

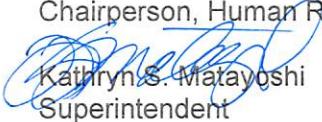


STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

January 19, 2016

TO: The Honorable Brian De Lima
Chairperson, Human Resources Committee

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: Update on status of "Return to SPED" bonuses for retired special education teachers and general education teachers returning to special education

1. DESCRIPTION

The 2013-2017 Collective Bargaining Agreement between the Department of Education and the Hawaii State Teachers Association (HSTA), Appendix XII, provides for the payment of incentives to certain teachers who agree to return to special education for a minimum of three years.

2. UPDATE

The Office of Human Resources will provide a report on the number of teachers to whom the incentives have been paid and the manner in which the incentives have been communicated.

KSM:BAK:je
Attachment

c: Office of Human Resources

General Education Teacher Returning to SpEd

DISTRICT	SY 01-02	SY 02-03	SY 03-04	SY 04-05	SY 05-06	SY 06-07	SY 07-08	SY 08-09	SY 09-10	SY 10-11	SY 11-12	SY 12-13	SY 13-14	SY 14-15	SY 15-16
Honolulu	4	6	5	4	2	1	1	1	0	0			3	4	3
Central	0	2	3	3	2	2	0	0	0	0			1	0	0
Leeward	2	3	5	3	1	1	1	2	4	3	2	2	3	2	1
Windward	1	3	2	2	1	1	0	1	2	3	1	1	0	0	0
Hawaii	0	0	2	2	3	2	1	0	1	4	2	1	1	1	0
Maui	0	0	0	0	0	0	1	1	2	1	1		1	1	1
Kauai	2	2	2	0	0	0	1	2	3	4	2	1	2	2	1
Total Teachers	9	16	19	14	9	7	5	7	12	15	8	5	11	10	6
Amount Paid	\$27,000	\$46,000	\$64,000	\$48,000	\$28,000	\$21,000	\$16,000	\$28,000	\$47,000	\$55,000	\$34,000	\$37,000	\$33,500	\$34,000	\$22,000

A total of 62 employees have received the incentive; the total \$10,000 incentive is payable over a three year period.

APPENDIX XII
MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE OF HAWAII
BOARD OF EDUCATION
AND
HAWAII STATE TEACHERS ASSOCIATION
(RECRUITMENT / RETENTION INCENTIVE FOR
LICENSED SPECIAL EDUCATION TEACHERS)

This Memorandum of Understanding is entered into this 1st day of July 2013, by and between the State of Hawaii, Board of Education and the Hawaii State Teachers Association.

The Association and the Employer acknowledge the critical shortage of highly qualified special education classroom teachers. To address this shortage, the parties agree to a differential of \$10,000 for dual licensed special education teachers currently teaching in general education who agree to return to special education for a minimum of three (3) years.

The parties also agree to a differential of \$10,000 for retired licensed special education teachers who agree to employment as special education teachers for a minimum of three (3) years.

The differential shall be paid in \$3,000 increments each year, except the differential for the third year shall be \$4,000.

This Memorandum of Understanding shall expire on June 30, 2017.

General Education Teacher Returning to SpEd

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Windward	1	3	2	2	1	1	0	1	2	3	1	1	0	0	0
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