85

MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2005 (FIRST) Regular Session

Bill No. 183 (EC)

As amended on the Floor.

Introduced by:

L. F. Kasperbauer

J. T. Won Pat

Ray Tenorio

R. Klitzkie

F. B. Aguon, Jr.

J. M.S. Brown

Edward J.B. Calvo

B. J.F. Cruz

Mike Cruz

Mark Forbes

L. A. Leon Guerrero

J. A. Lujan

A. B. Palacios

R. J. Respicio

A. R. Unpingco

**AN ACT TO *AMEND* §5121 OF TITLE 17 OF THE GUAM
CODE ANNOTATED RELATIVE TO AUTHORIZING THE
GUAM EDUCATION POLICY BOARD TO INCLUDE
CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE
“*BONUSES, REWARDS AND INCENTIVES PROGRAM*” AT
THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF
THE “*NO CHILD LEFT BEHIND ACT OF 2001.*”**

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

2 **Section 1. Legislative Intent.** *I Liheslaturan Guåhan* finds that the
3 current ‘*Bonuses, Rewards and Incentives Program*’ does not adequately meet the

1 Special Education staffing needs of the *Guam Public School System*. Therefore, it
2 is the intent of *I Liheslaturan Guåhan* by this Act to extend the ‘*Bonuses, Rewards*
3 *and Incentives Program*’ to Special Education Professionals to ensure that the
4 needs of students requiring special education and related services are provided the
5 necessary specialized, fully qualified and certified personnel.

6 **Section 2.** Section 5121 of Chapter 4 of Division 2 Title 17 of the Guam
7 Code Annotated is hereby *amended* to read as follows:

8 **“§5121. Bonuses, Rewards and Incentives Program.**

9 Notwithstanding any other provision of law, the Guam Public School System is
10 hereby authorized to create a ‘*Bonuses, Rewards and Incentives Program*’ for the
11 recruitment and retention of teachers, school administrators, licensed healthcare
12 professionals, and critical positions under Special Education employed at the
13 Guam Public School System. The *Bonuses, Rewards and Incentives Program*
14 shall be consistent with the Guam Public School System’s District Action Plan as
15 authorized by 17 GCA §3217 and shall be subject to the availability of funds. The
16 criteria, rules and regulations for the *Bonuses, Rewards and Incentives Program*
17 shall be established by the Guam Education Policy Board.”

I MINA' BENTE OCHO NA LIHESLATURAN GUAHAN

2005 (FIRST) Regular Session

Date: 11/30/05
12:24

VOTING SHEET

Bill No. 183(EL)

Resolution No. _____

Question: _____

NAME	YEAS	NAYS	NOT VOTING/ ABSTAINED	OUT DURING ROLL CALL	ABSENT
AGUON, Frank B., Jr.	✓				✓
BROWN, Joanne M.S.	✓				
CALVO, Edward J.B.	✓				
CRUZ, Benjamin J.F,	✓				
CRUZ, Michael (Dr.)	✓				
FORBES, Mark	✓				
KASPERBAUER, Lawrence F.	✓				
KLITZKIE, Robert	✓				
LEON GUERRERO, Lourdes A.	✓				
LUJAN, Jesse A.	✓				
PALACIOS, Adolpho B.	✓				
RESPICIO, Rory J.	✓				
TENORIO, Ray	✓				
UNPINGCO, Antonio R.	✓				
WON PAT, Judith T.	✓				

TOTAL 14 0 0 0 1

CERTIFIED TRUE AND CORRECT:

Clerk of the Legislature

* 3 Passes = No vote
EA = Excused Absence

P.L. 28-85



August 29, 2005

The Honorable Mark Forbes
Speaker
I Mina Bente Ocho Na Liheslaturan Guåhan
155 Hesler Place
Hagatna, Guam 96910

Re: Committee Recommendation

Dear Speaker Forbes:

The Committee on Education & Community Development, to which was referred Bill No. 183 (EC): AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDING CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE "BONUSES, REWARDS AND INCENTIVES PROGRAM" AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE "NO CHILD LEFT BEHIND ACT OF 2001," herein reports back with the recommendation To Do Pass.

Votes are as Follows:

11 TO PASS

0 NOT TO Pass

0 TO REPORT OUT ONLY

0 ABSTAIN

0 INACTIVE FILE

Sincerely,


Larry F. Kasperbauer, Ph.D.



August 26, 2005

MEMORANDUM

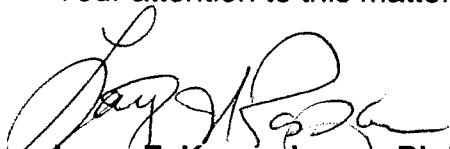
TO: All Members
Committee on Education and Community Development

FROM: Chairman

Subject: Voting Sheet

Transmitted herewith are the voting sheets and the Committee Report of the Public Hearing on Bill No. 183 (EC): AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDING CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE "BONUSES, REWARDS AND INCENTIVES PROGRAM" AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE "NO CHILD LEFT BEHIND ACT OF 2001," for your review and signature.

Your attention to this matter is greatly appreciated.



Larry F. Kasperbauer, Ph.D.

Attachments

COMMITTEE ON EDUCATION AND COMMUNITY DEVELOPMENT

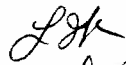
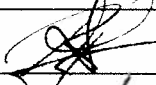

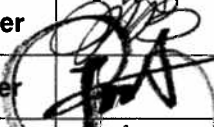

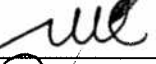

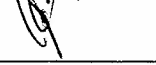
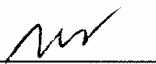


I Mina' Bente Ocho na Liheslaturan Guahan
 155 Hesler Street · Hagåtña, Guam 96910

Chairman: Senator Larry F. Kasperbauer, Ph.D.
Vice-Chairperson: Senator Ray Tenorio
Ex-Officio Member: Speaker Mark Forbes

VOTING SHEET ON:

Bill No. 183 (EC): AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDING CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE "BONUSES, REWARDS AND INCENTIVES PROGRAM" AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE "NO CHILD LEFT BEHIND ACT OF 2001," by L.F. Kasperbauer

VOTING SHEET: Bill 183 (EC)

Bill No. 183 (EC):	SIGNATURE	TO PASS	NOT TO PASS	TO REPORT OUT OF COMMITTEE	ABSTAIN	INACTIVE FILE
Senator Larry F. Kasperbauer, Ph. D, Chair		X				
Senator Ray Tenorio, Vice Chair		✓				
Speaker Mark Forbes, Ex-Officio		✓				
Vice Speaker Joanne Brown, Member		✓				
Senator Frank B. Aguon, Jr., Member		✓				
Senator Edward J.B. Calvo, Member		✓				
Senator Mike Cruz, M.D., Member		✓				
Senator Robert Klitzkie, Member		✓				
Senator Jesse Lujan, Member		8/29/05 ✓				
Senator Rory J. Respicio, Member		✓				
Senator Antonio R. Unpingco, Member						
Senator Judith T. Won Pat, Ed.D., Member		✓				

Committee on Education and Community Development

Public Hearing

- **Bill No. 183 (EC): AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED, RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDING CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE “*BONUSES, REWARDS AND INCENTIVES PROGRAM*” AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE “*NO CHILD LEFT BEHIND ACT OF 2001.*”**

I. Overview Confirmation Hearing:

The Committee on Education and Community Development convened for a confirmation hearing at 3:30 p.m., Thursday, August 18, 2005 to receive testimony on the appointment of Ms. Maria Dilanco Garcia to serve as a member of the Guam Community College Board of Trustees and on Bill No. 183 (EC) by L.F. Kasperbauer. Notice of the hearing was disseminated throughout all local media for announcement on Thursday, August 11, 2005. Notice of the hearing was printed in Marianas News and Views Community Calendar, under Gov't Meetings on Tuesday, August 16, 2005 and ran concurrently through Thursday, August 18, 2005, as well; a story referencing the public hearing was published on page 5 of the Wednesday, August 17th edition of the Marianas Variety.

Committee Members Present:

Senator Larry F. Kasperbauer, Chairman
Senator Robert Klitzkie
Senator Judith Won Pat Ed.D.

Also present

Senator Lou Leon Guerrero
Senator Adolpho Palacios

Testimony submitted by:

- 1.) **Jose Q. Cruz, Ed.D., Chairman, Guam Education Policy Board**
written
- 2.) **Mr. Sedfrey Linsangan, Member, Guam Education Policy Board**
oral
- 3.) **Mr. Luis Reyes, Personnel Services Administrator, Guam Public School System**, appeared before the Committee to present written testimony by **Mr. Juan P. Flores, Superintendent, Guam Public School System** oral,
written
- 4.) **Ms. Katrina Celes, Assistant Superintendent, Division of Special Education, Guam Public School System**
oral
- 5.) **Mr. Ike Santos, Chief Planner and Acting Food and Nutrition Services Administrator**
oral

II. Summaries of Testimonies

Mr. Sedfrey Linsangan, Member, Guam Education Policy Board, provided oral testimony in full support of Bill No. 183. He stated that the Bill is crucial to the hiring of needed allied health professionals. He went on to explain that the shortage of such professionals has resulted in a high demand for the past five years and that the GPSS must be in a position to entice them to accept employment.

Jose Q. Cruz, Ed.D., Chairman, Guam Education Policy Board, submitted written testimony on behalf of the Board in support of Bill No. 183. The Board suggests that the provisions of the Bill be extended beyond Special Education employee positions to other critical positions within the Guam Public School System. Dr. Cruz stated that such an amendment would assist the Guam Public School System in its overall recruitment and retention of critical positions.

Mr. Luis Reyes, Personnel Services Administrator, Guam Public School System, appeared before the Committee to present written testimony by **Mr. Juan P. Flores, Superintendent, Guam Public School System**. Mr. Flores' testimony is in support of Bill No. 183. Mr. Flores stated that the GPSS is hard pressed to provide federally mandated services in the areas of Special Education and Child Nutrition due to the difficulty in recruiting and retaining qualified personnel. He also expressed his concern that the GPSS may be at risk of having sanctions imposed upon it if relief is not provided. He urged the Committee to take expeditious action on the measure. **Mr. Reyes** added his personal support for the Bill, as he deals with the current shortage on almost a daily basis. He added that if it were not for the Bonuses, Rewards and Incentives Program, the GPSS would have lost every one of its special education professionals to other agencies or companies. He said that the program is working very well but hopes that Speech Clinicians and Social Workers specializing in emotional disabilities can be included. Upon questioning regarding the particulars of the Bonuses, Rewards and Incentives Program, Mr. Reyes explained who is eligible and how the Program is administered and also made reference to the Program's Standard Operating Procedures, a copy of which has been provided to the Committee.

Ms. Katrina Celes, Assistant Superintendent, Division of Special Education, Guam Public School System, testified orally in support of Bill No. 183. Ms. Celes stated that the Special Education division is concerned over the difficulty it has in recruiting and retaining special education professionals in all areas of special education. She said that one of her biggest concerns is that the services are not being delivered due to personnel vacancies. She explained that the existing Bonuses, Rewards and Incentives Program has enabled the division to recruit and keep certain vitally needed employees but the division is still having difficulty recruiting for positions such as Speech Therapists. She noted that US Department of Education officials have informed the division that it needs to improve its personnel services in the area of recruitment and retention.

III. Summaries of Testimonies: Continued

Mr. Ike Santos, Chief Planner and Acting Food and Nutrition Services Administrator, provided oral testimony in support of Bill No. 183. He stated that federal law mandates that the nutrient requirements of the breakfasts and lunches served by the GPSS meet US Department of Agriculture requirements. He stated further that it has been very difficult to recruit and retain a Nutritionist because the salary for such positions is so low. The GPSS has been able to secure the services of a Nutrition Program Coordinator, but that person will soon be a Licensed Nutritionist. Mr. Santos said that upon being licensed, the nutritionist will likely leave for better pay elsewhere. Mr. Santos stressed that a condition for continued receipt of federal Child Nutrition Grants is annual reporting how GPSS meets nutrition requirements. Without a nutritionist, the GPSS will be unable to do so, placing about Six Million Dollars in annual federal funds at risk.

III. Findings and recommendations:

The Committee on Education and Community Development finds that the Bonus, Rewards, and Incentives Program established by the Guam Public School System pursuant to Public Law 26-167 has greatly assisted the GPSS in alleviating its personnel recruitment and retention difficulties. Since the implementation of the program, however, GPSS is still experiencing difficulty in providing certain vital services due to recruitment and retention problems. Specifically, GPSS is in need of speech clinicians and social workers specializing in emotional disabilities to provide services to students under the Individuals with Disabilities Education Act. Also, GPSS is in need of a nutritionist in order to ensure that it is meeting federal government requirements for nutrition in the meals it serves to students. In both cases, the salary schedule for the positions is lower than what potential employees can earn elsewhere. Bill No. 183 would extend eligibility for the Bonus, Rewards, and Incentives Program to certain employees other than originally provided for in P.L. 26-167.

The Committee further finds that the nature of the problem confronting the GPSS is such that it is in jeopardy of losing about Six Million Dollars in annual federal funds if a mechanism is put in place for the recruitment and retention of a nutritionist. Also, vital services are currently not being adequately provided to some of our students with special needs.

The Committee on Education and Community Development, having heard public testimony on **Bill No. 183(EC)** and having deliberated on same, finds that the Legislature must act to ensure the integrity of the GPSS Food and Nutrition Program and ensure, as well, that our students with special needs receive the education and services they deserve. The Committee finds that **Bill No. 183(EC)** would serve these purposes. Accordingly, the **Committee on Education and Community Development** finds that **Bill No. 183(EC)** be reported out with the **Recommendation To Do Pass.**

Robert Q. Tupaz

From: Robert Q. Tupaz [rob2paz@gmail.com]
Sent: Thursday, August 11, 2005 10:34 PM
To: 'ads@mvguam.com'; 'admin@mvguam.com'
Subject: Hi Mehl, for Community Calendar

Please run ASAP through the 18th of August



I Mina Bente Ocho na Liheslaturan Guahan
Senator Larry F. Kasperbauer, Ph.D.

155 Hesler St. Hagatna, Guam 96910

lk4kids@ite.net; www.lk4kids.com; (671) 475 - KIDS (5437); (671) 475 - 2000

August 12, 2005

To: Marianas Variety News & Views Guam Edition
Community Announcement Section –Government Meeting

Hafa Adai Amier, Mehl:

Please post in the next available date edition of the MV and run until next Thursday under the Community Announcement Section - Government Meetings: Thank you.

The Committee on Education and Community Development will hold a Public & Confirmation Hearing on Thursday, August 18, 2005 at I Liheslaturan's Session Hall beginning at 3:30p.m. to receive testimony on the appointment of Ms. Maria D. Garcia to the Guam Community College Board of Trustees. Also on the agenda is Bill No. 183 (EC) An Act To Amend § 5121 Of Title 17 Of The Guam Code Annotated, Relative To Authorizing The Guam Education Policy Board To Including Critical Special Education Professionals In The "Bonuses, Rewards And Incentives Program" At The Guam Public School System In Support Of The "No Child Left Behind Act Of 2001." For complete text of the Bill log on to the website addresses www.lk4kids.com, under the link "CECD Bill Referrals" or www.guamlegislature.com under the link "legislative calendar". For more information and for persons with disabilities who require special accommodations, please call Senator Larry F. Kasperbauer at 475-5437.

8/23/2005

6
11/30/05
12:24

MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN
2005 (FIRST) Regular Session

Bill No. 183 (EC)
As amended on the Floor.
*

Introduced by:

- L. F. Kasperbauer
- J. T. Won Pat
- Ray Tenorio
- R. Klitzkie
- F. B. Aguon, Jr.
- J. M.S. Brown
- Edward J.B. Calvo
- B. J.F. Cruz
- Mike Cruz
- Mark Forbes
- L. A. Leon Guerrero
- J. A. Lujan
- A. B. Palacios
- R. J. Respicio
- A. R. Unpingco

AN ACT TO AMEND §5121 OF TITLE 17 OF THE GUAM CODE ANNOTATED RELATIVE TO AUTHORIZING THE GUAM EDUCATION POLICY BOARD TO INCLUDE CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE “BONUSES, REWARDS AND INCENTIVES PROGRAM” AT THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF THE “NO CHILD LEFT BEHIND ACT OF 2001.”

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

2 **Section 1. Legislative Intent.** *I Liheslaturan Guåhan* finds that the
3 current ‘Bonuses, Rewards and Incentives Program’ does not adequately meet the

1 Special Education staffing needs of the *Guam Public School System*. Therefore, it
2 is the intent of *I Liheslaturan Guåhan* by this Act to extend the ‘*Bonuses, Rewards*
3 *and Incentives Program*’ to Special Education Professionals to ensure that the
4 needs of students requiring special education and related services are provided the
5 necessary specialized, fully qualified and certified personnel.

6 **Section 2.** Section 5121 of Chapter 4 of Division 2 Title 17 of the Guam
7 Code Annotated is hereby *amended* to read as follows:

8 **“§5121. Bonuses, Rewards and Incentives Program.**

9 Notwithstanding any other provision of law, the Guam Public School System is
10 hereby authorized to create a ‘*Bonuses, Rewards and Incentives Program*’ for the
11 recruitment and retention of teachers, school administrators, licensed healthcare
12 professionals, and critical positions under Special Education employed at the
13 Guam Public School System. The *Bonuses, Rewards and Incentives Program*
14 shall be consistent with the Guam Public School System’s District Action Plan as
15 authorized by 17 GCA §3217 and shall be subject to the availability of funds. The
16 criteria, rules and regulations for the *Bonuses, Rewards and Incentives Program*
17 shall be established by the Guam Education Policy Board.”

I MINA'BENTE OCHO NA LIHESLATURAN GUÅHAN

FLOOR AMENDMENTS/CHANGES

Bill No. 183

YK

Senator Proposing Amendment

(Below for Senator to complete)

Please describe proposed amendment, including where change to occur:

Sponsor 1) YK
2) glwp
3) ray 7
4) PK

(Below only for Clerk of Legislature's use and processing))

Date 11/23, 2005
Floor Amendment No. 1 of a total of _____ changes on above Bill.
Votes For Amendment: _____ Votes Against Amendment: _____
AMENDMENT PASSED: _____

Amendment Failed: _____
Amendment Withdrawn: _____

APPROVED AS TO FORM PASSED

JST

AUTHOR OF AMENDMENT

Concur (initial)

fr _____
Clerk of Legislature

Speaker

Ass't. Amend. Clerk

Engrossment Staff

MINA' BENTE OCHO NA LIHESLATURAN GUÅHAN
2005 (FIRST) Regular Session

Bill No. 183(FC)

Introduced by:

L.F. Kasperbauer *LFK*
Judith WonPat *JW*

1

**AN ACT TO AMEND § 5121 OF TITLE 17 OF THE GUAM
CODE ANNOTATED, RELATIVE TO AUTHORIZING THE
GUAM EDUCATION POLICY BOARD TO INCLUDING
CRITICAL SPECIAL EDUCATION PROFESSIONALS IN THE
“BONUSES, REWARDS AND INCENTIVES PROGRAM” AT
THE GUAM PUBLIC SCHOOL SYSTEM IN SUPPORT OF
THE “NO CHILD LEFT BEHIND ACT OF 2001.”**

2

BE IT ENACTED BY THE PEOPLE OF GUAM:

3

4 **Section 1. Legislative Intent.** *I Liheslaturan Guåhan* finds that the
5 current ‘*Bonuses, Rewards and Incentives Program*’ does not adequately meet the
6 Special Education staffing needs of the *Guam Public School System*. Therefore, it
7 is the intent of *I Liheslaturan Guåhan* by this Act to extend the ‘*Bonuses, Rewards*
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9 needs of students requiring special education and related services are provided the
10 necessary specialized, fully qualified and certified personnel.

11

12 **Section 2.** Section 5121 of Title 17 of the Guam Code Annotated is
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14

15 **“Section 5121. Bonuses, Rewards and Incentives Program.**

1 Notwithstanding any other provision of law, the Guam Public School System is
2 hereby authorized to create a '*Bonuses, Rewards and Incentives Program*' for the
3 recruitment and retention of teachers, school administrators, and licensed
4 healthcare professionals, and other critical positions under Special Education
5 employed at the Guam Public School System. The Bonuses, Rewards and
6 Incentives Program shall be consistent with the Guam Public School System's
7 District Action Plan as authorized by 17 G.C.A. § 3217 and shall be subject to the
8 availability of funds. The criteria, rules and regulations for the *Bonuses, Rewards*
9 *and Incentives Program* shall be established by the Guam Education Policy
10 Board.”