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Lt. Governor (Sigundo Maga'låhi)

September 28, 2026

HRD NO.: 26-256B

MEMORANDUM

To: Superintendent, Guam Department of Education

From: Director of Administration

Subject: **Implementation Guidelines and Application of Pay Differentials RE: 2026 Educator Pay Plan and Administrator Differential**

Buenas yan Håfa Adai! This is issued to serve as a guide to the implementation and administration of the 2026 Educator Pay Plan and Administrator Differential (2026 EDUPP), that was concurred and approved by Governor Lourdes A. Leon Guerrero on September 18, 2026.

Section I. AFFECTED POSITIONS:

The 2026 EDUPP is restricted to positions identified in Attachment #1 as approved by the Director of Administration.

Section II. TRANSITION:

Transition to the new pay plan shall be applied directly "step-to-step" from the 2022 EDU Pay Play to the 2026 EDU Pay Plan utilizing the pay scale attached (Attachment #2). The means for the transition will be through the Government of Guam Request for Personnel Action (GG1) with the Nature of Action to read: "Pay Adjustment", and the Remarks section to read: "Pursuant to DOA Memorandum dated September 15, 2026, Updating of 2022 Educator Pay Plan, RE: Implementation of 2026 Educator Pay Plan (EDUPP) concurred and approved by the Governor of Guam on September 18, 2026."

Example: A Teacher II (2080 hours) at Pay Grade ED-2 Step 1 at $41,260.00 p/a, $19.84 p/h, will be directly slotted to the 2026 EDUPP to Pay Grade ED-2 Step 1 (2080 hours) at $47,449.00 p/a, $22.81 p/h.

Section III. SALARY INCREMENTS:

The salary increment schedule for incumbents transitioned into the 2026 EDUPP shall not be impacted, as the direct "step-to-step" transition will not interrupt an incumbent's increment anniversary date. Positive efforts must be taken to ensure that all salary increments due prior

to the new pay plan implementation are effectuated properly to avoid any delays in processing of the pay adjustments accordingly.

Section IV. PAY DIFFERENTIALS:

The current application of the pay differentials identified below shall continue upon implementation of the updated 2026 EDUPP and will be coordinated directly between the department and their respective payroll office.

The pay differentials shall be received while the employee is on work status. The differential shall not be used in the calculation of salary for the purposes of overtime-related compensation. The pay differential shall apply to employee's base salary while on work status and only to the positions below as indicated:

Percent Differential	Position Title
10%	Assistant School Principal
15%	School Principal

Detail Appointments - the above pay differentials shall apply to employees detailed as Assistant School Principal and School Principal after employee base salaries are determined following detail appointment pay slotting and upon serving the detail.

Section V. NEW HIRES, TRANSFERS, PROMOTIONS, etc.:

All subsequent new hires of authorized positions under the 2026 EDUPP, to include probationary appointments, limited term appointments, re-employments and any transfers, promotions, demotions, shall be compensated under the 2026 EDUPP pay scale.

Section VI. PRIOR APPROVAL REQUIRED:

Any upcoming new or existing positions to be included under the 2026 EDUPP, requires written approval from the Director of Administration.

The above guidelines will remain in effect unless otherwise amended and/or modified in writing by the Director, Department of Administration.

Should you have any questions or require further information, please do not hesitate to contact our Classification and Pay Branch at 475-1174/1213. ***Dångkolo na Agradesimiento!***

EDWARD M. BIRN