

TOTAL EMPLOYEES PER LOCATION	FEDERAL	LOCAL	TOTAL
301 AGANA HEIGHTS ELEMENTARY	7	33	40
302 M.A. SABLAN ELEMENTARY	8	31	39
303 B.P. CARBULLIDO ELEMENTARY	7	42	49
304 C.L. TAITANO ELEMENTARY	16	39	55
306 FINEGAYAN ELEMENTARY	12	67	79
307 H.S. TRUMAN ELEMENTARY	9	30	39
308 J.M. GUERRERO ELEMENTARY	15	41	56
309 INARAJAN ELEMENTARY	8	25	33
311 J.Q. SAN MIGUEL ELEMENTARY	13	45	58
313 M.A. ULLOA ELEMENTARY	10	51	61
314 M.U. LUJAN ELEMENTARY	11	52	63
315 MERIZO MARTYRS ELEMENTARY	4	26	30
316 ORDOT/CHALAN PAGO ELEMENTARY	14	46	60
317 P.C. LUJAN ELEMENTARY	13	44	57
318 H.B. PRICE ELEMENTARY	11	50	61
319 TALOFOFO ELEMENTARY	6	25	31
320 TAMUNING ELEMENTARY	14	66	80
321 UPI ELEMENTARY	15	46	61
322 WETTENGEL ELEMENTARY	8	51	59
323 D.L. PEREZ ELEMENTARY	17	65	82
325 ASTUMBO ELEMENTARY	8	40	48
327 MACHANANAO ELEMENTARY	7	39	46
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	11	85	96
432 F.B. LEON GUERRERO MIDDLE	14	78	92
433 INARAJAN MIDDLE	12	54	66
434 JOSE L.G. RIOS MIDDLE	11	67	78
435 L.P. UNTALAN MIDDLE	8	87	95
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	16	119	135
473 SIMON A. SANCHEZ HIGH	10	115	125
474 SOUTHERN HIGH	11	95	106
475 OKKODO HIGH	15	114	129
476 TIYAN HIGH	14	82	96
SUB TOTAL - SCHOOLS	413	2221	2634

TOTAL EMPLOYEES PER LOCATION	FEDERAL	IDC	LOCAL	TOTAL
811 SUPERINTENDENT OF EDUCATION	2	2	13	17
812 FEDERAL PROGRAMS	18			18
815 RESEARCH, PLANNING & EVAL			2	2
816 FIN, STUDENT & ADM INFO SYS	2		8	10
820 CURRICULUM & INSTRUCTION	16		8	24
821 CHAMORRO STUDIES	6		5	11
822 FINANCIAL AFFAIRS		4	20	24
823 HUMAN RESOURCES			15	15
824 FACILITIES & MAINTENANCE			80	80
825 STUDENT SUPPORT SERVICES	5		19	24
826 FOOD NUTRITION SERVICE	3		10	13
828 SUPPLY MANAGEMENT	3	2	6	11
831 HEADSTART	52		17	69
840 EDUCATION SUPP & COMM LEARN	28		11	39
850 SPECIAL EDUCATION	83		28	111
890 INTERNAL AUDIT		3	6	9
891 CAPITAL IMPROV PROJECTS			3	3
892 RECEIVING PROPERTY MGMT		4	7	11
996 ILEARN	1			1
998 MILITARY LEAVE OF ABSENCE	2		28	30
999 LONG TERM DISABILITY			12	12
SUBTOTAL - CENTRAL	218	15	258	491
GRAND TOTAL	634	15	2519	3168
vs October 2025	-1	1	6	6



SEPARATIONS - FY 26 (10/1/25 to 11/15/25)			
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
PROGRAM COORDINATOR I	1		1
PROGRAM COORDINATOR II		1	1
SCH AIDE I		1	1
SCH AIDE III		1	1
SCHOOL AIDE		1	1
SCHOOL AIDE - SPED	2		2
SCHOOL AIDE - TA	2		2
SCHOOL AIDE II - SPED	1		1
SCHOOL AIDE II- TA	3		3
TEACHER		5	5
Grand Total	13	12	25

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

NEW HIRES - FY 26 (10/1/25 to 11/15/25)			
POSITIONS	FEDERAL	LOCAL	TOTAL
ADMIN OFCR		1	1
ATTORNEY IV		1	1
CBA - CLERICAL SUPPORT	1	2	3
F&M - MAINTENANCE WORKER		2	2
F&M - TRADES HELPER		4	4
HEAD START AIDE (PT)	1		1
PROG COORD I	1		1
PROG COORD II	1		1
PROG COORD III	2	1	3
PROG COORD IV	1		1
SCHOOL AIDE		5	5
SCHOOL AIDE - SPED	9		9
SCHOOL AIDE - TA	85	1	86
SCHOOL AIDE II - TA	52		52
SUBSTITUTE TEACHER *		6	6
TEACHER		8	8
Grand Total	153	31	184
CBA	147	22	169

*All Federal recruitment hired as Limited Term Employment
 *Substitutes hired as coverage for teachers on long term or military leave
 *HR does not have approval to proceed with Recruitment of Substitute Teachers
 *HR does not have approval to proceed with Recruitment of CBA New Positions
 -pending approval of the spend plan



HR Data as of November 19, 2025

School Aide Vacancies

FILLED POSITIONS	FEDERAL	LOCAL	TOTAL	VAC
SCHOOL AIDE I	4	126	130	3
SCHOOL AIDE II		20	20	
SCHOOL AIDE III		90	90	
TOTAL			240	

SCHOOL AIDE I	108	4	112	31
SCHOOL AIDE II	61		61	2
SCHOOL AIDE III	4	2	6	
TOTAL TA- C&I			179	

SCHOOL AIDE I	210	14	224	1
SCHOOL AIDE II	5		5	
SCHOOL AIDE III	3	1	4	
TOTAL SPED			233	

GRAND TOTAL 395 257 **652**

PROCESSING IN PROGRESS

DEVELOPMENTAL DISABILITY AIDE	88	89
SCHOOL AIDE - SPED	76	
SCHOOL AIDE - TA C&I	2	
NEW EMPLOYEES	10	

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



HR Data as of November 19, 2025

Speech Language Pathologist

Speech Language Pathologist
Speech Language Clinician
Instructional Coordinator Teacher*

PAY GRADE	ACTIVE STAFF	VAC
GPP N	6	8
GPP L	3	
EDU	14	

*All Instructional Coordinator Teachers assigned to SPED

*All are licensed by the Guam Board of Allied Health Examiners
most as Speech Language Pathologist

SPEECH LANGUAGE PATHOLOGIST

MINIMUM EXPERIENCE AND TRAINING

Graduation from a recognized college or university with a Master's degree in Speech/Language Pathology or a closely related field, which includes 300 hours of supervised clinical practicum.

NECESSARY SPECIAL QUALIFICATION

Possession of a Certificate of Clinical Competence (CCC) in Speech-Language Pathology or eligibility for the Clinical Fellowship Year (CFY) under the guidelines of the American Speech-Language-Hearing Association (ASHA).

SPEECH LANGUAGE CLINICIAN

MINIMUM EXPERIENCE AND TRAINING:

Graduation from a recognized college or university with a Bachelor's degree in Speech-Language Pathology or a closely related field.

*Based on established Classification Specification

*Any proposed changes or amendments need to course through
Department of Administration*

