



GUAM EDUCATION BOARD

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ANGEL R. SABLAR
Chair

MARY A.Y. OKADA, Ed.D.
Vice Chair

VOTING MEMBERS

Angel R. Sablan, Chair

Mary A.Y. Okada, Ed.D, Vice-Chair

Peter Aleixis D. Ada

Felicitas B. Angel

Christine W. Baleto

Judith Guthertz, Dr. PA

Maria A. Gutierrez

Ron L. McNinch, PhD

I. MEETING CALL TO ORDER

Mr. Angel Sablan, Chair, called the meeting to order at 4:08 p.m.

ROLL CALL OF MEMBERS

Dr. K. Erik Swanson, Superintendent and Executive Secretary, took the roll call. The following members were **present** for the meeting:

Voting Members:

Sablan, Angel R. – Chair

Okada, Dr. Mary A.Y. – Vice-Chair

Ada, Peter Aleixis D.

Angel, Felicitas B.

Guthertz, Dr. Judith

Gutierrez, Maria A.

McNinch, Dr. Ron L.

Non-Voting Members:

Fedenko, Timothy – GFT Representative

Colleen Concepcion – IBOGS Representative

Gianna Limtiaco – IBOGS Representative

Jesse Nasis - Legal Counsel

Absent:

Baleto, Christine W. (Excused)

Non-Voting Members:

Terlaje, Brian Jess - MCOG Representative

Dr. Swanson announced that seven (7) members of the Board were present in person, constituting a quorum.

Mrs. Gutierrez said the Board was getting out of recess.

Mr. Sablan asked if there were any objections. No one objected. He said they were beginning a new regular meeting and noted that the meeting's agenda had been publicly announced.

Mrs. Gutierrez wished Dr. McNinch a belated happy birthday and shared her pride in working with four GDOE employees—Sal Avilla, Evangeline Chang, Jose Pineda, and Aristedes Erquiza—who have passed away. She requested a moment of silence in their memory.

II. CELEBRATE SUCCESS – The following were recognized: SpEd retirees - Christine Hernandez, Bernice Cepeda, Norbert Minor, Thomas Hazama, Christine Franquez, OHS retirees - Virginia Marrson, Richard Leon Guerrero, Dolores Cruz, John Roldan, JRMS retirees - Peter Toves, Maribeth Betito, SHS retiree Joey Mesa, LES retiree Josefa Lizama-Artero, ADES retiree Janice Chargualaf, FES retirees - Christie Valdes, Marites DC Garcia, AIJMS retirees - Carmel Diaz, Paul Taisipic, Dr. Rebecca Perez, LPUMS retirees - Drea Cruz, Vince Leon Guerrero; OCPES retiree Melissa Gutierrez-Lujan, SSHS retiree Vivian Fukui, VSABMS retiree Francisco Lazaga, JFKHS retiree Sharon Kellie Williams, WES Lolita Torres, GWHS for being voted Pika's Best Class of 2025 and CLTES for receiving an "A" on their DPHSS Public Health Inspection.

III. CONSENT CALENDAR

1. Minutes of August 19, 2025 Regular Meeting
2. Minutes of September 23, 2025 Regular Meeting
3. Superintendent's Report August 19, 2025
4. Superintendent's Report September 23, 2025 Regular Meeting

Dr. Okada stated that there were no minutes for the September 23, 2025 Regular Meeting.

Administrative Officer Kathleen Lamorena said it wasn't ready yet.

Dr. Guthertz motioned, seconded by Mr. Ada, to approve the Minutes of August 19, 2025 Regular Meeting. The Board voted by voice with a vote of 7-0. The motion passed.

IV. PUBLIC PARTICIPATION - None

V. COMMUNICATIONS – Dr. Swanson stated that a request for information for Senator Borja had already been fulfilled and noted correspondence from the U.S. DOE Secretary's office dated August 21, 2025, summarizing its contents.

VI. EX-OFFICIO MEMBER REPORTS

1. Islandwide Board of Governing Students (IBOGS) Report – Mrs. Gutierrez expressed pride that Guam is the only place with three students serving on the High School Transformation Advisory Council, calling it an honor for them. She thanked the principals for allowing the students to attend the one-hour Zoom meeting. She mentioned she will attend the high school transformation session with Dr. Okada during the NASBE conference and visit a designated school site. She also thanked the IBOGS, emphasizing that they define what students should be learning and that student voices should guide DOE's efforts.
2. Guam Federation of Teachers (GFT) Report - Mr. Fedenko noted that problems with school aid, technicians, and clerks may still exist, and reported that some schools are violating special education class size requirements. He reported that some elementary students are eating snacks in school hallways during recess instead of using the cafeteria,

which could pose health and safety risks. A teacher raised the concern, and the principal noted that other schools do the same. Mr. Fedenko said the issue might be more widespread, though unconfirmed, and recalled that similar practices were previously stopped by the health department due to pest control concerns.

Mr. Sablan asked Dr. Swanson to follow up on Mr. Fedenko's concerns and directed HR Administrator Katherine Ada to update Mr. Fedenko on the status of the CBA position hirings, including which positions have been filled, remain open, or are under continuous recruitment, if she has not already done so.

3. Mayor's Council of Guam (MCOG) Report – N/A

VII. UNFINISHED BUSINESS

1. Superintendent's Report – Mr. Sablan said this was in their packets and many of the items were not new. He said they want to hone in on the management and curriculum audit status report.
 - a. JFKHS/SSHS Double Session Status Report –
 - b. FEMA Project Status Report –
 - c. FBLG Renovation Status Report –
 - d. Mold Mitigation/Fencing Status Report –
 - e. Dashboard Status Report –
 - f. Management and Curriculum Audit Status Report – Mr. Sablan stated that the report will not be released until after the Board discusses it at the upcoming Board Retreat meeting.

Dr. Swanson stated that the Board received the final draft of the report, which must be accepted by mid-November and submitted to the legislature by mid-December. He said this timeline allows for feedback to be added before publication, emphasized the legal deadlines, and recommended a Board work session to review the report in detail.

Mr. Sablan stated that a work session retreat will be held to discuss the management and curriculum audit report, noting that it must be approved and released by December.

Dr. Swanson reminded the Board that the contract includes a year of support after the report's publication to collaborate with the firm on implementing its recommendations.

Mrs. Gutierrez acknowledged that Dr. Swanson was being pressured to release the management audit. She noted concerns about unverified issues in the report and recommended withholding its release until the Board has reviewed it, as was done with the Evergreen report. She stated that interviews from other divisions should have been validated by the Board before being included.

Dr. Okada noted that the dashboard is connected to the State Longitudinal Data System (SLDS) and asked for an update on its status, expressing concern about the lack of recent progress, clarity on responsibilities, upcoming meetings, and next steps.

Dr. Swanson said he instructed the Procurement team to follow up and noted that he saw correspondence that they have moved to the second bidder, advising them to begin negotiations with the department.

Mrs. Gutierrez expressed frustration that it has been nearly a year since she inquired about the GDOE dashboard, which is widely used in other states for tracking facilities, maintenance, and student achievement. She hopes a dashboard will be implemented before Dr. Swanson leaves in December, criticizing the lack of progress and calling the situation a “taya plan, only leche flan.”

Dr. Swanson stated that the system should be up within 30 days, noting that while it will continue to evolve, significant progress has been made. He added that by the next Board meeting, the initial components should be ready for access.

Mr. Sablan remarked that Mrs. Gutierrez will be looking forward to it.

- g. Status of De-commissioned Schools – Mr. Sablan announced that Mrs. Gutierrez resigned as chair of the Ad Hoc Committee, leaving Dr. McNinch, Dr. Guthertz, and Mrs. Angel to lead it. He noted that Dr. Guthertz was voluntold to chair both the Safe and Healthy School Committee and the committee.

Dr. Guthertz acknowledged.

2. Executive Committee

- a. National Association of State Boards of Education (NASBE) – Mrs. Gutierrez stated that the annual conference will be held October 26–29, 2025, which she and Dr. Okada will attend at their own expense. She emphasized the importance of having GDOE data on the website, as other states notice its absence and only find meeting minutes. She noted that with IBOGS now on the High School Transformation Advisory Council, accessible data will be increasingly necessary.

Mr. Sablan wished them both a safe trip.

- b. Search Committee Updates – Mrs. Gutierrez announced the completion of the second phase of the superintendent search, thanked the committee for their dedication, and urged respect for the process. She condemned a leak to the media, called for an executive session to continue the discussion, and emphasized the committee’s focus despite outside distractions.

Mr. Sablan stated that no decision has been made yet regarding the next GDOE superintendent and that the announcement will be made either at a special meeting or the next regular meeting.

Mrs. Gutierrez confirmed that no decision has been made yet and emphasized transparency. She noted that she does not respond to media calls and knows the source of the leak. She reassured colleagues that nothing is being hidden, no announcements will be made in today’s meeting, and they should remain

professional despite uncalled texts from a reporter.

3. Instructional & Academic Support Committee

- a. September/October Head Start Report – Ms. Lape provided updates for her September report for the record.

Ms. Lape explained that Dr. Swanson and GHURA Deputy Director Fernando Esteves informed her about 11 classrooms built by GHURA. She noted confusion with two similar classrooms funded by FEMA after Typhoon Pongsona. She mentioned a possible contract clause stating the classrooms would revert to GDOE after 10 years, but she has not located the contract and plans to consult other GDOE divisions and legal counsel to find it and update the Board and GHURA.

Mr. Ada asked where the Head Start students from Chief Brodie Memorial Elementary School were relocated and whether their transfer exceeded the receiving schools' classroom capacities.

Ms. Lape reported that CBMES had two classrooms with a maximum of 20 students each and a waiting list. CBMES Head Start served both the Tamuning LBJ and CBMES districts. After the school closed, Tamuning students returned to their original site, while CBMES students followed GDOE redistricting to JM Guerrero or Liguan Elementary Schools.

Mr. Ada asked whether the student transfers from CBMES to other schools exceeded classroom capacity.

Ms. Lape replied that the transfers did not exceed capacity, noting that the schools maintain an active waitlist.

Mr. Ada asked whether students from CBMES who transferred to other schools were denied continuation of the Head Start program.

Ms. Lape explained that children can remain in Head Start for up to two years. If they completed one year at CBMES and were returning for a second, they automatically stay in the program. Parents choose which school their children will attend and inform the program.

Mr. Ada asked whether any students were denied admission.

Ms. Lape replied that no one should be denied unless the program reached capacity, in which case they would be placed on a waitlist.

Dr. Okada asked whether the Board needed to take one or two actions.

Ms. Lape explained that the second action, hiring to fill vacancies, is already scheduled with HR. Only the first action—approval of their application for one-time supplemental funding—requires attention.

Dr. Okada shared that they just had a budget meeting. She noticed the Head Start positions being interviewed for are not included in the proposal provided to the Board for review.

Management Analyst Jordan Bukikosa replied that he needs to confirm with Ms. Lape which positions are locally funded. The proposal was based on filled positions, so pending local positions may not appear. Any remaining local positions will need funding to avoid jeopardizing the Head Start grant and services.

Ms. Lape stated that the list includes three locally funded positions: one aide, one teacher, and noted that the on-call substitute position is on hold.

Mr. Bukikosa said they'll fold them in because they can't jeopardize the grant.

Dr. Okada noted that the positions were not included on the list provided to the Board for approval.

Mr. Bukikosa replied that a revised version will be submitted.

Mr. Sablan asked whether only one or two of the nine classrooms GHURA built for Head Start are being used.

Ms. Lape clarified that all nine sites are being used, noting that two schools—CBMES and Maria Ulloa Elementary—each have two classrooms.

Mr. Sablan asked whether nine classrooms were specifically built at CBMES.

Ms. Lape explained that, throughout the island, GHURA built 11 classrooms at nine elementary schools.

Mr. Sablan stated that since the CBMES closure issue arose, no Board member has heard directly from GHURA about noncompliance due to the classrooms there not being used for Head Start.

Ms. Lape said she was unaware of any noncompliance, as she would have mentioned it in her report.

Mr. Sablan emphasized that no student was denied Head Start enrollment despite the CBMES classroom closures, as all were accommodated at other schools. He urged that GHURA be informed of this, and expressed confidence that Dr. Swanson, GHURA, and the deputy superintendents will reach a resolution without requiring repayment for the unused classroom.

Mrs. Gutierrez explained that the Asan Community Center, formerly a Head Start site, was closed and repurposed for storage before becoming the Asan Mayor's Office. She questioned Ms. Lape about the process for transferring the center to the community, noting that when Head Start flagged a violation, she, Dr. Okada, Mrs. Angel, and Acting Superintendent Dr. Judith Won Pat visited all centers and found that Asan no longer housed Head Start.

Ms. Lape explained that the Asan Community Center included a parent resource center, not a classroom, with one room for Policy Council meetings or workshops and an adjoining room for child care. She said GHURA indicated that once the space was no longer needed, it would automatically revert to the mayor, requiring no further action.

Dr. Okada motioned, seconded by Mrs. Angel, to approve the Head Start application for one-time supplemental funding of \$1,206,715 to enhance nutrition education and services for GDOE and Head Start. The Board voted by voice with a vote of 7-0. The motion passed.

4. Safe & Healthy Schools Committee

- a. Facilities & Maintenance – Mr. Ada said he wants to coordinate with F&M for the repairs and thanked Dr. Guthertz accepted to chair the committee, noting he will continue to assist.

Mr. Sablan stated that Dr. Guthertz will present the report at the next meeting and asked Mr. Ada to continue assisting her and the committee members.

5. Policy Review & Strategic Planning Committee –

- a. Bonuses, Rewards, and Incentives Program (BRIP) - Dr. Okada requested that the matter be referred to the committee for review, noting that they had no information on it and that a document provided by Dr. Swanson has not yet been discussed.

Mr. Sablan said it was actively being worked on.

Dr. Swanson said they have it for action but has been delayed due to other priorities, emphasizing the need to return and complete the work on BRIP.

Mr. Sablan emphasized the need to provide a response to those affected by BRIP and requested that an update be ready by the next Board meeting.

Dr. Swanson acknowledged.

Mr. Ada asked if the BRIP was funded.

Dr. Okada stated that the department did not request funding for the program in 2025, only for 2026, noting that while the policy can be reviewed, it is not currently funded or being presented to the Board. She explained that they are developing the 2027 budget, due January 31st, but the program is not included in the 2026 budget.

Mr. Ada explained that he asked because BRIP recipients were expecting their payments soon, but the funds will not be available until included in the 2027 budget.

Mr. Sablan acknowledged that the budget is lower than requested and, as Dr. Okada noted, insufficient even for operations. He said it will be a challenging year requiring prudent spending but affirmed that the Board would support BRIP employees if given the opportunity.

6. Fiscal Management Committee –

a. GDOE Financial Report

- i) Accounts Payable Aging Report – Dr. Okada stated that the available financial information is from September and not yet updated. She recommended waiting until the next Board meeting to review the most current financial data.

Mr. Ada asked which payments have been delayed the longest, requesting identification of those involved and an explanation for the delay.

Deputy Paul stated that the oldest payment he's come across was the 2021–2022 bussing bill to the Department of Public Works.

Mr. Ada asked about payments owed to the private sector.

Deputy Paul said a few private sector bills remain unpaid, including one to American Printing over 90 days old due to funding complications. He explained the issue arose because the expense didn't meet grant requirements but has since been resolved with the U.S. Department of Education, though communication has been delayed due to the shutdown.

- ii) Declaration of Financial Status Designation –
- iii) Unaudited Statement of Appropriation, Expenditures, and Encumbrances for Fiscal Year 2025 –
- iv) Grant Status Report for Fiscal Year 2025 - Dr. Okada said the issue can be addressed at the next meeting since the fiscal year ended in September. Some funds needed to be obligated by September 30, and the next grant status report will identify any federal funds that may have been lost for not being encumbered. They will wait until the next meeting to review the affected grants, if any.

Mr. Sablan asked about the status of the current ARP reimbursement and whether the department was receiving what it requested.

Deputy Paul reported that the department has distributed \$18 million from cycle 5 under Dr. Okada's guidance, with \$4.7 million for cycle 6 submitted last week. They are preparing cycle 7 (\$2.7 million) and cycle 8 (\$1.7 million), but are concerned about not receiving the \$4.7 million from cycle 5 and warned that continued government shutdowns make this process unsustainable.

Mr. Sablan asked whether that was included in the \$51 million they had requested previously.

Deputy Paul said that \$51 million of the \$54 million has been cleared by IAO. He noted that there is a question about the remaining \$3

million, as they submitted \$3.8 million in payroll documents but are only requesting \$3 million, which still needs to be cleared and sent to US Ed.

Mr. Sablan asked if it was still on the hot burner.

Deputy Paul confirmed and noted that the good news is it was added to the late liquidation.

- b. US Department of Education Specific Conditions Report – Mr. Sablan stated that no meeting took place and asked Dr. Swanson whether the attorneys in D.C. had received a response from the U.S. Department of Education.

Dr. Swanson explained that no one at the U.S. Department of Education is currently responding. He said the Bruman Group has drafted a letter to request that the remaining high-risk requirements be dropped, since nearly all the staff who handled those matters are no longer available.

Mr. Sablan said they look forward to GDOE being removed from high-risk status.

- c. FY 2024 Audit Progress – Deputy Paul said he spoke with Chief Internal Auditor Franklin Cooper-Nurse, who confirmed their part was completed. He noted they had a meeting with EY but were not invited and still need to make some journal entries

Mr. Sablan asked if they were on track.

Deputy Paul confirmed they were.

Mr. Sablan asked if there were requests for additional documents.

Deputy Paul said he was not aware of any.

Mr. Sablan added that they also haven't heard from the OPA.

Mrs. Gutierrez stated that, to her understanding, the OPA has not yet completed the textbook inventory audit.

VIII. NEW BUSINESS

- a. Ad Hoc Committee Update – Mr. Sablan announced that Dr. Guthertz is the new chair of the Ad Hoc Committee and expressed hope that she will have a report for the Board at the next meeting if there are any updates.
- b. Proposed School Calendars: SY 2026-2027, SY 2027-2028, SY 2028-2029, SY 2029-2030 - Ms. Melissa Mafnas explained that the four proposed school calendars aim to gradually shift the school start to August 15, ensuring at least 180 instructional days under 17 GCA, with 21 teacher pay periods and a 50-day summer break. Teacher reclassification pay will start on the first teacher workday, with a 3-4 day unpaid gap during transition years. She said teachers will be informed and their pay adjusted as needed so that salaries, spread over

26 pay periods, are fully covered within the 21 pay periods. Each calendar includes 180 instructional days, 2 teacher workdays, 2 half-day Parent-Teacher Conference/Professional Development days, and 2 additional professional development days, totaling 186 teacher workdays.

Dr. Okada motioned, seconded by Mr. Ada, to approve the SY 2026-2027, SY 2027-2028, SY 2028-2029, and SY 2029-2030 School Calendars. The Board voted by voice with a vote of 7-0. The motion passed.

- c. Amended Board Policies - Dr. Okada explained that although Board Policies typically require first and second readings, GDOE's policy also mandates the same process for amendments. She proposed moving all policies to a second reading and holding a vote at the next Board meeting.

d.

Dr. Okada motioned, seconded by Mr. Ada, to move Board Policies 105, 105.10, 115, 120.2, 120.4, 125.3, 125.12, 130 to go into a second reading in the next Board meeting. The Board voted by voice with a vote of 7-0. The motion passed.

- i) 105 – Board Officers - Election
- ii) 105.10 – Duties of the Board Officers
- iii) 115 - Committees
- iv) 120.2 – Board Policy Dissemination
- v) 120.4 – Administration in the Absence of Board Policy
- vi) 125.3 – Distribution of Board Meeting Materials
- vii) 125.12 – Executive Sessions at Board Meetings
- viii) 130 – Board Work Sessions

- e. Speech Therapists' Licensure Requirements - Mr. Ada asked Ms. Ada to confirm whether there is only one occupational therapist serving the entire island.

Ms. Ada said she didn't have the answer for that.

Mr. Ada expressed concern about the seriousness of the issue, noting that if services must be sought off-island, action is needed to support children with special needs. Referring to Ms. Lape's report of 39 special education students in Head Start alone, he emphasized the likely higher numbers from kindergarten through 12th grade. He said it was alarming if there was only one occupational therapist on Guam and that the matter must be addressed. He also expressed sympathy for the therapist covering the entire island and asked Dr. Adamos to confirm if there was indeed only one occupational therapist.

Deputy Superintendent of Curriculum and Instruction Joseph Sanchez replied that they are trying to get the correct answer.

Mr. Ada stated that he believes his information comes from a very reliable source.

Mr. Sablan discussed the Speech Therapists' Licensure Requirements, noting that a letter from a licensed speech therapist was included in their packet. He emphasized that hiring must comply with licensure laws or fall under legal exemptions, and HR needs to be aware of this. He mentioned that some speech therapists are being denied employment due to these licensure requirements and advised notifying applicants accordingly. He also asked Dr.

Swanson to provide a report at the next meeting detailing who is affected and how many applicants are impacted.

- f. Request for Travel: Board Chair and Superintendent – Mr. Sablan said he discussed the matter with the vice chair and Mrs. Gutierrez. He explained that the U.S. Secretary of Education is touring all 50 states but there was no mention of the territories. At Dr. Okada's suggestion, they asked Congressman Moylan to help arrange a joint meeting for all territories with the Secretary. Mr. Sablan noted he followed up with the Congressman last week, who is working on it. He clarified that the request is only to secure authorization if dates are confirmed and that a meeting for Guam or the territories may ultimately not occur.

Mrs. Gutierrez motioned, seconded by Mrs. Angel to approve the Board Chair and Superintendent's travel subject to discussion. The Board voted by voice with a vote of 2-1, 4 did not vote. The motion did not pass.

Dr. Guthertz expressed concern about meeting with the Secretary of Education, given the Secretary's statements and a presidential executive order to abolish the department. She noted the awkwardness of seeking help from a department slated for elimination and emphasized the need for clarity on its future, particularly regarding possible transfer of territorial education responsibilities to the Department of the Interior. She also stressed ensuring they are engaging with the appropriate official.

Mrs. Gutierrez opposed the proposal, saying they should wait for the next superintendent since Dr. Swanson is leaving in two months. She noted that Hawaii is still waiting, and suggested they, like CNMI, piggyback on Hawaii's approach, stating that now is not the right time.

Mr. Sablan clarified that the approval was not specific to Dr. Swanson but applies to the superintendent position in general. He explained that the timing isn't the issue; once the meeting is set, they may not have another opportunity to approve it, so having it approved now ensures it's in place without requiring further action from GDOE.

Dr. Guthertz said that next week, Dr. Okada and Mrs. Gutierrez will attend the NASBE Meeting, where they can gather information from federal officials and provide the Board with an updated understanding of current developments.

Mr. Sablan said there will be no further discussion.

Dr. McNinch said he could not attend the trip due to other commitments but emphasized the importance of direct, personal engagement with federal officials. He stated that policy discussions with government leaders are vital, regardless of political affiliation, and encouraged taking such trips whenever possible to maintain open communication.

Mr. Sablan explained that was the only reason and asked if they were ready to call for a vote.

Dr. Gutherz said they should leave it on the agenda.

Mr. Sablan said the item will remain on the next Board meeting agenda and that he will update the Board if a clearer response is received from the congressman or the U.S. Department of Education.

IX. EXECUTIVE SESSION –

Mrs. Gutierrez motioned, seconded by Dr. Okada, to go into Executive Session. The Board voted by voice with a vote of 7-0. The motion passed.

The Board went into Executive Session at 5:36pm.

Mr. Sablan asked Legal Counsel to stay for their report.

Mr. Ada motioned, seconded by Dr. Guthertz, to rise out of Executive Session. The Board voted by voice with a vote of 7-0. The motion passed.

The Board rose out of Executive Session at 6:32pm.

X. ANNOUNCEMENTS & ADJOURNMENT – Mr. Sablan requested including “Legal Matters” as a standard Executive Session topic and preparing a meeting notice for the November 6 Special Meeting at 2 p.m., with agenda items of Executive Session and Superintendent selection.

Mrs. Gutierrez asked to see Mrs. Ada after the meeting.

Dr. Guthertz motioned, seconded by Mr. Ada, to adjourn the meeting. The Board voted by voice with a vote of 7-0. The motion passed.

The Board adjourned at 6:34pm

MINUTES SUBMITTED BY:



KATHLEEN LAMORENA
Administrative Officer

Date: November 6, 2025

MINUTES OF OCTOBER 21, 2025 REGULAR MEETING:

Approved as submitted
 Approved subject to corrections
 Other: _____



ANGEL R. SABLАН
GEB Chair

Date: _____



K. ERIK SWANSON, Ph.D.
Executive Secretary/GDOE Superintendent

Date: 11/25/25
