



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

OFFICE OF THE SUPERINTENDENT

April 18, 2019

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

FROM: *Christina M. Kishimoto*
Dr. Christina M. Kishimoto
Superintendent

SUBJECT: **Presentation on Workers' Compensation Program**

1. DESCRIPTION

The Hawaii State Department of Education's Office of Talent Management (OTM) provides a centralized Workers' Compensation (WC) program for work-injured employees, official volunteers, and students participating in school-approved work-based learning.

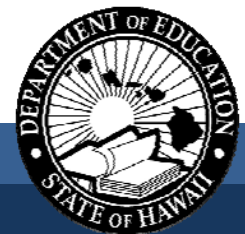
2. PRESENTATION

OTM will provide a presentation on the WC program, claims handling process, funding and expenditures, volume of WC claims, improvements, and challenges.

CMK:vac
Attachment

c: OTM

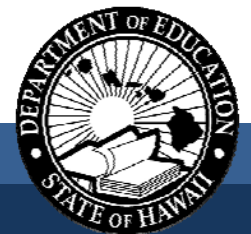
**Board of Education
Human Resources Committee
April 18, 2019
Presentation on Workers'
Compensation Program**



Purpose of the Workers' Compensation Program

Provides employees who suffer an industrial injury or illness with medical care, wage loss replacement, and permanent disability benefits.

- **Evaluates Benefit Eligibility**
- **Processes Medical and Disability Benefits**
- **Coordinates Return To Work**
- **Provides Representation at Administrative Hearings**

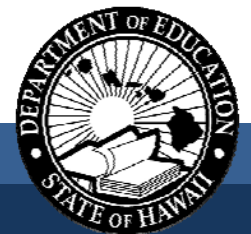


What Injuries Are Covered?

- **Industrial Injuries caused by an accident arising out of and in the course of employment**
- **Diseases proximately caused by or resulting from the nature of the employment**

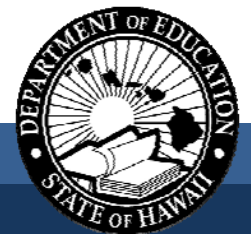
Who is Covered?

- **DOE Employees – Part time and full time**
- **Volunteers i.e., coaches, chaperones**
- **Students in specific work-based learning programs (HRS Secs. 302A-430 and 302A-440)**

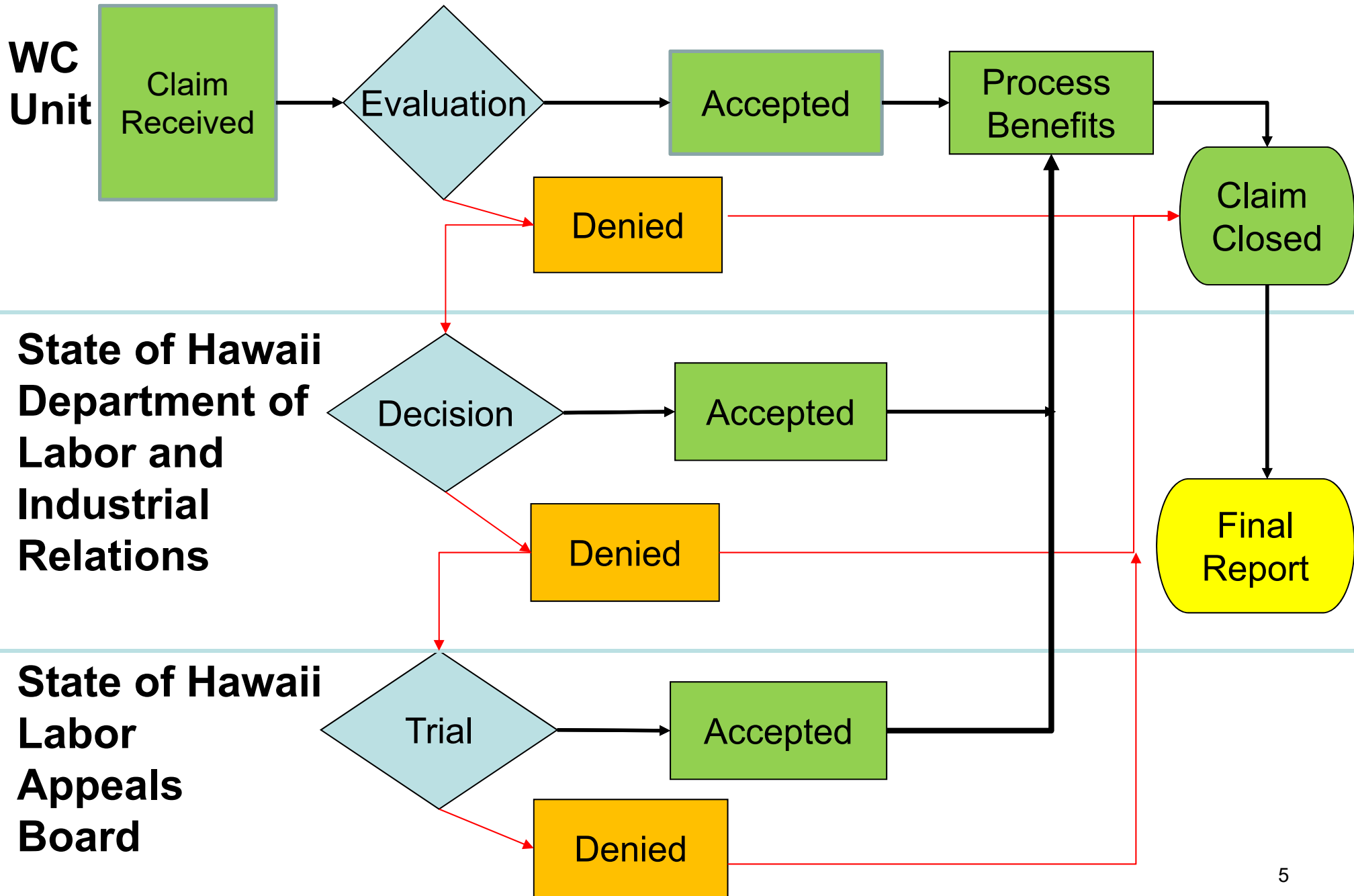


Benefits

- **Medical Care, Services, and Supplies**
- **Wage Replacement (not including the first three days of total disability)**
- **Permanent Disability**
- **Return To Work Priority Program**
- **Vocational Rehabilitation**
- **Disfigurement**
- **Death**



Claims Handling Process



Funding and Expenditures

	SY2017	SY2018	SY2019
			(March 2019)
Initial General Budget Allocations	\$8,523,490	\$8,523,490	\$8,523,490
Additional Funding	\$5,669,548	\$6,581,042	\$4,000,000
Total Budget	\$14,193,038	\$15,104,532	\$12,523,490
Total Expenditures	\$13,789,644	\$15,525,838	\$11,445,117
Balance	\$403,394	(\$421,306)	\$1,022,878

Source for SY2017, SY2018, and SY2019 data: HIDOE Budget Allocations, as of 3/21/2019.

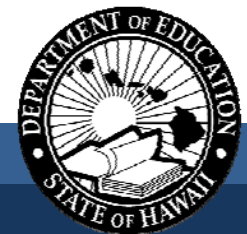
Source for SY2019 expenditure data: HIDOE Financial Reporting System (FRS), as of 3/28/2019.



WC Claims Volume Data

Annual School Year: July 1 – June 30

School Year	Claims Managed	Claims Opened	Claims Closed
SY2016	2,726	832	580
SY2017	2,941	774	406
SY2018	3,043	700	300
SY2019	3,590	540	TBD



Improvements and Challenges

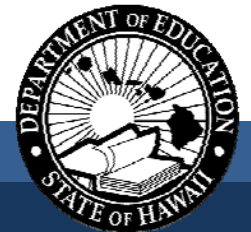
Improvements

- Organizational
- Technological
- Overtime Cost Reduction

School Year	Hours	Cost
2017	1,269	\$51,171.43
2018	730	\$28,803.08
2019 (March)	300	\$11,967.36

Challenges

- Claims Submission and Processing Timeliness
- Consistent Funding
- Continuous Training



Questions

Cynthia A. Covell

Hawaii State Department of Education

Assistant Superintendent

Office of Talent Management

