



GUAM PUBLIC SCHOOL SYSTEM

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NERISSA BRETANIA-SHAVER, Ph.D.
Superintendent of Education

November 24, 2008

ABOVE-STEP RECRUITMENT PETITION

Further to PL28-112 and 4 GCA, Chapter 6, §6205.1 and as the Superintendent of Education and hiring authority of the Guam Public School System, I herein petition an above-step recruitment of Dr. Arlene C.S. Diaz as School Program Consultant based on exceptional qualifications. This is a federal funded position.

BACKGROUND

Job Announcement 3.440 dated July 14, 2008 established the position of School Program Consultant (TESOL) with Curriculum and Instructional Improvement. The minimum qualifications are:

1. Three (3) years of professional teaching experience in area of educational specialty, and graduation from a recognized college or university with a Master's degree in education, including 18 semester hours of professional education credits; or,
2. Three (3) years of professional teaching experience in area of specialty, graduation from a recognized college or university with a Bachelors' degree in specialization, including 18 semester hours of professional education credits, plus at least 18 graduate semester hours beyond the Bachelor's degree; or
3. Any equivalent combination experience and training beyond the Master's degree which provides for the minimum knowledge, abilities and skills

The position will work directly for the Deputy Superintendent of Curriculum and Instruction Improvement. It involves duties related to overseeing the thirty-nine public schools island wide to ensure that all schools remain in compliance with local and federal mandates.

Above-Step Recruitment Petition

The School Program Consultant (SPC) monitors the individual schools to make certain the needs of English Language Learners. This position supports and ensures services are met and provided at all levels effectively and efficiently at the Guam Public School System now and in future.

Step 1 for a School Program Consultant is remunerated at N/Step 1 \$31,064 plus 14% per annum. Per 4GCA, Chapter 6 §6205.1, petition for above-step recruitment, not to exceed Step 10 may be to the Guam Public School System governing body based on documented recruitment difficulty or exceptional qualifications before an applicant is hired. The governing body, being the Guam

Educational Policy Board (GEPB) has delegated to the Superintendent of Education of the Guam Public School System (GPSS) the authority to recruit for an above-step for all federally funded positions. The petition must be posted on the GPSS website for ten (10) days and prompt notice given to the media. These requirements will be implemented December 01, 2008 for ten (10) business days.

Basis and Recommendation of Petition

As the Superintendent of Education and the hiring authority of the Guam Public School System for the position of School Program Consultant (TESOL), I have reviewed the exceptional qualifications of Dr. Arlene C.S. Diaz to perform the work required of the School Program Consultant (TESOL).

The exceptional nature of education and experience of Dr. Arlene C.S. Diaz's is an earned Doctor of Philosophy, Education in Language Teaching degree, Dissertation Topic: Patterns of Communication Strategies from the University of the Philippines, a Master of Education in Educational Studies degree from University of Utah and a Bachelors of Arts in Education, Early Childhood/Elementary Education from the University of Guam. Dr. Arlene C.S. Diaz professional experience is in pedagogy, literacy, bilingual education and LOTE/ESL and possesses ten (10) years over the minimum year's requirement of the position.

In the interest for the Guam Public School System, this petition is that Dr. Arlene C.S. Diaz be recruited at above-step for the position of School Program Consultant as established in the job announcement 3.440 dated July 14, 2008.

Pursuant to Chapter 6, §6205.1, this petition and recommendation of Dr. Arlene C.S. Diaz be recruit as School Program Consultant at Step 10, which is remunerated at \$46,596 per annum plus 14% for the amount \$53,119 per annum, this recruitment value is evident by Dr. Arlene C.S. Diaz exceptional qualifications for the position.

Respectfully,


Nerissa Bretania-Shafer Ph.D

cc: GPSS, Acting Assistant Personnel Services Administrator
Legal Counsel
File