

TOTAL EMPLOYEES PER LOCATION	FEDERAL	LOCAL	TOTAL
301 AGANA HEIGHTS ELEMENTARY	7	33	40
302 M.A. SABLAN ELEMENTARY	8	32	40
303 B.P. CARBULLIDO ELEMENTARY	6	42	48
304 C.L. TAITANO ELEMENTARY	14	39	53
306 FINEGAYAN ELEMENTARY	9	67	76
307 H.S. TRUMAN ELEMENTARY	9	30	39
308 J.M. GUERRERO ELEMENTARY	9	42	51
309 INARAJAN ELEMENTARY	8	25	33
311 J.Q. SAN MIGUEL ELEMENTARY	10	45	55
313 M.A. ULLOA ELEMENTARY	7	51	58
314 M.U. LUJAN ELEMENTARY	8	53	61
315 MERIZO MARTYRS ELEMENTARY	4	26	30
316 ORDOT/CHALAN PAGO ELEMENTARY	13	46	59
317 P.C. LUJAN ELEMENTARY	12	43	55
318 H.B. PRICE ELEMENTARY	8	51	59
319 TALOFOFO ELEMENTARY	6	25	31
320 TAMUNING ELEMENTARY	13	66	79
321 UPI ELEMENTARY	13	46	59
322 WETTENGEL ELEMENTARY	7	52	59
323 D.L. PEREZ ELEMENTARY	16	64	80
325 ASTUMBO ELEMENTARY	8	40	48
327 MACHANANAO ELEMENTARY	5	39	44
328 LIGUAN ELEMENTARY	12	42	54
329 ADACAO ELEMENTARY	8	34	42

TOTAL EMPLOYEES PER LOCATION	FEDERAL	LOCAL	TOTAL
430 A.I. JOHNSTON MIDDLE	5	67	72
431 V.S.A. BENAVENTE MIDDLE	10	86	96
432 F.B. LEON GUERRERO MIDDLE	10	77	87
433 INARAJAN MIDDLE	11	54	65
434 JOSE L.G. RIOS MIDDLE	12	67	79
435 L.P. UNTALAN MIDDLE	5	88	93
436 OCEANVIEW MIDDLE	6	46	52
437 ASTUMBO MIDDLE	6	50	56
438 J.P. TORRES SUCCESS ACADEMY	9	20	29
471 GEORGE WASHINGTON HIGH	12	112	124
472 JOHN F. KENNEDY HIGH	14	119	133
473 SIMON A. SANCHEZ HIGH	8	116	124
474 SOUTHERN HIGH	9	96	105
475 OKKODO HIGH	9	114	123
476 TIYAN HIGH	10	82	92
SUB TOTAL - SCHOOLS	356	2227	2583

TOTAL EMPLOYEES PER LOCATION	FEDERAL	IDC	LOCAL	TOTAL
811 SUPERINTENDENT OF EDUCATION	2	2	13	17
812 FEDERAL PROGRAMS	17			17
815 RESEARCH, PLANNING & EVAL			2	2
816 FIN, STUDENT & ADM INFO SYS	2		8	10
820 CURRICULUM & INSTRUCTION	17		8	25
821 CHAMORRO STUDIES	6		5	11
822 FINANCIAL AFFAIRS		4	20	24
823 HUMAN RESOURCES			15	15
824 FACILITIES & MAINTENANCE			77	77
825 STUDENT SUPPORT SERVICES	5		19	24
826 FOOD NUTRITION SERVICE	3		11	14
828 SUPPLY MANAGEMENT	3	2	6	11
831 HEADSTART	53		17	70
840 EDUCATION SUPP & COMM LEARN	28		11	39
850 SPECIAL EDUCATION	140		28	168
890 INTERNAL AUDIT		3	6	9
891 CAPITAL IMPROV PROJECTS			3	3
892 RECEIVING PROPERTY MGMT		5	7	12
996 ILEARN	1			1
998 MILITARY LEAVE OF ABSENCE	2		26	28
999 LONG TERM DISABILITY			12	12
SUBTOTAL - CENTRAL	276	16	256	548
GRAND TOTAL	632	16	2483	3131
vs November 2025	-2	1	-36	-37



SEPARATIONS - FY 26 (10/1/25 TO 12/15/25)			
POSITIONS	FEDERAL	LOCAL	TOTAL
ADMIN OFCR		1	1
ADMN AIDE	1		1
CLERK TYPIST II		2	2
HEAD START AIDE	1		1
HEAD START AIDE (PT)	2		2
MAINTENANCE WORKER		1	1
PROGRAM COORDINATOR I	1		1
PROGRAM COORDINATOR II		1	1
SCH AIDE I		2	2
SCH AIDE III		1	1
SCH AIDE I - SPED	57	1	58
SCH AIDE II - SPED	1		1
SCH AIDE I - TA (C&I)	2		2
SCH AIDE II - TA (C&I)	3		3
SUBSTITUTE TEACHER		1	
TEACHER		5	5
Grand Total	68	15	82

REASONS

End of Employment Term	4%
Resignation	68%
Retirement	16%
Separation (Deceased)	12%
	100%

NEW HIRES - FY 26 (10/1/25 TO 12/15/25)				
POSITIONS	FEDERAL	IDC	LOCAL	TOTAL
ADMIN OFCR			1	1
ATTORNEY IV		1		1
CBA-CLERICAL SUPPORT	2		3	5
CBA-LIBRARY TECH			1	1
DEV DIS AIDE I	53			53
F&M MAINTENANCE WORKER			2	2
F&M TRADESHELPER			4	4
HEAD START AIDE (PT)	1			1
PROG COORD I	1			1
PROG COORD II	2			2
PROG COORD III	2		1	3
PROG COORD IV	1			1
PROPERTY CONTROL CLERK		1		1
SCHOOL AIDE			7	7
SCHOOL AIDE-SPED	9			9
SCHOOL AIDE-TA	86			86
SCHOOL AIDE II-TA	52			52
SCHOOL AIDE III			1	1
SUBSTITUTE TEACHER			7	7
TEACHER			12	12
Grand Total	209	2	39	250
CBA	149		31	180

*All Federal recruitment hired as Limited Term Employment

*Substitutes hired as coverage for teachers on long term or military leave

*HR proceeding with Recruitment of Substitute Teachers; 1 per school

*HR proceeding with Recruitment of CBA New Positions

*SPED-Resignation of 56 School Aide; recruitment of 56 Dev Disability Aides



HR Data as of December 15, 2025

School Aide Recruitment

FILLED POSITIONS	FEDERAL	LOCAL	TOTAL	VAC
SCHOOL AIDE I	4	126	130	
SCHOOL AIDE II		21	21	
SCHOOL AIDE III		91	91	
TOTAL			242	
SCHOOL AIDE I	106	4	110	33
SCHOOL AIDE II	58		58	4
SCHOOL AIDE III	5	2	7	
TOTAL TA- C&I			175	
SCHOOL AIDE I	158	14	172	
SCHOOL AIDE II	5		5	
SCHOOL AIDE III	3	1	4	
TOTAL SPED			181	
GRAND TOTAL	339	259	598	
DEVELOPMENTAL DISABILITY AIDE I	56		56	83
TOTAL			56	
PROCESSING IN PROGRESS				
DEVELOPMENTAL DISABILITY AIDE	37			83
SCHOOL AIDE - SPED	20			
SCHOOL AIDE - TA C&I	2			
NEW EMPLOYEES	15			

CBA Recruitment

FILLED POSITIONS	FEDERAL	LOCAL	TOTAL	VAC
CBA - CLERICAL SUPPORT	10	80	90	29
CBA - LIBRARY TECH I		6	6	16
CBA - LIBRARY TECH II		1	1	
TOTAL			97	

School Aide Recruitment and Retention Overview

Federally funded → Limited-Term Appointment

Challenges:

- High turnover & recurring vacancies
- Limited-term status = instability
- Low salary vs job demands

Improvement Effort:

- SPED introduced Developmental Disability Aide (DDA) role
- Higher pay grade & aligned responsibilities
- Goal: Improve retention & service quality

*Qualified School Aides were converted to this classification, which offers a higher pay grade and better aligns with the level of service and responsibility required to support students with disabilities.

- Only 25% of total Limited Term School Aide I were interested and qualified for the Developmental Disability Aide (DDA) position.

	PAY GRADE	ANNUAL	HOURLY
School Aide I	E	\$ 25,736	\$ 12.37
School Aide II	G	\$ 30,169	\$ 14.50
School Aide III	H	\$ 32,355	\$ 15.56
Developmental Disability Aide I	F	\$ 28,269	\$ 13.59

