



# Senator Chris “Malafunkshun” Barnett

*I Mina'trentai Ocho Na Liheslaturan Guåhan* | 38th Guam Legislature

## **BARNETT: NO GDOE EMPLOYEE SHOULD BE LEFT BEHIND**

### **FOR IMMEDIATE RELEASE**

(September 30, 2026 — Hagåtña, Guam) — Senator Chris Barnett is proposing an amendment to Bill No. 351-38 to ensure that every Guam Department of Education employee—not only those covered by the original bill—is included in the compensation study that will determine the path toward better pay.

Bill 351 establishes a pathway to bring compensation for covered educators closer to the national average. Barnett's amendment would require the independent compensation study to examine GDOE's entire workforce, including school aides and other employees who remain under the General Pay Plan, and determine what compensation adjustments are appropriate for them.

“No one who works to educate our children should be left behind,” Barnett said. “Our teachers deserve better pay. So do the school aides working beside them and the employees throughout GDOE who make our schools work.”

GDOE itself raised the concern during consideration of Bill 351, recommending that the compensation study examine both covered and non-covered employees. The concern is straightforward: substantially increasing compensation for one part of the workforce without examining the people working alongside them can create salary compression, supervisory inequities and new recruitment and retention problems.

“If GDOE is telling us to look at the entire workforce, we should listen,” Barnett said. “We should not fix one pay inequity by creating another.”

Guam has faced this issue before. In 2022, teachers received a 20% salary adjustment while other public-school employees were left to the General Pay Plan process.

Barnett's amendment is intended to keep that divide from happening again.

The amendment requires the independent study to examine every GDOE position and evaluate internal pay equity, salary compression, supervisory relationships, recruitment and retention. It would then recommend which General Pay Plan positions should be transferred into the new educator compensation structure or another GDOE compensation structure so appropriate pay adjustments can be made.

It does not assume that every employee belongs on the same pay scale or should receive the same percentage increase. It ensures that no employee is excluded from the compensation analysis before the work even begins.

“Study everyone and let the professionals determine what fair compensation should look like,” Barnett said. “That is better than deciding today that some employees deserve consideration and others can wait.”

Barnett is also proposing up to \$250,000 in dedicated funding for the independent study.



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Bill 351 requires an independent compensation study but provides no dedicated appropriation for it, instead authorizing GDOE to use available appropriations or unobligated prior-year funds. GDOE has asked that the study receive dedicated funding rather than forcing the department to absorb the expense from existing resources.

“If we require the study, we should pay for the study,” Barnett said. “We should not order GDOE to do this work and then make them choose what other educational need has to give up the money.”

Barnett said the amendments strengthen the purpose of Bill 351 without diminishing its commitment to teachers.

“Teachers are the heart of education, but they do not educate our children alone,” Barnett said. “A rising tide should lift all boats. If we are finally going to fix compensation at GDOE, let’s do it right: include everybody, fund the work and make sure nobody is left behind.”

**###END OF STATEMENT###**