



**Association of Government Accountants
Guam Chapter**

Advancing Government Accountability

361 S. Marine Corps Drive Tamuning, GU 96913-3911
Tel: (671) 646-3884 x 249 Fax: (671) 649-4265

Rodalyn Marquez, CIA, CGFM
President
Jose B. Guevara
President-Elect
Mark Alviz
Secretary
Thomas Paulino
Treasurer
Matthew Quinata
Past President

Minutes of the Chapter General Membership Meeting
Wednesday, September 24, 2008, 12 Noon
Guahan Room – Guam Marriott Resort & Spa, Tumon Guam

1. Call to Order: President Rodalyn Marquez called the meeting to order at 12:24 PM
2. Opening Ceremonies – National Anthem and Guam Hymn
3. Introduction of Guests – Welcome to Red Trinidad from Guam Waterworks Authority
4. Approval of Minutes – August 2008 minutes tabled until next meeting.
5. Treasurer’s Report – August 2008 financial report tabled until next meeting.
6. Guest Speaker – GPSS Superintendent Nerissa Bretania-Shafer, PhD on her plans to address GPSS’ troubles.
 - Dr. Bretania-Shafer shared that being a Superintendent is very challenging, particularly after she conducted her assessment on certain GPSS functions. The two major challenging areas she plans to immediately address are the (1) personnel services, and (2) procurement.
 - In the area of curriculum, the SAT 10 scores that were just released were not decent scores. Dr. Bretania-Shafer shared that the scores somewhat illustrate that the longer the students stay in school, the less they learn. Specifically, 1st grade students competence level in basic math was rated 1 or “no mastery” level was 16%. However, students in 12th grade rated 1 was at 90%. She then stated that it’s apparent that the Direct Instruction program (DI) hasn’t made a dent in light of the program’s high recommendations. She added tat they are rethinking the DI program and plans to shift back to the standard base curriculum.
 - The DI program was adopted by GPSS five years ago covering the courses of Math and Reading. As a district of about 30,000 students Dr. Bretania-Shafer had indicated that we should have been able to make a dent and improved the SAT 10 scores because Guam is small geographically. In order to address this issue, the Superintendent through the Curriculum & Instruction is developing a standard base performance program to give teachers a tool to monitor and gauge student progress. The standards will take about 18 months to develop. Dr. Bretania-Shafer also shared that a test question bank is available online for teachers. The questions are reliable and valid because the test questions are aligned with GPSS standards.

- Dr. Bretania-Shafer shared that she has implemented a district-wide teacher evaluation program. She wants to close the gap by implementing principal evaluation program coupled with management assessments- performance base contract. She also plans to tie in curriculum. Dr. Bretania-Shafer stressed that teachers are autonomous professionals. They need to be assessed to improve and the full circle evaluation through management will be a very helpful tool.
- GPSS is providing an after school tutorial program starting with elementary. Hopefully, as funding becomes available she plans to extend the program to the middle and high school levels.
- With about 3,600 employees, GPSS personnel have been a big headache. According to the Superintendent, 89% or about \$155 million of GPSS expenditures is personnel. She shared that the problem lies with unreliable personnel information. The Superintendent shared that GPSS staffing pattern is not accurate as she did her own assessment and found employees who retired couples a years ago still in the staffing pattern. In addition, she found teachers registered in the staffing pattern for two schools.
- The Superintendent also brought the issue of school aides. She shared that GPSS has over 500 school aides. She did her own assessment and found that school aides ratio varies from a low of 1 school aide to 12 students to a high of 1 school aide to 122 students. School aides distribution is disproportionate and she plans to allocate resources. She also plans to restructure personnel and connect to the financial systems management.

7. Committee Reports

- Membership Committee – We currently have 112 members.
- Early Careers – Soliciting mentors for JAS members. Please email Francis Baba and AGA if you are interested.
- Community Service Committee – October 2008 Soup Kitchen and Financial Literacy Committee Volunteers are needed.
- Education Committee – CGFM review course is tentatively scheduled in December.
- CGFM – Thomas Paulino was approved for the CGFM scholarship in the amount \$412 for passing the CGFM.

8. Free Lunch Raffle for October membership meeting.

9. Other Announcements: Congratulations to Rodalyn Marquez for passing her CPA!

10. Next Meeting – October 22, 2008. Location TBA

11. Adjournment – Meeting adjourned at 1:15 PM.

Minutes Prepared by:

/s/ Maripaz N. Perez