



DEPARTMENT OF EDUCATION

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FOR IMMEDIATE RELEASE

Guam Department of Education Announces Corrective Action Plan to Address Office of Public Accountability's Investigative Audit on Overtime Payments

Earlier today, the Office of Public Accountability (OPA) released the results of an investigative audit on the Guam Department of Education's overtime (OT) payments previously paid. OPA's investigative audit identified internal control deficiencies which led to OT payments to ineligible employees and raised concerns about the approval process and OT payments at GDOE.

"As the Acting Superintendent of Education, I concur with the OPA's audit findings and will work with management to implement a corrective action plan to address the deficiencies noted in GDOE's processing and payment of overtime," said GDOE Acting Superintendent Dr. Judith T. Won Pat.

GDOE's corrective action plan is inclusive of additional training to ensure that those responsible for approving overtime comply with established GDOE standard operating procedures, laws, rules, and regulations. GDOE will take appropriate measures to address noncompliance to ensure greater accountability.

Additionally, GDOE will reinforce the role of the certifying officer in the approval process for OT payments and expenditure of federal funds and is working on an automatic block for overtime payments to exempt employees within GDOE's payroll system.

As recommended by the OPA, GDOE will seek the recovery of local funds that were paid to ineligible exempt employees for overtime and will work with the OPA and the Attorney General's Office to examine the appropriate measures required to recover lost funds.

GDOE is also strengthening internal controls with additional monitoring by the GDOE Internal Audit Office (IAO) of overtime. IAO will also perform additional compliance monitoring of all U.S. Department of Education Grant federally funded expenditures.

Moving forward, GDOE will ensure stricter compliance regarding local and federal law with greater adherence to guidance from the U.S. Department of Education, GDOE legal counsel, and GDOE consultants.

GDOE's corrective actions are also part of GDOE's transition plan that was previously submitted and recently approved by the U.S. Department of Education. The plan has been in effect since April 1, 2023.

GDOE believes that these corrective actions will address the OPA's findings and will work together with the OPA and the Attorney General's Office for guidance on more potential corrective actions.

For more information, you may contact Michelle A.T. Franquez at (671) 300-1677 or send an email to matfranquez@gdoe.net.

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