

June 28, 2022

HRD NO: 22-0341

MEMORANDUM

To: Superintendent,
Guam Department of Education

From: Director, Department of Administration

Subject: Implementation Guidelines and Application of Pay Differentials
RE: 2022 Educator Pay Plan and Administrator Differential

Buenas yan Hafa Adai! This is issued to serve as a guide to the implementation and administration of the 2022 Educator Pay Plan and Administrator Differential (2022 EDUPP), that was concurred and approved by Governor Lourdes A. Leon Guerrero on May 11, 2022 and took effect beginning pay period May 23, 2022.

Section I. AFFECTED POSITIONS:

The 2022 EDUPP is restricted to the positions identified in Attachment #1 as approved by the Director of Administration.

Section II. TRANSITION:

Transition to the new pay plan shall be applied directly "step-to-step" from the Government Competitive Wage Act of 2014 EDU Pay Plan to the 2022 EDU Pay Plan utilizing the pay scale attached (Attachment #2). The means for the transition will be through the Government of Guam Request for Personnel Action (GG1) with the Nature of Action to read: "Pay Adjustment", and the Remarks section to read: "Pursuant to DOA Memorandum dated May 11, 2022, Status and Recommendations RE: Competitive Wage Act (CWA) Educator Pay Plan (EDU) approved and concurred by the Governor of Guam on May 11, 2022."

- A. Example: A Teacher II (2080 hours) at Pay Grade Ed-2 Step 1 at \$34,383.00 - \$16.53 p/h, will be directly slotted to the 2022 EDUPP to Pay Grade Ed-2 Step 1 (2080 hours) at \$41,260.00 - \$19.84 p/h.
- B. Example: A Teacher IV (2080 hours) at Pay Grade Ed-4 Step 8 at \$49,989.00 - \$24.03 p/h, will be directly slotted to the 2022 EDUPP to Pay Grade Ed-4 Step 8 (2080 hours) at \$59,987.00 - \$28.84 p/h.

Section III. SALARY INCREMENTS:

The salary increment schedule for incumbents transitioned into the 2022 EDUPP shall not be impacted, as the direct “step-to-step” transition will not interrupt an incumbent’s increment anniversary date. Positive efforts must be taken to ensure that all salary increments due prior to the new pay plan implementation are effectuated properly to avoid any delays in processing of the pay adjustments accordingly.

Section IV. PAY DIFFERENTIALS:

The application of the pay differentials identified below will be coordinated directly between the department and their respective payroll office.

The pay differentials shall be received while the employee is on work status. The differential shall not be used in the calculation of salary for the purposes of overtime-related compensation.

The pay differential shall apply to employee’s base salary while on work status and only to the positions below as indicated:

Percent Differential	Position Title
10%	Assistant School Principal
15%	School Principal

- A. Example: An Assistant School Principal at Pay Grade Ed-08 Step 3 making \$31.70 per hour and works 64 hours for that pay period with 16 hours of sick/annual leave will receive an additional 10% pay differential calculated as follows: $(64 \times 1.10 \times \$31.70) + (16 \times \$31.70) = \$2,738.88$ bi-weekly gross salary.
- B. Example: A High School Principal at Pay Grade Ed-11 Step 5 making \$45.44 per hour and works 80 hours for that pay period will receive an additional 15% pay differential calculated as follows: $80 \times 1.15 \times \$45.44 = \$4,180.48$ bi-weekly gross salary.

Detail Appointments – the above pay differentials shall apply to employees detailed as Assistant School Principal and School Principal after employee base salaries are determined following detail appointment pay slotting and upon serving the detail.

Section V. NEW HIRES, TRANSFERS, PROMOTIONS, etc.:

All subsequent new hires of authorized positions under the 2022 EDUPP, to include probationary appointments, limited term appointments, re-employments and any transfers, promotions, demotions, shall be compensated under the 2022 EDUPP pay scale.

It is recommended that the New Hire Pay Scale discussed in meetings between GDOE HR staff and DOA HR staff, for the recruitment of seasoned teachers above-step, be developed and presented to the GDOE Board for consideration and approval. DOA HR staff are available to assist as needed.

Section VI. PRIOR APPROVAL REQUIRED:

Any upcoming new or existing positions to be included under the 2022 EDUPP, requires written approval from the Director, Department of Administration.

The above guidelines will remain in effect unless otherwise amended and/or modified in writing by the Director, Department of Administration.

Should you have any questions or require further information, please do not hesitate to contact our Classification and Pay Branch at 475-1131/475-1201/475-1219. *Dangkolo na Agradesimento!*



EDWARD M. BIRN

Attachments



EDWARD M. BIRN
Director (Direktot)

BERNADINE C. GINES
Deputy Director (Sigundo Direktot)

**DEPARTMENT OF
ADMINISTRATION**
DIPATTAMENTON ATMENESTRASION

HUMAN RESOURCES DIVISION

(Dibision Inadilanto yan Guinaha Para Taotao)

Telephone (Telifon): (671) 475-1288/1154 • Fax (Faks): (671) 477-3671



LOURDES A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'låhi)

June 28, 2022

MEMORANDUM

To: Director, Department of Administration

From: Personnel Services Administrator

Subject: 2022 Competitive Wage Act (CWA) Educator Pay Plan (EDUPP)

Hafa Adai! Transmitted for your approval is the attached updated 2022 Competitive Wage Act (CWA) Educator Pay Plan (EDUPP) which reflects a twenty (20) percent movement in base salaries for educator positions as approved by the Governor of Guam on May 11, 2022. In addition, the Governor approved an Administrator Pay Differential for Assistant School Principals and School Principals of ten (10) percent and fifteen (15) percent respectively as a percentage of the base salary added to the employee's base pay. Implementation guidelines and application of pay differentials for the new 2022 EDUPP schedule will be forwarded to the Superintendent of Education accordingly upon your approval.

Once again, the positions covered by the EDUPP schedule are as follows:

ED-11	School Principal (Elem and Sec) – High
ED-10	School Principal (Elem and Sec) – Middle
ED-9	School Principal (Elem and Sec) – Elem
ED-8	Assistant School Principal (Elem and Sec)
ED-7	School Program Consultant
ED-6	Teacher VI
ED-5	Teacher V
ED-4	Teacher IV
ED-3	Teacher III
ED-2	Teacher II
ED-1D	Teacher I-D
ED-1C	Teacher I-C
ED-1B	Teacher I-B
ED-1A	Teacher I-A
ED-2	Vocational Instructor
ED-1A	Head Start Teacher
ED-9	Head Start Program Director
ED-7	Head Start Program Assistant Director
ED-10	Chamorro Studies Administrator

Should you have any questions, please do not hesitate to call on me. *Si Yu'os Ma'ase!*

APPROVED:

EDWARD M. BIRN,
Director of Administration

SHANE G.L. NGATA

ATTACHMENT #1

DEPARTMENT OF ADMINISTRATION

Pay Grade	Ed-12-01	Ed-12-02	Ed-12-03	Ed-12-04	Ed-12-05	Ed-12-06	Ed-12-07	Ed-12-08	Ed-12-09	Ed-12-10	Ed-12-11	Ed-12-12	Ed-12-13	Ed-12-14	Ed-12-15	Ed-12-16	Ed-12-17	Ed-12-18
Per Annum	\$89,603	\$92,998	\$96,522	\$100,178	\$103,974	\$107,915	\$112,004	\$115,556	\$119,223	\$123,006	\$126,908	\$130,935	\$135,090	\$139,376	\$143,798	\$148,361	\$153,068	\$157,925
2080 hours	\$43.08	\$44.71	\$46.40	\$48.16	\$49.99	\$51.89	\$53.85	\$55.56	\$57.32	\$59.14	\$61.01	\$62.95	\$64.95	\$67.01	\$69.13	\$71.33	\$73.59	\$75.93
Pay Grade	Ed-11-01	Ed-11-02	Ed-11-03	Ed-11-04	Ed-11-05	Ed-11-06	Ed-11-07	Ed-11-08	Ed-11-09	Ed-11-10	Ed-11-11	Ed-11-12	Ed-11-13	Ed-11-14	Ed-11-15	Ed-11-16	Ed-11-17	Ed-11-18
Per Annum	\$81,457	\$84,544	\$87,746	\$91,072	\$94,523	\$98,104	\$101,821	\$105,051	\$108,385	\$111,824	\$115,371	\$119,033	\$122,809	\$126,705	\$130,725	\$134,874	\$139,153	\$143,568
2080 hours	\$39.17	\$40.65	\$42.19	\$43.78	\$45.44	\$47.17	\$48.95	\$50.51	\$52.11	\$53.76	\$55.47	\$57.23	\$59.04	\$60.92	\$62.85	\$64.84	\$66.90	\$69.02
Pay Grade	Ed-10-01	Ed-10-02	Ed-10-03	Ed-10-04	Ed-10-05	Ed-10-06	Ed-10-07	Ed-10-08	Ed-10-09	Ed-10-10	Ed-10-11	Ed-10-12	Ed-10-13	Ed-10-14	Ed-10-15	Ed-10-16	Ed-10-17	Ed-10-18
Per Annum	\$74,052	\$76,859	\$79,771	\$82,793	\$85,931	\$89,186	\$92,565	\$95,502	\$98,533	\$101,659	\$104,885	\$108,212	\$111,645	\$115,188	\$118,843	\$122,613	\$126,504	\$130,518
2080 hours	\$35.60	\$36.95	\$38.35	\$39.80	\$41.31	\$42.88	\$44.50	\$45.91	\$47.37	\$48.87	\$50.43	\$52.03	\$53.68	\$55.38	\$57.14	\$58.95	\$60.82	\$62.75
Pay Grade	Ed-9-01	Ed-9-02	Ed-9-03	Ed-9-04	Ed-9-05	Ed-9-06	Ed-9-07	Ed-9-08	Ed-9-09	Ed-9-10	Ed-9-11	Ed-9-12	Ed-9-13	Ed-9-14	Ed-9-15	Ed-9-16	Ed-9-17	Ed-9-18
Per Annum	\$67,320	\$69,871	\$72,518	\$75,266	\$78,117	\$81,077	\$84,150	\$86,820	\$89,574	\$92,417	\$95,348	\$98,374	\$101,496	\$104,715	\$108,038	\$111,465	\$115,003	\$118,651
2080 hours	\$32.37	\$33.59	\$34.86	\$36.19	\$37.56	\$38.98	\$40.46	\$41.74	\$43.06	\$44.43	\$45.84	\$47.29	\$48.80	\$50.34	\$51.94	\$53.59	\$55.29	\$57.04
Pay Grade	Ed-8-01	Ed-8-02	Ed-8-03	Ed-8-04	Ed-8-05	Ed-8-06	Ed-8-07	Ed-8-08	Ed-8-09	Ed-8-10	Ed-8-11	Ed-8-12	Ed-8-13	Ed-8-14	Ed-8-15	Ed-8-16	Ed-8-17	Ed-8-18
Per Annum	\$61,200	\$63,519	\$65,926	\$68,424	\$71,016	\$73,708	\$76,500	\$78,928	\$81,432	\$84,016	\$86,681	\$89,431	\$92,268	\$95,196	\$98,216	\$101,333	\$104,547	\$107,865
2080 hours	\$29.42	\$30.54	\$31.70	\$32.90	\$34.14	\$35.44	\$36.78	\$37.95	\$39.15	\$40.39	\$41.67	\$43.00	\$44.36	\$45.77	\$47.22	\$48.72	\$50.26	\$51.86
Pay Grade	Ed-7-01	Ed-7-02	Ed-7-03	Ed-7-04	Ed-7-05	Ed-7-06	Ed-7-07	Ed-7-08	Ed-7-09	Ed-7-10	Ed-7-11	Ed-7-12	Ed-7-13	Ed-7-14	Ed-7-15	Ed-7-16	Ed-7-17	Ed-7-18
Per Annum	\$55,127	\$57,216	\$59,384	\$61,634	\$63,969	\$66,393	\$68,909	\$71,095	\$73,351	\$75,678	\$78,079	\$80,557	\$83,113	\$85,750	\$88,470	\$91,277	\$94,174	\$97,162
2080 hours	\$26.50	\$27.51	\$28.55	\$29.63	\$30.75	\$31.92	\$33.13	\$34.18	\$35.26	\$36.38	\$37.54	\$38.73	\$39.96	\$41.23	\$42.53	\$43.88	\$45.28	\$46.71
1680 hours	\$32.81	\$34.06	\$35.35	\$36.69	\$38.08	\$39.52	\$41.02	\$42.32	\$43.66	\$45.05	\$46.48	\$47.95	\$49.47	\$51.04	\$52.66	\$54.33	\$56.06	\$57.83
Pay Grade	Ed-6-01	Ed-6-02	Ed-6-03	Ed-6-04	Ed-6-05	Ed-6-06	Ed-6-07	Ed-6-08	Ed-6-09	Ed-6-10	Ed-6-11	Ed-6-12	Ed-6-13	Ed-6-14	Ed-6-15	Ed-6-16	Ed-6-17	Ed-6-18
Per Annum	\$52,502	\$54,492	\$56,556	\$58,699	\$60,924	\$63,232	\$65,628	\$67,710	\$69,860	\$72,076	\$74,362	\$76,721	\$79,156	\$81,668	\$84,258	\$86,932	\$89,690	\$92,536
2080 hours	\$25.24	\$26.20	\$27.19	\$28.22	\$29.29	\$30.40	\$31.55	\$32.55	\$33.59	\$34.65	\$35.75	\$36.89	\$38.06	\$39.26	\$40.51	\$41.79	\$43.12	\$44.49
1680 hours	\$31.25	\$32.44	\$33.66	\$34.94	\$36.26	\$37.63	\$39.06	\$40.30	\$41.58	\$42.90	\$44.26	\$45.67	\$47.12	\$48.62	\$50.15	\$51.75	\$53.39	\$55.08
Pay Grade	Ed-5-01	Ed-5-02	Ed-5-03	Ed-5-04	Ed-5-05	Ed-5-06	Ed-5-07	Ed-5-08	Ed-5-09	Ed-5-10	Ed-5-11	Ed-5-12	Ed-5-13	Ed-5-14	Ed-5-15	Ed-5-16	Ed-5-17	Ed-5-18
Per Annum	\$48,839	\$50,690	\$52,610	\$54,604	\$56,673	\$58,820	\$61,049	\$62,986	\$64,985	\$67,046	\$69,173	\$71,368	\$73,632	\$75,968	\$78,379	\$80,866	\$83,431	\$86,078
2080 hours	\$23.48	\$24.37	\$25.29	\$26.25	\$27.25	\$28.28	\$29.35	\$30.28	\$31.24	\$32.23	\$33.26	\$34.31	\$35.40	\$36.52	\$37.68	\$38.88	\$40.11	\$41.38
1680 hours	\$29.07	\$30.17	\$31.32	\$32.50	\$33.73	\$35.01	\$36.34	\$37.49	\$38.68	\$39.91	\$41.17	\$42.48	\$43.83	\$45.22	\$46.65	\$48.13	\$49.66	\$51.24
Pay Grade	Ed-4-01	Ed-4-02	Ed-4-03	Ed-4-04	Ed-4-05	Ed-4-06	Ed-4-07	Ed-4-08	Ed-4-09	Ed-4-10	Ed-4-11	Ed-4-12	Ed-4-13	Ed-4-14	Ed-4-15	Ed-4-16	Ed-4-17	Ed-4-18
Per Annum	\$46,514	\$48,276	\$50,106	\$52,004	\$53,974	\$56,019	\$58,142	\$59,987	\$61,890	\$63,854	\$65,880	\$67,971	\$70,127	\$72,352	\$74,647	\$77,016	\$79,459	\$81,981
2080 hours	\$22.36	\$23.21	\$24.09	\$25.00	\$25.95	\$26.93	\$27.95	\$28.94	\$29.75	\$30.70	\$31.67	\$32.68	\$33.71	\$34.78	\$35.89	\$37.03	\$38.20	\$39.41
1680 hours	\$27.69	\$28.74	\$29.82	\$30.95	\$32.13	\$33.34	\$34.61	\$35.71	\$36.84	\$38.01	\$39.21	\$40.46	\$41.74	\$43.07	\$44.43	\$45.84	\$47.30	\$48.79
Pay Grade	Ed-3-01	Ed-3-02	Ed-3-03	Ed-3-04	Ed-3-05	Ed-3-06	Ed-3-07	Ed-3-08	Ed-3-09	Ed-3-10	Ed-3-11	Ed-3-12	Ed-3-13	Ed-3-14	Ed-3-15	Ed-3-16	Ed-3-17	Ed-3-18
Per Annum	\$43,268	\$44,907	\$46,609	\$48,375	\$50,208	\$52,111	\$54,085	\$55,801	\$57,571	\$59,398	\$61,282	\$63,226	\$65,233	\$67,303	\$69,439	\$71,642	\$73,915	\$76,259
2080 hours	\$20.80	\$21.59	\$22.41	\$23.26	\$24.14	\$25.05	\$26.00	\$26.83	\$27.68	\$28.56	\$29.46	\$30.40	\$31.36	\$32.36	\$33.38	\$34.44	\$35.54	\$36.66
1680 hours	\$25.75	\$26.73	\$27.74	\$28.79	\$29.89	\$31.02	\$32.19	\$33.21	\$34.27	\$35.36	\$36.48	\$37.63	\$38.83	\$40.06	\$41.33	\$42.64	\$44.00	\$45.39

DEPARTMENT OF ADMINISTRATION

Pay Grade	Ed-2-01	Ed-2-02	Ed-2-03	Ed-2-04	Ed-2-05	Ed-2-06	Ed-2-07	Ed-2-08	Ed-2-09	Ed-2-10	Ed-2-11	Ed-2-12	Ed-2-13	Ed-2-14	Ed-2-15	Ed-2-16	Ed-2-17	Ed-2-18
Per Annum	\$41,260	\$42,824	\$44,446	\$46,131	\$47,878	\$49,692	\$51,575	\$53,212	\$54,900	\$56,641	\$58,439	\$60,293	\$62,206	\$64,180	\$66,216	\$68,316	\$70,485	\$72,720
2080 hours	\$19.84	\$20.59	\$21.37	\$22.18	\$23.02	\$23.89	\$24.80	\$25.58	\$26.39	\$27.23	\$28.10	\$28.99	\$29.91	\$30.86	\$31.83	\$32.84	\$33.89	\$34.96
1680 hours	\$24.56	\$25.49	\$26.46	\$27.46	\$28.50	\$29.58	\$30.70	\$31.67	\$32.68	\$33.72	\$34.79	\$35.89	\$37.03	\$38.21	\$39.41	\$40.66	\$41.96	\$43.29
Pay Grade	Ed-1D-01	Ed-1D-02	Ed-1D-03	Ed-1D-04	Ed-1D-05	Ed-1D-06	Ed-1D-07	Ed-1D-08	Ed-1D-09	Ed-1D-10	Ed-1D-11	Ed-1D-12	Ed-1D-13	Ed-1D-14	Ed-1D-15	Ed-1D-16	Ed-1D-17	Ed-1D-18
Per Annum	\$39,426	\$40,920	\$42,471	\$44,080	\$45,750	\$47,484	\$49,283	\$50,847	\$52,460	\$54,125	\$55,843	\$57,614	\$59,441	\$61,328	\$63,273	\$65,281	\$67,352	\$69,489
2080 hours	\$18.95	\$19.67	\$20.42	\$21.19	\$22.00	\$22.83	\$23.69	\$24.45	\$25.22	\$26.02	\$26.85	\$27.70	\$28.58	\$29.48	\$30.42	\$31.38	\$32.38	\$33.41
1680 hours	\$23.47	\$24.36	\$25.28	\$26.23	\$27.23	\$28.26	\$29.34	\$30.27	\$31.23	\$32.22	\$33.24	\$34.29	\$35.38	\$36.50	\$37.66	\$38.86	\$40.09	\$41.36
Pay Grade	Ed-1C-01	Ed-1C-02	Ed-1C-03	Ed-1C-04	Ed-1C-05	Ed-1C-06	Ed-1C-07	Ed-1C-08	Ed-1C-09	Ed-1C-10	Ed-1C-11	Ed-1C-12	Ed-1C-13	Ed-1C-14	Ed-1C-15	Ed-1C-16	Ed-1C-17	Ed-1C-18
Per Annum	\$37,674	\$39,102	\$40,583	\$42,122	\$43,718	\$45,374	\$47,093	\$48,587	\$50,129	\$51,719	\$53,361	\$55,054	\$56,800	\$58,602	\$60,461	\$62,380	\$64,359	\$66,402
2080 hours	\$18.11	\$18.80	\$19.51	\$20.25	\$21.02	\$21.81	\$22.64	\$23.36	\$24.10	\$24.86	\$25.65	\$26.47	\$27.31	\$28.17	\$29.07	\$29.99	\$30.94	\$31.92
1680 hours	\$22.43	\$23.28	\$24.16	\$25.07	\$26.02	\$27.01	\$28.03	\$28.92	\$29.84	\$30.79	\$31.76	\$32.77	\$33.81	\$34.89	\$35.99	\$37.13	\$38.31	\$39.53
Pay Grade	Ed-1B-01	Ed-1B-02	Ed-1B-03	Ed-1B-04	Ed-1B-05	Ed-1B-06	Ed-1B-07	Ed-1B-08	Ed-1B-09	Ed-1B-10	Ed-1B-11	Ed-1B-12	Ed-1B-13	Ed-1B-14	Ed-1B-15	Ed-1B-16	Ed-1B-17	Ed-1B-18
Per Annum	\$36,000	\$37,365	\$38,781	\$40,249	\$41,775	\$43,357	\$45,000	\$46,428	\$47,901	\$49,421	\$50,989	\$52,607	\$54,276	\$55,998	\$57,774	\$59,608	\$61,499	\$63,450
2080 hours	\$17.31	\$17.96	\$18.64	\$19.35	\$20.08	\$20.84	\$21.63	\$22.32	\$23.03	\$23.76	\$24.51	\$25.29	\$26.10	\$26.93	\$27.78	\$28.66	\$29.57	\$30.50
1680 hours	\$21.43	\$22.24	\$23.08	\$23.96	\$24.87	\$25.81	\$26.79	\$27.64	\$28.51	\$29.42	\$30.35	\$31.31	\$32.31	\$33.34	\$34.39	\$35.48	\$36.61	\$37.77
Pay Grade	Ed-1A-01	Ed-1A-02	Ed-1A-03	Ed-1A-04	Ed-1A-05	Ed-1A-06	Ed-1A-07	Ed-1A-08	Ed-1A-09	Ed-1A-10	Ed-1A-11	Ed-1A-12	Ed-1A-13	Ed-1A-14	Ed-1A-15	Ed-1A-16	Ed-1A-17	Ed-1A-18
Per Annum	\$34,401	\$35,703	\$37,057	\$38,461	\$39,918	\$41,431	\$43,001	\$44,365	\$45,773	\$47,225	\$48,723	\$50,269	\$51,864	\$53,510	\$55,207	\$56,959	\$58,766	\$60,631
2080 hours	\$16.54	\$17.17	\$17.82	\$18.49	\$19.19	\$19.92	\$20.67	\$21.33	\$22.01	\$22.70	\$23.42	\$24.17	\$24.93	\$25.73	\$26.54	\$27.38	\$28.25	\$29.15
1680 hours	\$20.48	\$21.25	\$22.06	\$22.89	\$23.76	\$24.66	\$25.60	\$26.41	\$27.25	\$28.11	\$29.00	\$29.93	\$30.87	\$31.85	\$32.86	\$33.90	\$34.98	\$36.09

(Effective date pursuant to the Governor's approval on May 11, 2022 and implemented effective the beginning of pay period, May 23, 2022.)