

**GUAM COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
Monthly Meeting Friday, May 24, 2024, 12:00 p.m.  
Rm. 112, Learning Resource Center (Library), Building 4000**

**AGENDA**

**I. CALL TO ORDER**

1. Roll Call
2. Recital of Mission Statement  
*Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.*

**II. APPROVAL OF MINUTES**

1. Monthly Meeting of April 12, 2024

**III. COMMUNICATIONS**

**IV. PUBLIC DISCUSSION**

**V. REPORTS**

1. *President's Report:*
  - Financial Status of the College
  - Capital Improvement Projects (CIP)
2. *Monthly Activities Reports:*
  - Student Trustee
  - Faculty Advisory Member
  - Support Staff Advisory Member
  - Board of Trustees Community Outreach Report

**VI. UNFINISHED BUSINESS**

1. Construction Projects Updates
  - Wellness Center
  - Building B
  - Workforce Development Center
  - Culinary Arts & Baking Center
  - Building 2000 Generator
2. Accreditation Updates

**VII.           NEW BUSINESS**

1. Compensation Review Update for Faculty
2. President's Travel Request (June 2024)

**VIII.          EXECUTIVE SESSION**

1.       Personnel Matters
2.       Labor Management Relations
3.       Legal Matters

**IX.            ADJOURNMENT**

## **GUAM COMMUNITY COLLEGE**

### **Board of Trustees**

### **Monthly Meeting of April 12, 2024**

#### **Minutes**

**I. CALL TO ORDER.** The monthly meeting of the GCC Board of Trustees held on April 12, 2024, was called to order at 12:05 p.m., by Chairman Carlo Leon Guerrero, in Room 112 located at the Guam Community College Learning Resource Center (Library) in Mangilao, Guam.

**1. Roll Call. Trustees Present:** Mr. Carlo Leon Guerrero, Chairman; Ms. Rose P. Grino, Vice Chairperson; Ms. Gina Y. Ramos, Treasurer; Mr. Frank P. Arriola, Member; Mr. Kenly Magwili, Student Trustee. Ms. Yolanda Padrones, Secretary (schedule conflict); Mr. Richard P. Sablan, Member (schedule conflict).

**2. Others in attendance:** Dr. Mary A.Y. Okada, President; Dr. Virginia Tudela, Vice President, Academic Affairs Division; Dr. Michael Chan, Dean, TSS; Ms. Pilar Williams, Dean, TPS; Dr. Julie Ulloa-Heath, Assistant Director, Planning & Development; Ms. Apolline San Nicolas, Chief Human Resources Officer; Ms. Denise Mendiola, Assistant Director, CEWD; Ms. Simone Bollinger, Faculty Advisory member; Mr. Kenneth Bautista, Support Staff Advisory member; Attorney Rawlen Mantanona; Ms. Ayda V. Bautista, newly elected Student Trustee; COPSA Representatives: Mr. Daniel Iriarte, Vice President; Ms. Katrina Lin Lupera, Secretary; Ms. Jennette Yara; Mr. Benjamin Hernandez, Jr., Parliamentarian; Mr. Carl Torres, II; CSI Representatives: Ms. Tara Pascua and Mr. Adrian E. Davis.

**3. Recital of Mission Statement.** Board members recited the Mission Statement: Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.

#### **II. APPROVAL OF MINUTES – March 15, 2024.**

#### **MOTION**

**IT WAS MOVED BY TRUSTEE FRANK P. ARRIOLA, AND SECONDED BY TRUSTEE GINA Y. RAMOS, THAT THE BOARD APPROVES THE MEETING MINUTES OF MARCH 15, 2024, WITH CORRECTIONS. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

**III. COMMUNICATIONS.** None received

**IV. PUBLIC DISCUSSION.** No request.

**V. REPORTS**

**1. President's Report:** President Okada reported on the following:

**Financial Status:** The President provided the Board with a current financial status of the College as follows:

FY2024: As of year-to date, the College received \$11,263,345.44 for its appropriation. \$7,500,000.00 from the General Fund; a little over \$3,000,000.00 from MDF; and \$45,292.00 to support the WICHE PSEP scholarship program; including almost \$695,000.00 for MDF over collection for FY2022. This represents a total of 81% based on the allotment schedule presented to BBMR/DOA for regular releases and about 50% of the total budget. The College continues to receive its appropriation on a regular basis from the Department of Administration.

**Capital Improvement Projects and other activities:**

**CIP:**

The College has several ongoing projects and will be considering putting out a bid for the painting of the campus but this would have to be done on funding availability.

There is also a separate CIP list that has been presented to the Resource, Planning and Facility (RPF) Committee for FY2025, which would require seeking additional funding for this.

An award was issued for a temporary storage unit on campus for items needed for the Workforce Development Center and as a staging area for items that would need to be surveyed. At this time, Trustee Arriola requested that the College look into specs for paint that the hotel uses that are antimicrobial and can last for seven (7) years, which are mostly shipped from Japan. The President noted this recommendation will be considered when going out to bid, which will be done shortly. This will also be based on funding availability on a cost per building with the possibility of considering several vendors instead of one.

**Other activities:**

The Truck Driving Boot Camp Completion ceremony was held in March 2024 and all completers were hired by their respective entities.

There is a significant increase in numbers with the Techniques of Alcohol Management (TAM) for those selling or serve alcoholic beverages. This is being handled by CEWD.

There are more requests for procurement training and there is an updated procurement advisory board that was recently passed. The College will have a representative on this advisory council to make recommendations regarding procurement updates for Government of Guam.

A meeting was held with Governor Leon Guerrero to provide all the updates on healthcare collaborative to increase nursing capacity for the island based on the ADN program and the articulation agreement with the University regarding the LPN program. This includes the Environmental Technicians and Public Health Inspectors to support the Department of Public

Health & Social Services. CEWD is working with Department Chair Carl Torres to get this program started that will also support Guam EPA.

A proposal was submitted to USAID, a sponsored case competition on Guam for high school and postsecondary students. Anticipate to launch this when students return after May 2024 as a back to school event.

The President met with the Office of Finance and Budget to discuss the College's FY2025 budget. The GCC budget hearing is scheduled on Tuesday, April 16, 2024 and testimony will be provided to support our budget.

The College held a briefing with Mr. Alan Searle on the results of the faculty salary study and attended by Union President Simone Bollinger and Faculty Senate President Carl Torres. A briefing will also be scheduled for the Board and thereafter anticipate placing this on the next Board Agenda for their consideration.

On April 1, 2024, all GCC employees were provided with an update of the Institutional Self Evaluation Report (ISER) based on all the Standards. The themes have been identified, editing is continuing and still seeking feedback from the campus community. Anticipate providing the updated ISER for the Board's consideration during the May or June 2024 Board meeting after this is processed through all the governance entities.

## **2. Monthly Activities Report.**

**Student Trustee:** Trustee Magwili thanked everyone as he completes his two-year tenure on the Board of Trustees and informed the Board this would be his final report as a Trustee. Trustee Magwili then reported the following:

Wednesday, March 20, 2024, 8:30 a.m. at the MPA, Trustee Magwili attended the Bus Driving Boot Camp Completion Ceremony.

Friday, March 22, 2024, at the Allied Health Building (Building 3000) and Student Center Canopy/Courtyard (Building 5000), from 9:30 a.m.-1:30 p.m., Trustee Magwili worked closely with the Math and Science Department Chair, Mr. Carl Torres II, to ensure the testing portion of the Math Kangaroo Festival ran smoothly.

- The testing was from 9:30 a.m.-11:00 a.m.; and the carnival was from 10:30 a.m.-1:30 p.m.
- The 4 major public schools that participated were Price Elementary School, Juan M. Guerrero Elementary School, Maria Ulloa Elementary School, and Marcial A. Sablan Elementary School with participation in grade levels 1st through 5th and with 3 high school students.
- Trustee Magwili also worked alongside Reach for College and their tutors with an activity for the students to enjoy.

Thursday, April 4, 2024, 9:00 a.m., in the MPA, Trustee Magwili attended the LGBTQ+ Scholarship presentation, and was also one of the recipients.

***BOT - Meeting of April 12, 2024***

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Thursday, April 4, 2024, 2:00 p.m.-4:00 p.m., on campus at Parking Lot F by Building 1000 (Tech Center), the Veteran's Club hosted a GCC car show in collaboration with GCC's Automotive Department.

Thursday, April 4, 2024, 4:00 p.m.-8:00 p.m., at the Student Center Canopy/Courtyard (Building 5000), Trustee Magwili assisted COPSA and CSI in hosting the Spring Festival and Tour of the Pacific. Postsecondary and Adult High School students who were currently registered were given five (5) free COPSA dollars to spend on various booths that sold food and drinks.

The event gave each student organization an opportunity to fundraise and participate in the Tour of the Pacific competition. This year, student organizations were given an opportunity to create a model of a native fish representing countries/islands that were randomly selected for them. Winners were given prize money to go toward their student organization's account.

Friday, April 12, 2024, 12:00 p.m., the COPSA general membership meeting was held at the Student Center in Training Room 5108.

Elections for the new student leaders was held from 10:00 a.m., Monday, April 8, 2024, to 8:00 p.m., Wednesday, April 10, 2024. The results will be announced at the COPSA general membership meeting today, April 12, 2024.

The registration for the Summer and Fall 2024 semesters is open.

**Faculty Advisory Member:** Ms. Simone Bollinger reported the following:

As reported during the last Board meeting, the "Math Kangaroo" was held on campus on Fri., March 22, 2024. As an update, this event had 147 participants as opposed to pre-COVID at approximately 400 participants. There was a good showing with Math games. The English department provided tutors to work with the children and come up with games. The newly elected Student Trustee was one of the tutors.

Ms. Bollinger also mentioned that there were games during the Spring Festival.

As mentioned last month, the "Young Authors" event was scheduled on Sat., April 6, 2024 in the MPA, which had a good turnout to include P.C. Lujan Elementary School students participating.

Also, as reported last month, the CHamoru Challenge Bowl was held on Fri., April 12, 2024 and the College will be participating. The College team consisted of GCC students who are employed with the GDOE CHamoru Studies Program who challenged their coworkers, the GDOE team. Ms. Bollinger mentioned these were the only two teams competing and it was a fun event and at the end GCC won.

Supervision & Management and the Human Services students held a bake sale on April 11, 2024, to establish a GCC food pantry. This is part of Fred Tupaz's class who will be collaborating with Human Services for another donation drive such as toiletries and other necessities for Guma Trankilidat, the Harvest House and other foster family organizations on Guam.

Invites were sent to the Board regarding the "On Art In Research (ON AIR)" student showcase scheduled on April 15 and 16, 2024, by the English department. With the

upcoming accreditation visit, the theme chosen tied in with the GCC Mission.

The evaluations for postsecondary are almost done by utilizing the new rubric for the first time as worked on during negotiations. The feedback so far is going well but have also identified some areas of concern that would need clarification such as assessment especially with program review.

April 1, 2024 was an all employee professional development and discussed academic advising. Ms. Bollinger mentioned that she discussed with Dr. Okada that this stirred up a lot of desire for a follow up especially on the infrastructure for advisement at the College.

**Staff Advisory Member:** Mr. Kenneth Bautista reported the following:

During the April 1, 2024 College Assembly, the guest speakers were from off-island and discussions were about the advising culture at the College. The speakers shared their experiences and the need for the College to probably start thinking as a whole from faculty advising to support staff and mentioned that it was interesting.

HR also provided Customer Service training for all employees which for some was a refresher. Employees were able to see how other personnel handled certain customer service issues. That this training is good to have for our students, our community and especially for a more successful way of communicating with visitors on campus.

Staff are working on preparations for the end of the Spring semester and the upcoming graduation to include the Summer semester.

**Board of Trustees Community Outreach Report:**

Trustee Magwili attended several events as reported in his Student Trustee monthly activities report herein.

Chairman Leon Guerrero attended the Bus Driving Boot Camp Completion ceremony on Wed., March 20, 2024, 8:30 a.m. at the MPA.

## **VI. UNFINISHED BUSINESS**

### **1. Construction Projects Updates.** President Okada reported on the following:

#### **Wellness Center.**

The College is pending the Financial Feasibility Report and have submitted a request for funding. One letter of denial for an external funding was received to date, which is a requirement from USDA. Dr. Julie Ulloa-Heath is currently working with USDA and the U.S. Fish and Wildlife regarding the possibility of endangered species on this project site, which is location next to the campus shooting range.

#### **Building B.**

To date, this project is about 67.21% complete. This project is progressing with the removing, cleaning and installation of forms and scaffolding; installation of the rebars for

the lower roof, walls, and parapet; and the installation of conduits and fittings. The College is still pending the proposal for the elevator.

**Workforce Development Center (Barrigada property).**

The Attorney General signed the procurement documents on April 2, 2024; the preconstruction meeting was held on April 3, 2024; and the groundbreaking ceremony is scheduled on May 6, 2024.

**Culinary Arts & Baking Center.**

This project is at 21.65% complete. Although the College is waiting on the final drawings for the roof, this project is still ongoing such as the trenching for drains, plastering of walls, installation of framing for the drywalls, and the installation of copper pipes for the waterline and gas lines.

**Generator for Building 2000.**

The housing for this generator is currently at 92% complete. Work currently to be done is pulling the cable to include the MIS fiberoptic cable. The College is waiting on the RFQ for these and is also pending the arrival of the Current Transformer Cabinet for the new meter pedestal. This project should be done shortly.

**2. Accreditation Updates.** The President provided the following accreditation update: A general overview of the Institutional Self Evaluation Report (ISER) was provided during the College Assembly on April 1, 2024, and today is the last day to provide feedback to the latest ISER draft. After the feedback, Dr. Gina Tudela, the Accreditation Liaison Officer (ALO) and Dean Pilar Williams, the Assistant ALO, will work on the updates as they are received. This would still require going through the governance process consisting of all the advisory groups including COPSA, the Staff Senate, Faculty Senate and the College Governing Council. When the final process is done, the President will also review the updated ISER draft before presenting to the Board.

**VII. NEW BUSINESS.**

**1. Institutional Set Standards.** The President explained that the Board is charged with approving the Institutional Set Standards and was then presented with an updated version for their consideration. The updated "Institution-Set Student Achievement (ISS) Benchmarks" identifies what is current and what is proposed. These are referred to as a benchmark and aspirational goal for the following: Bachelor Degree Completion for Postsecondary; Associate Degree Completion for Postsecondary; Licensure Pass Rate; 150% Graduation Rate; Job Placement Rate; Certificate Completion for Postsecondary; Student Course Completion Benchmark; Transfer Students from GCC to UOG (Fall Trends). If approved, this ISS will be implemented during the Fall 2024 semester. There were some discussions. A motion was then made for the following:



**MOTION**

**IT WAS MOVED BY TRUSTEE FRANK P. ARRIOLA, SECONDED BY TRUSTEE ROSE P. GRINO, THAT THE BOARD APPROVE THE UPDATED INSTITUTIONAL SET STANDARDS BENCHMARKS, AS PRESENTED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

**2. Academic Calendar (updated).** The President explained that per the Participatory Governance under the Faculty-BOT Agreement, the Calendar Committee submitted an updated Academic Calendar to the Faculty Senate for review. The Faculty Senate provided feedback, which were taken into consideration. The proposed updated Five-Year Academic Calendar for AY2024-2025 through AY2028-2029 was then presented to the Board for consideration. A motion was made as follows:

**MOTION**

**IT WAS MOVED BY TRUSTEE ROSE P. GRINO, SECONDED BY TRUSTEE KENLY MAGWILI, THAT THE BOARD APPROVE THE UPDATED FIVE-YEAR ACADEMIC CALENDAR FOR AY2024-2025 THROUGH AY2028-2029, AS PRESENTED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

**3. GCC Multipurpose Auditorium Fees.** The Board was presented with Resolution 6-2024, "Establishment of Fees for Multipurpose Auditorium (MPA)." The President informed the Board that Building 300 was renovated and is now being utilized as a multipurpose auditorium. This new area has a 500-seating capacity and consists of 12,500 square feet that can be divided into 4 halls. The President explained that the proposed fees are not an update to the existing rates because it is a different location and a larger area. The proposed rates are to establish new fees for the new Multipurpose Auditorium (MPA), which were vetted through the Resource, Planning and Facility (RPF) Committee. As required by law, hearings were held on March 13, 2024 and March 18, 2024. There was no testimony given for or against the proposed rates as presented. There were some discussions and the following motion was then made:

**MOTION**

**IT WAS MOVED BY TRUSTEE GINA Y. RAMOS, SECONDED BY TRUSTEE KENLY MAGWILI, THAT THE BOARD ADOPT RESOLUTION 6-2024, "ESTABLISHMENT OF FEES FOR MULTIPURPOSE AUDITORIUM (MPA)," AS PRESENTED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

**4. President's Travel Request (May-June 2024).** The following is the President's travel request:

2024 ACCJC Partner's in Excellence Conference, May 9-10, 2024, Orange County, California, funded by promotional funds.  
Inaugural Pacific Higher Education Summit and the PPEC Summer convening, June 10-13, 2024, Honolulu, Hawaii, 100% funded by PPEC.

**MOTION**

**IT WAS MOVED BY TRUSTEE FRANK P. ARRIOLA, SECONDED BY TRUSTEE GINA Y. RAMOS, THAT THE PRESIDENT'S TRAVEL FOR MAY-JUNE 2024 IS HEREBY APPROVED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

**5. Student Trustee Swearing In (AY2024-AY2025).** At this time, the Board presented Trustee Kenly Magwili with a "Commendation for Service as a Student Member on the Board of Trustees" and was also recognized for his outstanding accomplishments at GCC. The President read Trustee Magwili's extensive list of accomplishments as he completes his tenure on the Board and as a student at the College. Chairman Leon Guerrero presented the commendation to Trustee Magwili.

As previously reported by Trustee Magwili, the election for a new Student Trustee was conducted on April 8-10, 2024. The President then informed the Board that 248 students voted. The results were certified by Dr. Michael Chan, Dean for Technology and Student Services (TSS). Ms. Ayda V. Bautista was declared the newly elected Student Trustee and was sworn in and presented with a Certificate of Election by Chairman Leon Guerrero for the term from May 2024 until April 2025.

At this time a motion was made as follow:

**MOTION**

**IT WAS MOVED BY TRUSTEE KENLY MAGWILI, SECONDED BY TRUSTEE FRANK P. ARRIOLA, THAT THE MEETING CONVENE INTO EXECUTIVE SESSION. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

At 12:55 p.m., the meeting convened into Executive Session.

**VIII. EXECUTIVE SESSION**

- 1. Personnel Matters**
- 2. Labor Management Relations**
- 3. Legal Matters**

At 1:06 p.m., the meeting reconvened into Open Session.

A motion was then made to accept the President's Report, as follows:

**MOTION**

**IT WAS MOVED BY TRUSTEE FRANK P. ARRIOLA, SECONDED BY TRUSTEE KENLY MAGWILI THAT THE PRESIDENT'S REPORT BE ACCEPTED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**

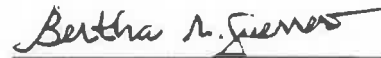
**IX. ADJOURNMENT.** A motion was made to adjourn the meeting, as follows:

**MOTION**

**IT WAS MOVED BY TRUSTEE KENLY MAGWILI, SECONDED BY TRUSTEE GINA Y. RAMOS, THAT THE MEETING OF APRIL 12, 2024, BE ADJOURNED. NONE OPPOSED, MOTION CARRIED. (Voting: 5 ayes, 0 nays)**


There being no further discussion, the meeting of April 12, 2024, adjourned at 1:07 p.m.

**SUBMITTED BY:**



**BERTHA M. GUERRERO**  
Recording Secretary

**ATTESTED BY:**

  
**YOLANDA M. PADRONES**  
Secretary

**APPROVED BY:**

  
**CARLO M. LEON GUERRERO**  
Chairperson

**APPENDIX A**  
**Faculty - Job Evaluation Results**

Job Evaluation																												Benchmark Position	
1. Education		2. Experience		3. Complexity				4. Scope of Work				5. Problem Solving		6. Sup. Received		7. Work Environment		8. Physical Demands		9. Dis. Decisions		10. HR Skills / Contact		11. Auth. Exercised		12. S & M Resp.			TOTAL
J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	1048	Professor (Trades / Post-Sec.)
J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	1048	Professor (Trades / Sec.)
J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	1016	Professor (Inst. / Post-Sec.)
J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	1016	Professor (Inst. / Sec.)
J	175	J	152	D	55	327	179.9	D	20	327	65.4	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	996	Professor (Non-Inst. / Post-Sec.)
J	175	J	152	D	55	327	179.9	D	20	327	65.4	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	996	Professor (Non-Inst. / Sec.)
																											1020	AVERAGE (Professor)	
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	991	Assoc. Professor (Trades / Post-Sec.)
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	991	Assoc. Professor (Trades / Sec.)
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	959	Assoc. Professor (Inst. / Post-Sec.)
J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	959	Assoc. Professor (Inst. / Sec.)
J	152	J	152	D	50	304	152.0	D	20	304	60.8	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	941	Assoc. Professor (Non-Inst. / Post-Sec.)
J	152	J	152	D	50	304	152.0	D	20	304	60.8	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	941	Assoc. Professor (Non-Inst. / Sec.)
																											964	AVERAGE (Associate Professor)	
J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	893	Ass. Professor (Trades / Post-Sec.)
J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	893	Ass. Professor (Trades / Sec.)
J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	861	Ass. Professor (Inst. / Post-Sec.)
J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	861	Ass. Professor (Inst. / Sec.)
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	115	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	845	Ass. Professor (Non-Inst. / Post-Sec.)
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	115	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	845	Ass. Professor (Non-Inst. / Sec.)

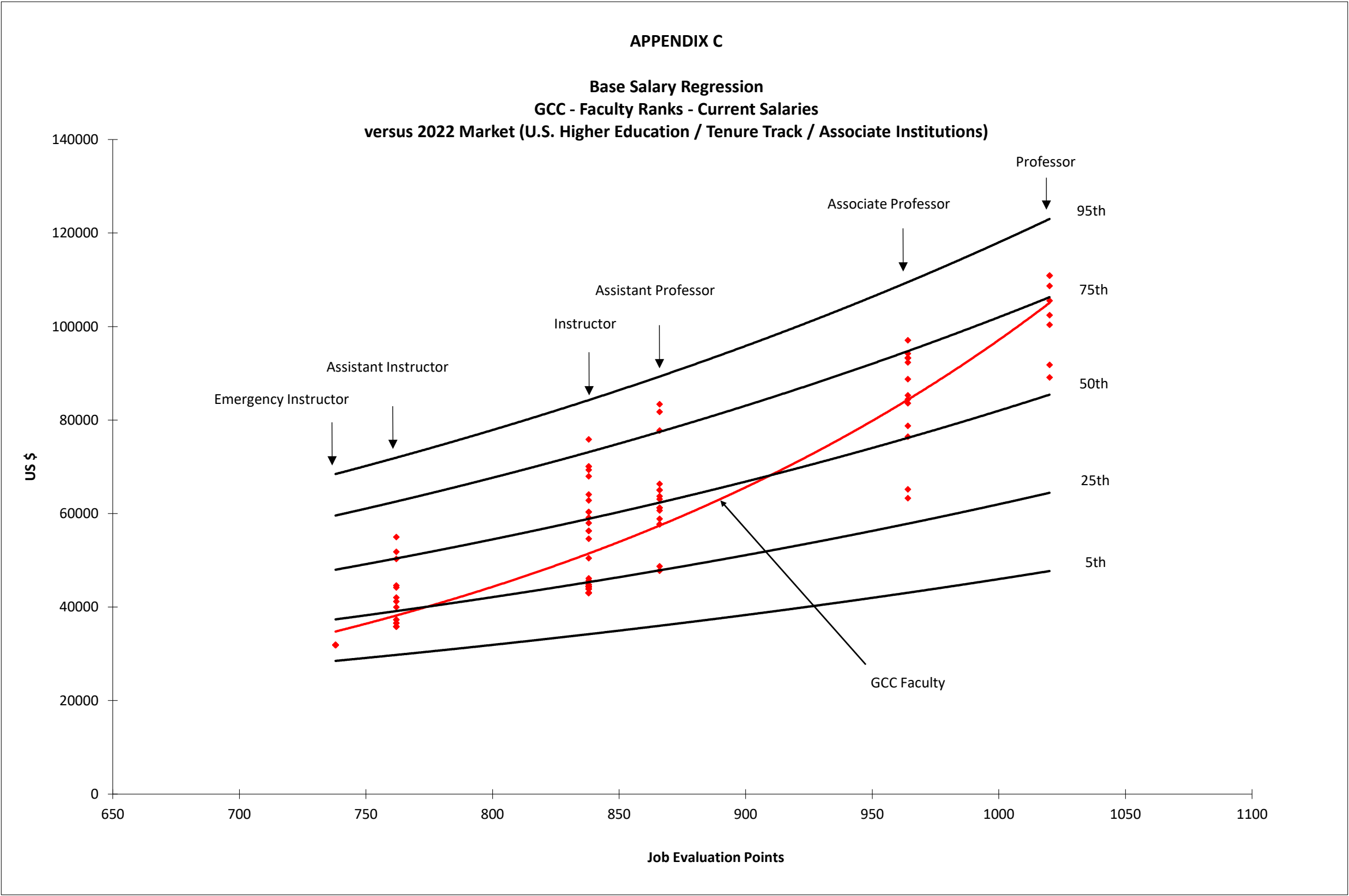
**APPENDIX A**  
**Faculty - Job Evaluation Results**

																											866	AVERAGE (Assistant Professor)	
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	865	Instructor (Trades / Post-Sec.)
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	865	Instructor (Trades / Sec.)
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	833	Instructor (Inst. / Post-Sec.)
J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	833	Instructor (Inst. / Sec.)
J	132	J	132	C	40	264	105.6	D	20	264	52.8	E	100	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	816	Instructor (Non-Inst. / Post-Sec.)
J	132	J	132	C	40	264	105.6	D	20	264	52.8	E	100	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	816	Instructor (Non-Inst. / Sec.)
																											838	AVERAGE (Instructor)	
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	784	Ass. Instructor (Trades / Post-Sec.)
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	784	Ass. Instructor (Trades / Sec.)
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	752	Ass. Instructor (Inst. / Post-Sec.)
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	752	Ass. Instructor (Inst. / Sec.)
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	749	Ass. Instructor (Non-Inst. / Post-Sec.)
I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	749	Ass. Instructor (Non-Inst. / Sec.)
																											762	AVERAGE (Assistant Instructor)	
																											738	AVERAGE (Emergency Instructor)	

**APPENDIX B**  
**Faculty - Market Data Results**

Benchmark Position	Market Percentiles (2022)																		
	Market Comparison - Higher Education / Associate Institutions / Tenure Track (U.S. Mainland)																		
	5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
Professor (Average)	46,748	50,990	55,231	59,473	63,715	67,957	72,199	76,440	80,682	84,924	89,166	93,408	97,649	101,891	106,133	110,375	114,617	118,858	123,100
Associate Professor (Average)	42,017	45,571	49,125	52,680	56,234	59,788	63,342	66,897	70,451	74,005	77,559	81,114	84,668	88,223	91,777	95,331	98,886	102,440	105,994
Assistant Professor (Average)	38,548	41,628	44,708	47,788	50,868	53,878	56,888	59,897	62,907	65,917	69,067	72,217	75,367	78,517	81,667	84,747	87,827	90,907	93,987
Instructor (Average)	34,914	37,640	40,366	43,092	45,818	48,463	51,108	53,752	56,397	59,042	61,849	64,656	67,463	70,270	73,077	75,803	78,529	81,255	83,981
Assistant Instructor (Average)	30,348	32,823	35,299	37,774	40,249	42,633	45,017	47,400	49,784	52,168	54,735	57,301	59,868	62,434	65,001	67,476	69,951	72,427	74,902
Emergency Instructor (Average)	26,746	28,857	30,968	33,078	35,189	37,210	39,231	41,251	43,272	45,293	47,494	49,694	51,895	54,095	56,296	58,407	60,517	62,628	64,739

FAC	Professor (Average)	J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	1048	Professor (Trades / Post-Secondary)
FAC	Professor (Average)	J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	1048	Professor (Trades / Secondary)
FAC	Professor (Average)	J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	1016	Professor (Instructional / Post-Secondary)
FAC	Professor (Average)	J	175	J	152	E	60	327	196.2	D	20	327	65.4	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	1016	Professor (Instructional / Secondary)
FAC	Professor (Average)	J	175	J	152	D	55	327	179.9	D	20	327	65.4	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	996	Professor (Non-Instructional / Post-Secondary)
FAC	Professor (Average)	J	175	J	152	D	55	327	179.9	D	20	327	65.4	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	996	Professor (Non-Instructional / Secondary)
																														1020	AVERAGE (Professor)
FAC	Associate Professor (Average)	J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	991	Associate Professor (Trades / Post-Secondary)
FAC	Associate Professor (Average)	J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	991	Associate Professor (Trades / Secondary)
FAC	Associate Professor (Average)	J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	959	Associate Professor (Instructional / Post-Secondary)
FAC	Associate Professor (Average)	J	152	J	152	D	55	304	167.2	D	20	304	60.8	E	115	E	115	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	959	Associate Professor (Instructional / Secondary)
FAC	Associate Professor (Average)	J	152	J	152	D	50	304	152.0	D	20	304	60.8	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	941	Associate Professor (Non-Instructional / Post-Secondary)
FAC	Associate Professor (Average)	J	152	J	152	D	50	304	152.0	D	20	304	60.8	E	115	E	115	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	941	Associate Professor (Non-Instructional / Secondary)
																														964	AVERAGE (Associate Professor)
FAC	Assistant Professor (Average)	J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	893	Assistant Professor (Trades / Post-Secondary)
FAC	Assistant Professor (Average)	J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	893	Assistant Professor (Trades / Secondary)
FAC	Assistant Professor (Average)	J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	861	Assistant Professor (Instructional / Post-Secondary)
FAC	Assistant Professor (Average)	J	132	J	132	D	50	264	132.0	D	20	264	52.8	E	115	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	861	Assistant Professor (Instructional / Secondary)
FAC	Assistant Professor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	115	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	845	Assistant Professor (Non-Instructional / Post-Secondary)
FAC	Assistant Professor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	115	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	845	Assistant Professor (Non-Instructional / Secondary)
																														866	AVERAGE (Assistant Professor)
FAC	Instructor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	865	Instructor (Trades / Post-Secondary)
FAC	Instructor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	865	Instructor (Trades / Secondary)
FAC	Instructor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	833	Instructor (Instructional / Post-Secondary)
FAC	Instructor (Average)	J	132	J	132	D	45	264	118.8	D	20	264	52.8	E	100	E	100	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	833	Instructor (Instructional / Secondary)
FAC	Instructor (Average)	J	132	J	132	C	40	264	105.6	D	20	264	52.8	E	100	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	816	Instructor (Non-Instructional / Post-Secondary)
FAC	Instructor (Average)	J	132	J	132	C	40	264	105.6	D	20	264	52.8	E	100	E	100	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	816	Instructor (Non-Instructional / Secondary)
																														838	AVERAGE (Instructor)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	784	Assistant Instructor (Trades / Post-Secondary)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	C2	38	C2	38	B2	43	D3	50	E0	50	A1	10	784	Assistant Instructor (Trades / Secondary)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	752	Assistant Instructor (Instructional / Post-Secondary)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	19	A2	25	B2	43	D3	50	E0	50	A1	10	752	Assistant Instructor (Instructional / Secondary)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	749	Assistant Instructor (Non-Instructional / Post-Secondary)
FAC	Assistant Instructor (Average)	I	115	I	115	C	40	230	92.0	D	20	230	46.0	E	100	E	87	B1	16	A2	25	B2	43	D3	50	E0	50	A1	10	749	Assistant Instructor (Non-Instructional / Secondary)
																														762	AVERAGE (Assistant Instructor)



- Guam Community College (GCC) - Faculty - solid red line / red spots for individual employees
- U.S. Market / Higher Education / Associate Institutions / 2022 (5th, 25th, 50th, 75th and 95th percentiles - black lines)



**APPENDIX D**  
**Estimated Cost in migrating GCC Faculty to the 20th Market Percentile (2022 Market Data) - based on range minimum**  
**Staffing Pattern : November 2023**

Employee Group	Employees above or below 20th Market Percentile Regression Line	Number of Employeeess (No)	Percentage of Employees (%)	Estimated Additional Base Salary Cost Required (\$)
Faculty (excluding vacancies)	< 20th Mkt Percentile	45	42.5	84,758
	> 20th Mkt Percentile	61	57.5	25,973
		106	100	110,731

Employee Group	Base Salary	Estimated Benefit Cost based on 25% of Total Compensation	Estimated Total Compensation
Faculty (Current) - excluding vacancies	6,133,595	2,044,532	8,178,127
Transition cost to 20th Market Percentile	110,731	36,910	147,641
Total	6,244,326	2,081,442	8,325,768

**APPENDIX E**  
**Estimated Cost in migrating GCC Faculty to the 25th Market Percentile (2022 Market Data) - based on range minimum**  
**Staffing Pattern : November 2023**

Employee Group	Employees above or below 25th Market Percentile Regression Line	Number of Employeeess (No)	Percentage of Employees (%)	Estimated Additional Base Salary Cost Required (\$)
Faculty (excluding vacancies)	< 25th Mkt Percentile	49	46.2	214,724
	> 25th Mkt Percentile	57	53.8	24,935
		106	100	239,659

Employee Group	Base Salary	Estimated Benefit Cost based on 25% of Total Compensation	Estimated Total Compensation
Faculty (Current) - excluding vacancies	6,133,595	2,044,532	8,178,127
Transition cost to 25th Market Percentile	239,659	79,886	319,545
Total	6,373,254	2,124,418	8,497,672

**PRESIDENT'S TRAVEL SCHEDULE**  
**June 2024**

<b>Conference Title/Sponsor</b>	<b>Date</b>	<b>Location</b>
<b>ASTRO*</b>	<b>June 2-8, 2024</b>	<b>Denver, Colorado Greensboro, NC</b>

*Funding Source(s): \*Promotional Account*