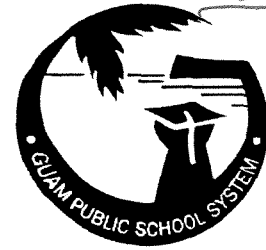




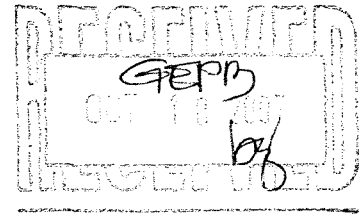
GUAM PUBLIC SCHOOL SYSTEM  
OFFICE OF THE SUPERINTENDENT

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Hagåtña, Guam 96932  
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**LUIS S.N. REYES**  
Superintendent of Education

October 9, 2007



**MEMORANDUM**

**TO:** Chairman, Guam Education Policy Board  
Chairperson, Personnel Committee

**FROM:** Superintendent

**SUBJECT:** Above-step Recruitment Request  
**RE:** Ms. Constance A. Leahy, Psychologist

**Buenas yan Hafa Adai!** Pursuant to 4 GCA, Sections 6205/6205.1, I am requesting the Board's approval to recruit Ms. Constance A. Leahy for the position of Psychologist at Step 10 of Pay Grade P or \$55,274.00 per annum based on recruitment difficulty. The position is a federally funded position. Ms. Leahy was interviewed on August 13, 2007 and conditionally accepts the position pending approval of this request. Attached is GPSS's report and recommendation.

Should you have any questions or concerns, please do not hesitate to let me know. **Si Yu'os Ma'ase!**

Senseramente,



LUIS S.N. REYES

Attachment

**Guam Public School System  
PERSONNEL SERVICES DIVISION  
STAFF REPORT  
October 8, 2007**

**SUBJECT:** Above-step Recruitment request for Ms. Constance A. Leahy to the position of Psychologist.

**I. REQUEST**

The Superintendent of Education, Mr. Luis S.N. Reyes, is requesting the Board to authorize the above-step recruitment of Ms. Constance A. Leahy to the position of Psychologist at Step 10 of Pay Grade P or \$55,274.00 per annum based on recruitment difficulty.

**II. AUTHORITY**

This request is pursuant to Title 4 Guam Code Annotated, Section 6205, as amended by Public Law 28-112 and Section 6205.1 as added by Public Law 28-68 that authorizes the Superintendent to petition the Guam Education Policy Board for recruitment at a higher step not to exceed Step 10, because of documented recruitment difficulty or exceptional qualifications.

**III. POSITION TO BE FILLED**

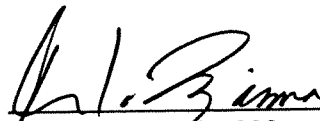
The Psychologist position to be filled by Ms. Leahy reports directly to the Associate Superintendent, Special Education under the Psychological Services Section, Division of Special Education and is federally funded. The Division is responsible for ensuring FAPE (Free Appropriated Public Education) to all students with special needs.

Assigned duties and responsibilities of the position include: Administering comprehensive psycho-educational evaluations for children 3 to 21 years old; scoring and interpreting test instruments administered; writing reports to include multi-modal assessment; participating in eligibility meetings; participating as needed in IEP (Individual Education Plan) meetings following initial and tri-annual evaluations; providing consultation to parents or guardians or service providers from other agencies; providing consultation to special education and general education school staff, administration, and faculty; attending manifestation review meetings in-order to provide committee members with standardized data on a student's practical knowledge, social judgment, social awareness, and/or mental maturation level; attending screening fairs for pre-school age; conducting in-service staff training and assisting school personnel in enforcing IDEA rules and regulations.

candidates, which is Step 10 of Pay Grade P or \$55,274.00 per annum. However, Ms. Leahy is not eligible for the 35% base pay adjustment under the BRIP since she is not a licensed clinical psychologist. Therefore, the recommended salary is still below the national median and way below the national mean wage rate for Psychologists in 2006, which is \$31.78 per hour or \$66,110.00 per annum.


## **VI. RECOMMENDATION**

The Superintendent recommends approval to recruit Ms. Leahy as a Psychologist at Step 10 of Pay Grade P or \$55,274.00 per annum based on recruitment difficulty and subject to the availability of funds. In addition, any incumbent GPSS Psychologist receiving a salary below Step 10 is impacted by this request for purposes of internal equity and shall be adjusted accordingly to Step 10, subject to availability of funds.



**RAMON T. LIZAMA**

**Personnel Services Administrator**



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**LUIS S.N. REYES, Superintendent**  
**Guam Public School System**