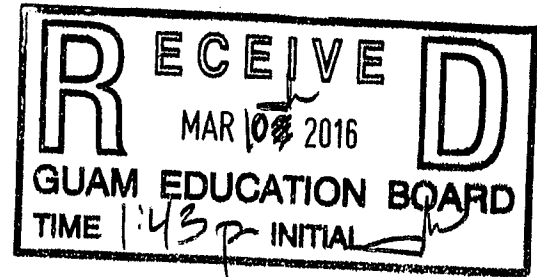


Timothy Fedenko, President
Corazon Mucho, Secretary

Sanjay Sharma, Vice President
James Lulan, Treasurer

March 09, 2016

Rosie Tainatango, Chairperson
Calendar Committee
Guam Education Board
P.O Box DE
Hagatna, Guam 96932



Dear Ms. San Nicolas:

Buenas yan Hâfa Adai! I am writing at the request of the Calendar Committee to explain GFT's position on the remainder of the Calendar for School Year 2015-2016. During a meeting in spring of 2015, GFT was asked to accommodate the issues of FESTPAC and the change the approved SY15-16 Calendar. We expressed our support for the event and its historical importance to our Island. The notion to amend the law requiring 180 days to read "180 days or its equivalence" was discussed, 300 minutes would equal a day for elementary schools as required by Board Policy. We also discussed that the Middle and High schools would need to meet the Carnegie units for the year, and that it seems they had more than enough and we would need to adjust this day. At this meeting, the union noted that the banking for time could be problematic if it wasn't used. We stated that 12 minutes will be sufficient to make up the missed seven days for FESTPAC. However, the Guam Education Board added sixteen minutes on top of the twelve to encompass the banking of nine makeup days.

Upon seeing the approved calendar in August of 2015, which did not address GFT's concern of banking time and added seven professional days, I requested for another meeting with the stakeholders to express my concern. At this meeting, Peter Alecxis Ada, Chairman of the Board at the time, assured me that these concerns would be addressed in March of 2016 and it was not the intent of the board to make the teachers work more.

Teachers in all grade levels have much discontent with the additional seven additional Professional Development days added to the end of the school year. Teachers in the Elementary level have noted a loss in pay, due to the extended day, in such programs where they would be paid after school (i.e. ASPIRE and coaching jobs) as well as time lost from their family. This along with the requirement to teach on days intended for makeup days furthers the frustration to one of the lowest paid teachers in the nation.

Our calculations indicate that May 10th would be the last day to fulfill the 180 day or equivalence. May 11th would be a Teacher work day and this will complete the requirements for all Elementary schools that did not need to use a makeup day. Schools that need a makeup day, would use the next day(s) that are currently banked in the existing Calendar, with a Teacher work day following makeup days. In regards to Middle and High Schools, the Education Board stated that the Middle and High School meet

the requirements in Carnegie units. In the event they need to makeup days, they would be able to use the days after they have fulfilled time needed for such units. I do not know how many days were lost this year at all schools, or the time needed to full fill the equivalence.

The makeup days may be a silver lining in a cloud of discontent. For it has been brought to my attention, that the hosting schools for FESTPAC may need to close several days before May 20th to prepare for our guests. Although, Teachers agree to the benefit of high quality Professional Development days, we feel we have attended and fulfilled our obligations set forth in previous calendars. Thus, we are asking the Board to remove the seven days at the end of the year. Any extra Professional Development days added to our work load should be compensated to our Teachers, just as it is with our colleagues who teach at the DODEA schools.

Many Teachers and family members of Teachers have expressed great interest in attending this historical event of FESTPAC. I hope you would give our recommendation great consideration as the morale of the Teachers in our system seems to be sinking. This will show our Teachers great appreciation and respect for the Professionals as they are which I know is the intent of the Board.

Si Yu'os Ma'åse.

Sincerely,



Timothy Fedenko
President

Cc: Guam Education Board