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Acting Superintendent of
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**DEPARTMENT OF EDUCATION
HUMAN RESOURCES DIVISION**

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KATHERINE M.P. ADA
Personnel Services Administrator

March 17, 2026

The Department of Education is currently accepting job applications for the following position to ESTABLISH A LIST:

OPEN COMPETITIVE JOB ANNOUNCEMENT NO. HRD-046-2026

SPEECH/LANGUAGE PATHOLOGIST (8.336)

OPENING DATE: March 17, 2026 **CLOSING DATE:** CONTINUOUS (UNTIL FILLED)

SALARY: 2023 General Pay Plan (GPP)

Open: O- 1; \$60,875 annum - O-10 \$85,568 per annum

PROMOTION: O-1; \$60,875 per annum - O-18 \$107,291 per annum

LOCATION: DIVISION OF SPECIAL EDUCATION

Funding Type: Federally Funded

Employment: Probationary/Permanent Appointment

We are an Equal Opportunity Employer

MINIMUM EXPERIENCE AND TRAINING:

- A) Two years of professional clinical experience in speech and language pathology or equivalent work and graduation from an accredited or recognized institution of higher education with a Master's degree in Speech-Language Pathology or Communication Disorders; or
- B) Any equivalent combination of experience and training beyond the Master's degree which provides the minimum knowledge, abilities, and skills.

NECESSARY SPECIAL QUALIFICATION:

- A) Possession of a current Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language Hearing Association (ASHA); and
- B) Must be currently licensed to practice in the field of speech-language pathology by the Guam Board of Allied Health Examiners.

MINIMUM EDUCATION REQUIREMENT:

Applicants claiming education accomplishment, such as degrees or credits are required to submit official or verified copies of university or college transcripts. Pursuant to Public Law 29-113, "All new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general high school program, apprenticeship program or successful completion of certification program, from a recognized, accredited or certified vocational technical institution, in specialized field required for the job."

NOTE: Documents to verify training and experience that are required, must be submitted with the employment application form before evaluation can be made. Only training and experience supported by satisfactory documents will be credited.

NATURE OF WORK IN THIS CLASS:

This is professional speech and language pathology work.

Employees in this class perform the full range of professional duties in the diagnosis and treatment of speech-language disorders including independent work in specialized areas of the profession. Responsibilities may include the supervision of not more than five (5) speech-language pathology assistants/fellows as needed to provide technical intervention and perform administrative support work. The licensed SLP is professionally and legally responsible for care given by any speech-language pathology assistant or fellow under the SLP's supervision.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed).

Screens, identifies, assesses, interprets, diagnoses, rehabilitates and/or prevents disorders of speech and language including disorders of dysphagia and related disorders; and cognitive and communications disorders due to mental deficiency, traumatic brain injury, aphasia, stroke or other neurological factors.

Assesses, selects, and develops augmentative and alternative communication systems, and provides training in their use.

Initiates special referrals as appropriate for examinations to be conducted on patient's condition that appear psychological, medical, audiological, dental, and/or education-related in nature.

Provides aural rehabilitation and related counseling services to hearing impaired individuals and their families.

Researches and enhances speech-language proficiency and communication effectiveness (e.g., accent reduction); screens of hearing and other factors for the purpose of speech-language evaluation or the initial identification of individuals with other communication disorders.

Attends meetings and maintains liaison with other professionals and stakeholders concerned with each case to facilitate implementation of treatment recommendations and to ensure follow-up meetings as appropriate.

Maintains records on patient condition, progress, and prognosis; prepares reports.

Participates in professional conferences and staff development training; may present workshops and lectures; trains para-professionals in speech and language screening procedures; maintains professional licensure.

May supervise Speech-Language Assistants and/or Fellows by providing guidance and overseeing their work performance and interventions following regularly scheduled onsite observations; assesses the competence of supportive personnel to perform assigned tasks; documents in-service training and periodic evaluation of performance to assure safe performance of the tasks assigned to supportive personnel.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS:

Knowledge of the neuro-anatomy of speech-language and basic hearing, pathology, and of related anatomy and physiology.

Knowledge of theories and methods of speech and language development, and speech and language disorders.

Knowledge of methods and procedures of speech-language habilitation and rehabilitation.

Knowledge of the effects of related disabilities, disease, and other disorders on speech-language abilities.

Ability to recognize related physiological problems that should be referred for further evaluation.

Ability to supervise or lead the work of others.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to maintain records and prepare reports.

Skill in the use of specialized speech-language therapy and assessment materials and/or electronic equipment.

EMPLOYMENT BENEFITS:

This is a permanent, full-time position with the Division of Special Education. New hires serve a probationary period of at least six months. Satisfactory completion of the probationary period entitles the employee to permanent civil service status & protection. Benefits include; enrollment in the government's Retirement Fund system; group health and life insurance coverage; paid vacation and sick leave; and paid holidays. Full-time employment consists of 40 hours of regular work per week with 26 pay periods per year.

APPLICATION SUBMISSION AND DEADLINE:

Employment applications may be obtained from our website <https://www.gdoe.net/District/Department/14-Human-Resources-Division/1750-Forms.html> or in office, located at Building-B, 501 Mariner Avenue, Barrigada. Interested applicants must submit a completed "Employment Application" form to the DEPARTMENT OF EDUCATION, Human Resources Division Office, on or before the application deadline. Applications with supporting documents will be accepted up **until the position is filled** at the Human Resources Division Office (or via email) between the hours of 8:00 a.m. to 5:00 p.m., Chamorro Standard Time, Monday through Friday, except holidays. Please note that there are two types of DOE job applications - one for FCHPA Covered Positions and one for FCHPA Exempt Positions.

FAIR CHANCES HIRING PROCESS ACT (FCHPA):

This is an **EXEMPT** position. Please complete an FCHPA Exempt Position Job Application. For exempt positions, employers are exempt from following the Fair Chances Hiring Process (pursuant to P.L. 34-22) which prohibits employers from asking for criminal history information until a conditional job offer is given. **Under this job announcement, you are requested to submit a police and court clearance report and to answer questions regarding any criminal convictions at the time of application in order to expedite the hiring process. Convictions, dismissals from employment, dishonorable separations from military service, or other conditions do not necessarily mean automatic disqualification. In determination employment suitability, we will evaluate the circumstances of each individual case, keeping in mind the requirement of the position to be filled as well as final review and approval from the Superintendent.**

FOR ADDITIONAL INFORMATION: Please refer to the **Employment Application General Instructions and Important Information Sheets**, call 475-0496, and/or email humanresources@gdoe.net.



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