

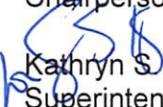


STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

February 16, 2016

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

FROM:  Kathryn S. Matayoshi
Superintendent

SUBJECT: Update on Department of Education Investigations (Department Directed Leave ("DDL") and Leave Pending Investigation ("LPI")): Details Regarding Decision-Making status of Pending Cases

1. DESCRIPTION

The Department's Office of Human Resources (OHR) provides centralized support for the investigation of employees who have been accused of misconduct. Among its functions, the Investigations Section monitors and maintains records of the Department's employees who have been placed on Department Directed Leave ("DDL") and Leave Pending Investigation ("LPI").

2. UPDATE

OHR will provide an update to its previous Human Resources Committee presentations regarding the status of employees on DDL and LPI, with a focus on the post-investigation decision making process.

KSM:BAK:je
Attachment

c: Office of Human Resources

Update on Department of Education Investigations (Department Directed Leaves ("DDL") and Leave Pending Investigation ("LPI")): Details Regarding Decision-Making Status of Pending Cases

A Presentation to the
Board of Education
Human Resources Committee

February 16, 2016

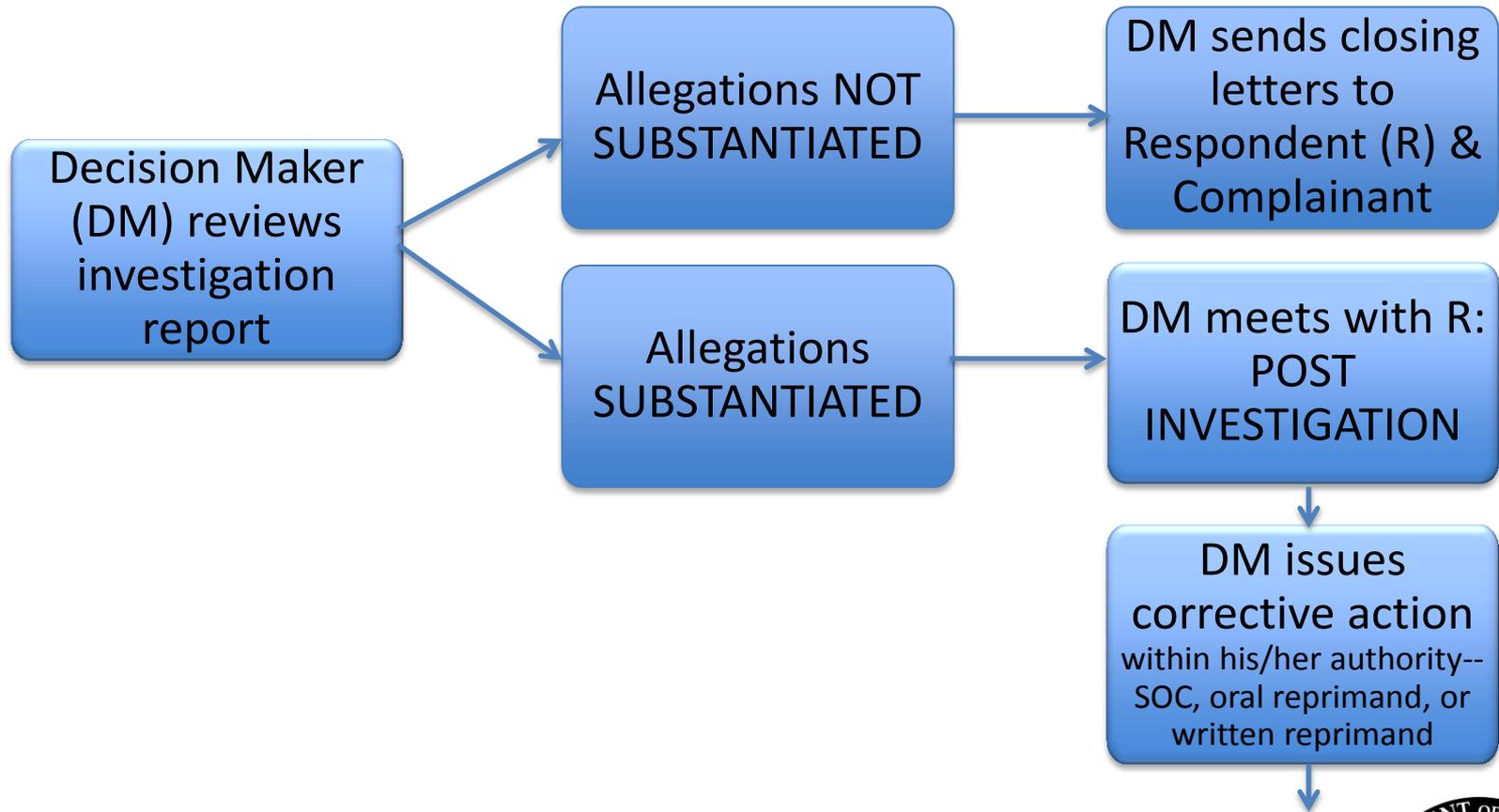


Decision Making Process Overview

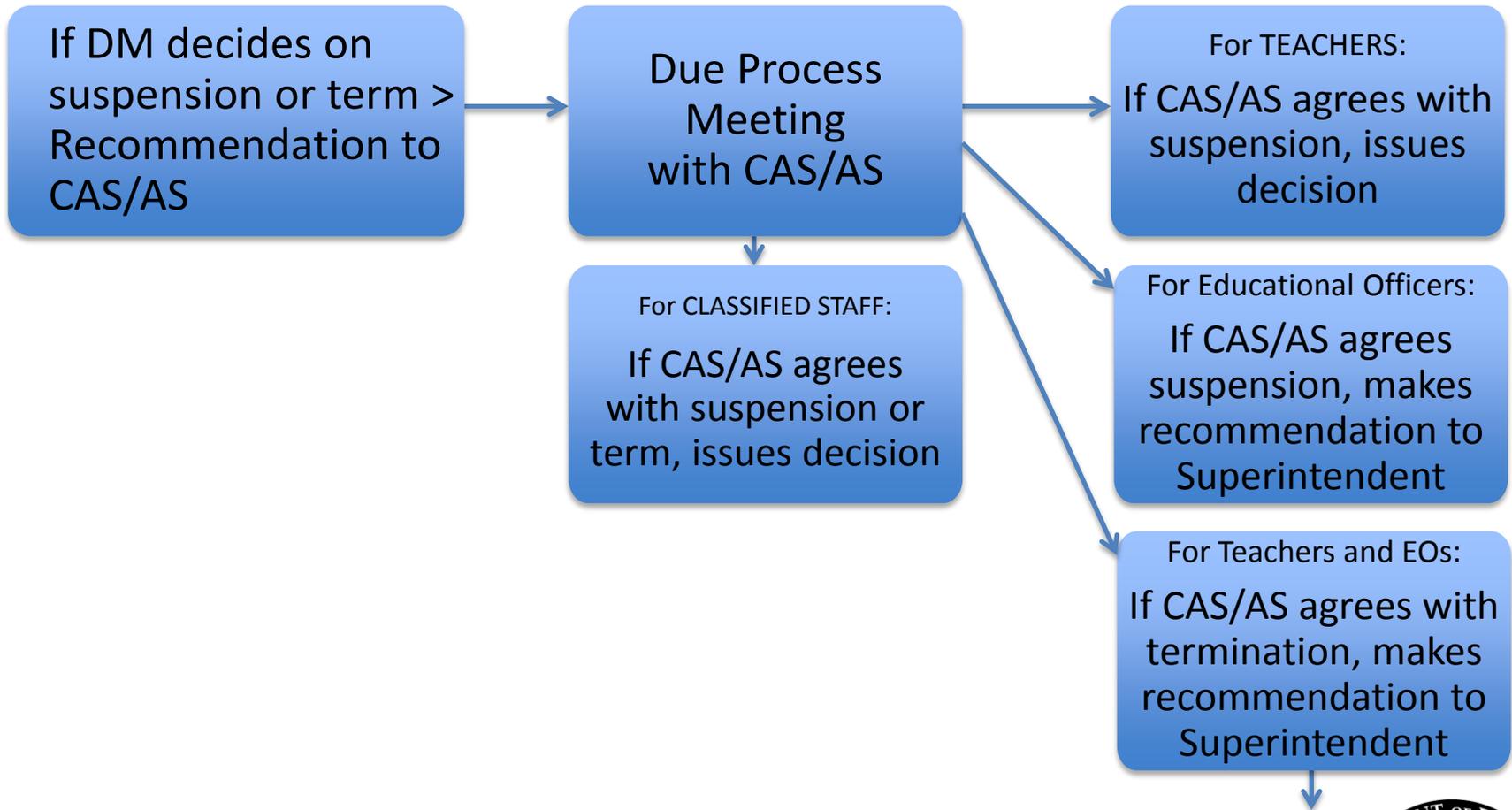
- ◆ Investigation Report transmitted to principal/director (Decision Maker [DM])
- ◆ Post-investigation meeting with employee
- ◆ Principal/director determines appropriate action
- ◆ CAS/AS makes decision (classified) or recommendation to Superintendent (certificated), depending upon level of discipline



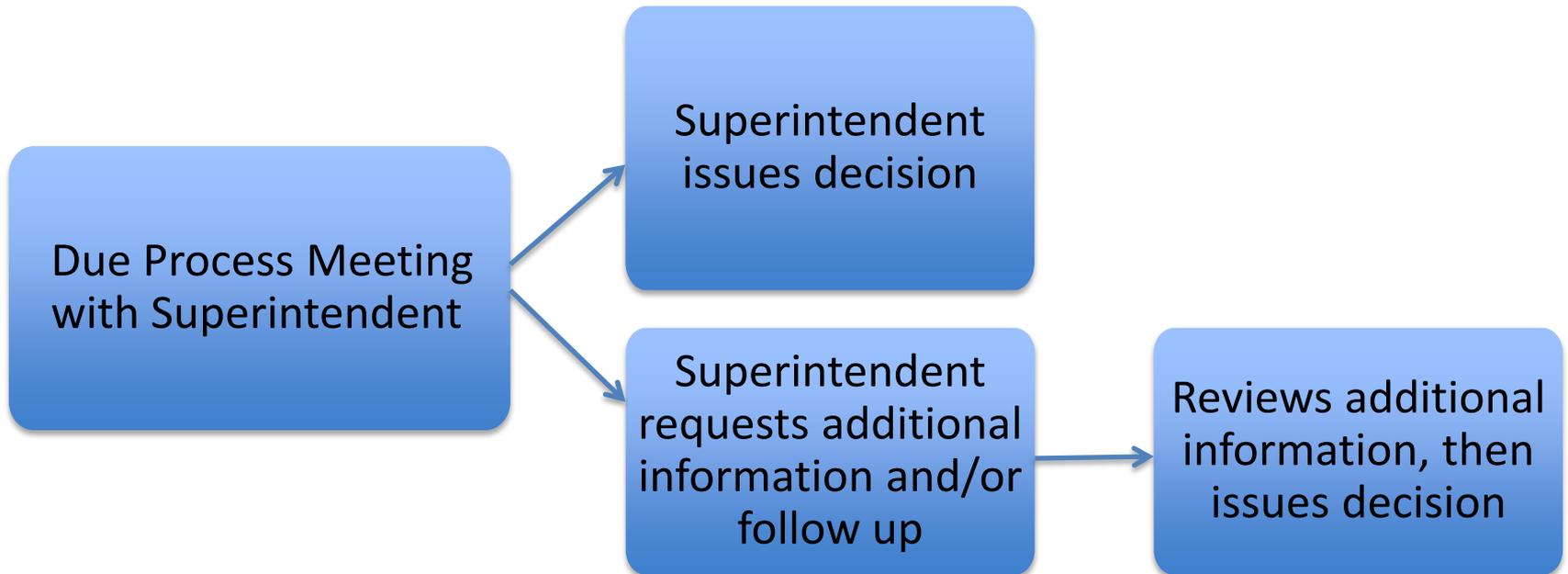
Decision Making Process Overview



Decision Making Process Overview

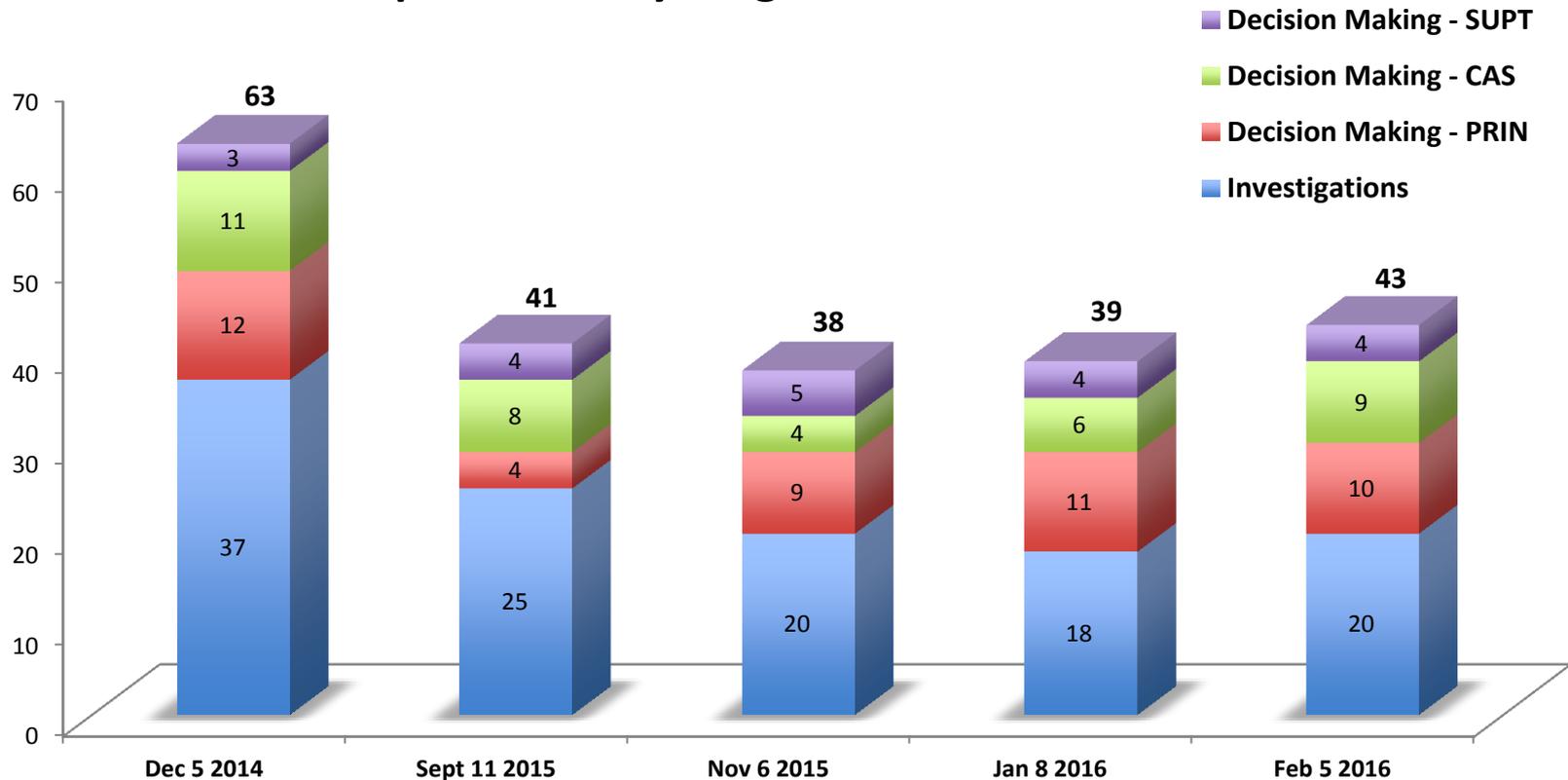


Decision Making Process Overview



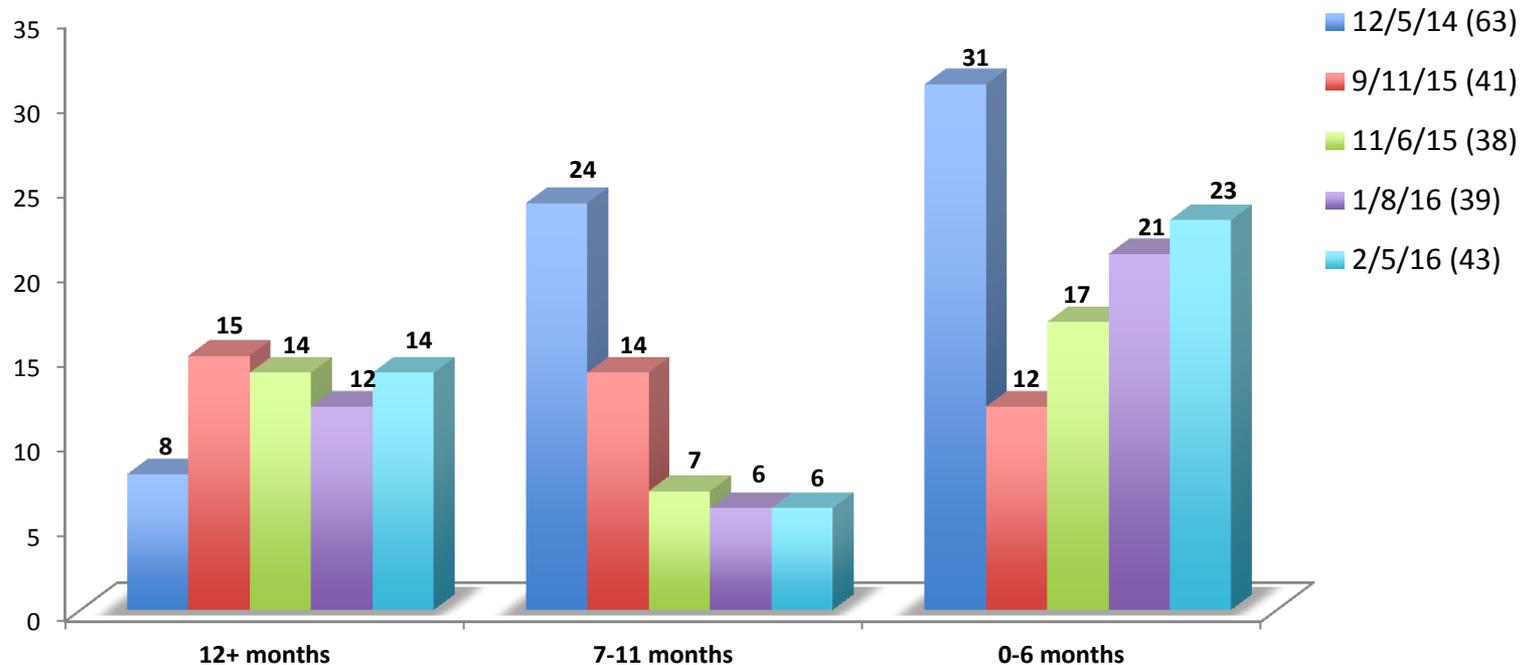
Update on pending cases of Department of Education employees on DDL and LPI

Open Cases by Stage in Process



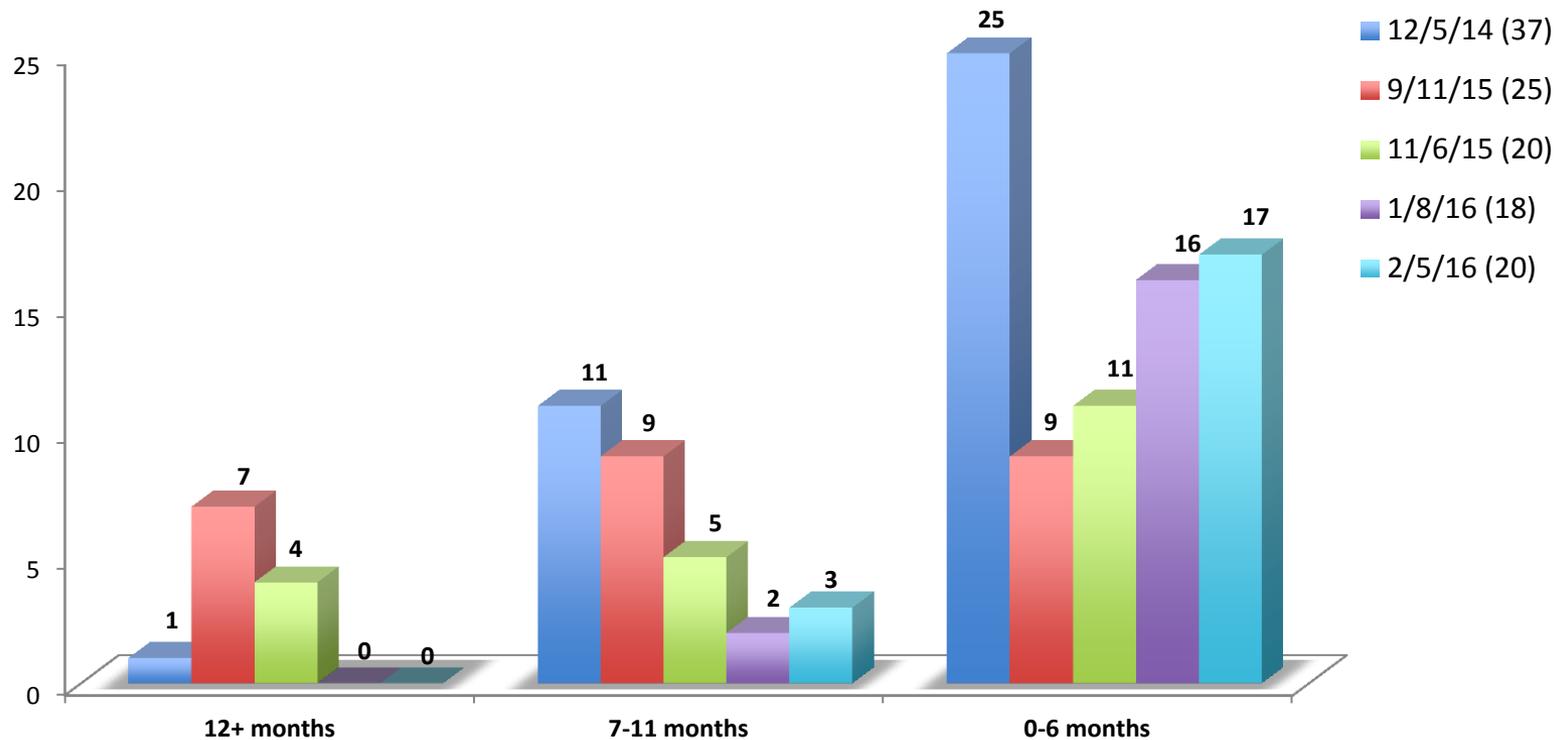
Update on pending cases of Department of Education employees on DDL and LPI

Aging of All Cases from Initial Date of DDL/LPI



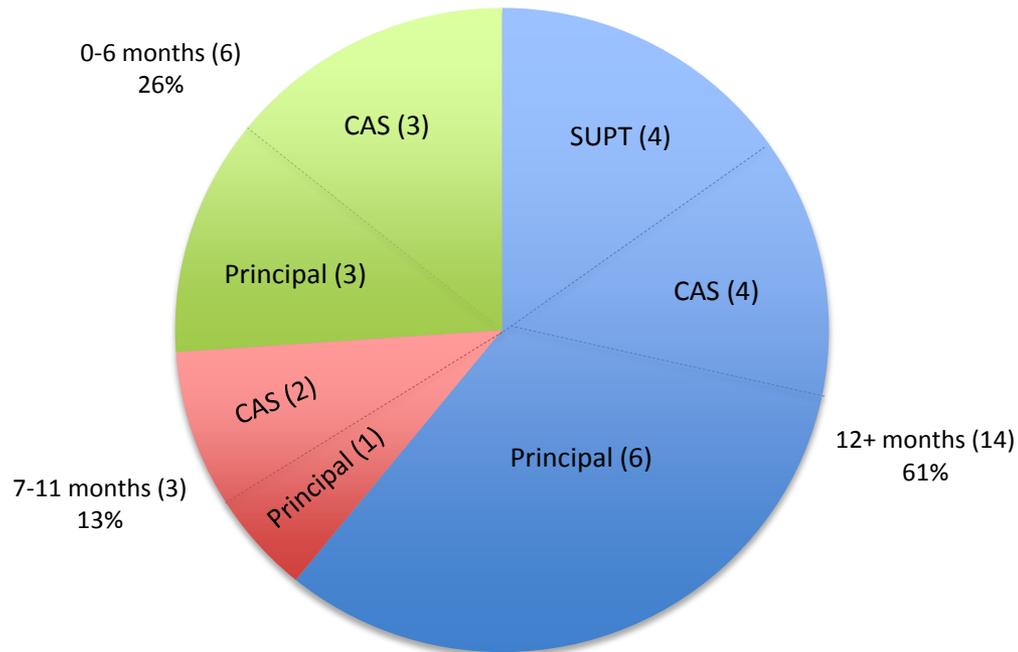
Update on pending cases of Department of Education employees on DDL and LPI

Aging of Cases in INVESTIGATION



Update on pending cases of Department of Education employees on DDL and LPI

Aging of Current Cases in Decision Making



DDL.LPI Updates as of 2/11/16

	Type of School	Investigator Category	BU	POSITION TITLE	Age of Case Months Range	Length of time in Decision Making	Nature of Allegations	Status as of 2/11/16
1	High	District	5	Teacher	12+	12+	Inappropriate conduct toward students	Decision Making - Supt
2	High	District	5	Teacher	12+	12+	Hostile work environment	Decision Making - Supt
3	High	District	1	School Custodian	12+	7-11	Workplace violence	Decision Making - CAS
4	Elementary	CRCO	5	Teacher	12+	7-11	Sexual harassment, inappropriate conduct toward students	Decision Making - Principal
5	High	OHR-Inv	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Supt
6	High	CRCO	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Principal
7	High	CRCO	1	School Custodian	12+	0-6	Inappropriate sexual relations with student	Decision Making - CAS
8	High	CRCO	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - CAS
9	Elementary	CRCO	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Principal
10	Elementary	School	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Supt
11	High	CRCO	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Principal
12	Elementary	CRCO	5	Teacher	12+	0-6	Sexual harassment	Decision Making - CAS
13	Middle/Inter	CRCO	5	Teacher	12+	0-6	Inappropriate conduct toward students	Decision Making - Principal
14	High	CRCO	5	Teacher	12+	0-6	Inappropriate sexual relations with student	Decision Making - Supt
15	K-12	OHR-Inv	3	Educational Asst	12+	0-6	Inappropriate conduct toward students	Decision Making - CAS
16	7 - 12	District	5	Teacher	7-11	7-11	Inappropriate conduct toward students	Decision Making - Principal
17	High	CRCO	1	School Custodian	7-11		Sexual harassment	Investigation ongoing
18	Elementary	CRCO	2	School Custodian	7-11	0-6	Sexual harassment	Decision Making - Principal
19	Elementary	CRCO	5	Teacher	7-11	0-6	Inappropriate conduct toward students	Decision Making - Principal
20	Elementary	District	5	Teacher	7-11	0-6	Inappropriate conduct toward students	Decision Making - Principal
21	District	District	5	Teacher	0-6	0-6	Workplace violence	Decision Making - CAS
22	Middle/Inter	School	5	Teacher	0-6	0-6	Inappropriate conduct toward students	Decision Making - CAS
23	Middle/Inter	School	5	Teacher	0-6	0-6	Inappropriate conduct toward students	CLOSED
24	High	OHR-EBC	1	School Custodian	0-6	0-6	Suitability analysis	Decision Making - AS
25	7 - 12	CRCO	1	School Custodian	0-6	0-6	Inappropriate conduct toward students	Decision Making - Principal

DDL.LPI Updates as of 2/11/16

26	Elementary	School	1	School Custodian	0-6	0-6	Hostile work environment	Decision Making - Principal
27	High	CRCO	3	Educational Asst	0-6		Inappropriate use of DOE internet and/or technology, inappropriate conduct toward students	Investigation ongoing
28	High	OHR-EBC	1	School Custodian	0-6		Suitability analysis	Investigation ongoing
29	Middle/Inter	District	3	Office Assistant	0-6		Fiscal improprieties	Investigation ongoing
30	Elementary	School	1	Cook	0-6	0-6	Hostile work environment	Decision Making - Principal
31	Elementary	School	1	School Custodian	0-6	0-6	Hostile work environment	CLOSED
32	Middle/Inter	CRCO	5	Teacher	0-6		Inappropriate sexual relations with student	Investigation ongoing
33	Middle/Inter	District	5	Teacher	0-6		Inappropriate conduct toward students	Investigation ongoing
34	Middle/Inter	School	5	Teacher	0-6		Inappropriate use of DOE internet and/or technology	Investigation ongoing
35	Middle/Inter	School	3	School Security Attendant	0-6	0-6	Inappropriate conduct toward students	CLOSED
36	Middle/Inter	CRCO	5	Teacher	0-6		Inappropriate conduct toward students	Investigation ongoing
37	7 - 12	CRCO	5	Teacher	0-6		Inappropriate conduct toward students, hostile work environment	Investigation ongoing
38	Elementary	District	5	Teacher	0-6		Inappropriate conduct toward students	Investigation ongoing
39	High	CRCO	3	Educational Asst	0-6		Inappropriate conduct toward students	Investigation ongoing
40	Elementary	District	1	School Custodian	0-6		Inappropriate use of DOE internet and/or technology	Investigation ongoing
41	Middle/Inter	CRCO	5	Counselor	0-6		Inappropriate sexual relations with student	Investigation ongoing
42	Elementary	District	5	Teacher	0-6		Inappropriate conduct toward students	Investigation ongoing
43	High	School	5	Teacher	0-6		Inappropriate conduct toward students	Investigation ongoing