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**AFT Local 1581**  
**AFL-CIO**

October 29, 2010

Nerissa Bretania-Shafer, Ph.D  
Superintendent  
Guam Public School System  
P.O. Box DE  
Agana, Guam 96932

Subject: Textbook Selection/Adoption – Teacher Evaluators

Dear Dr. Bretania-Shafer:

Buenas yan Håfa Adai!!! In response to your October 28<sup>th</sup>, 2010 letter about beginning the Textbook adoption process for Science and Japanese textbooks I have a couple of suggestions that will hopefully allow us to have the smoothest and highest quality adoption process possible so that our students can have the text books they deserve.

First, I agree with you that this is a very important and time intensive process. To that end we want to ensure that we have the most experienced and qualified evaluators possible that have sufficient time to devote to it. Your idea to incorporate the adoption process into a 45 hour course that would apply towards teacher's recertification over Christmas break is an innovative solution that will hopefully generate the number of highly qualified volunteers that we want. To that end, I believe that it will help us to attract said volunteers if we can receive the following:

1. A letter from the Certification office certifying that this course can be used for both recertification and reclassification.
2. A course syllabus so that participants can truly understand what this course will entail and the work load involved.
3. A personal guarantee from you that ensures that all of the teachers that satisfactorily complete the course will have their transcripts for recertification within 30 days of the completion.

Second, while we both hope that 3 grad credits (a \$60 value as you stated) will be enough to entice teachers to give up 45 hours of family time during their Christmas holiday, the open ended, no limit commitment of time to attend meetings, I believe is a bit much to ask. Even if it only requires 10 hours of total time, we would be asking College educated professionals to work for less than minimum wage, which I don't believe would help us retain teachers or encourage them to participate in future committee work.

Henceforth, I propose that we draft an Memorandum of Understanding for the members of the committee that are subsequently required to participate in any meetings, outside their normal duty hours, to be paid their hourly rate as per Art. 9j, for all time spent in these meetings. If the various meetings don't require all of the committee members to be present and the time is limited, both of which are under your control, then the expense to the Department will be minimal and potential committee members will be reassured. I look forward to reaching an agreement as soon as possible so that hopefully we can get the volunteers we need for this critical work.

Together We Win

Matt Rector  
GFT President