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5. part-time services of a medical, dental, or other professional specialist.
 6. contract with an individual to produce a product such as an individual research paper.

904.605 Vacation Employment for Students

The Director of Education/Superintendent may employ during the vacation period between school years, at a rate not exceeding the minimum wage specified by any applicable Federal or Guam law, students of the various public and private schools in Guam who are at least 16 years of age, provided that such employment may not exceed eight hours in one day and five days in one week, and that such employment may not be of a hazardous nature or in any way injurious to, or endangering the student. Students employed under the authority of this section shall not be eligible for retirement, sick or annual leave benefits.

904.700 APPOINTMENT TO CERTIFICATED POSITIONS

In addition to other provisions of these policies, the following applies to positions for which certification standards are set pursuant to law and Board Policies 1000 et.seq.

- (1) Citizenship Requirement. To be eligible for employment in a teaching or supervisory capacity in the Public Schools of Guam, a person must be a citizen or permanent resident of the United States of America.
- (2) College Training. College credits or degrees to be applied towards fulfilling certification and employment requirements for professional

positions in the Department must be from accredited colleges of universities of the United States, its territories and possessions.

College credits or degrees from foreign institutions of higher learning or unaccredited American institutions of higher learning may be applied toward meeting certification or other employment requirements contingent upon said college credits or degrees having been determined as equivalent or as having met minimum academic standards for certification by a State Educational Agency or Regional Accreditation Association of the United States.

- (3) The classification of teachers and other professional employees of the Department is dependent upon education, the amount and type of satisfactory professional training, and professional work experience.
- (4) Credit for Teaching Experience - Each year of creditable teaching experience must be at least seventy-five percent (75%) of full time teaching of the duty year period being claimed, up to a maximum of six (6) years. Proof of previous full time teaching experience claimed must be provided before any credit is given.

904.701 RECLASSIFICATION OF TEACHERS

Whenever a teacher, who is employed on a school year basis, obtains additional training which qualifies him for a higher pay grade in one of the teacher classifications, an adjustment shall be made in the teacher's classification and salary, subject to the following conditions:

- (1) Reclassification shall be independent of the teacher's salary increment.
- (2) Reclassification shall be made effective only at the beginning of each school semester. The beginning of each semester shall be as specified in the official school calendar.
- (3) The teacher must apply for reclassification. The application must be supported by an official transcript of college credits,