



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

OFFICE OF THE SUPERINTENDENT

September 20, 2018

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

FROM: Dr. Christina M. Kishimoto
Superintendent

A handwritten signature in blue ink, appearing to read "Christina M. Kishimoto".

SUBJECT: **Committee Action on Compensation Adjustments for Department of Education Employees Excluded from Collective Bargaining Unit 6**

1. **RECOMMENDATION**

The Department of Education (Department) requests approval from the Board of Education (Board) to provide a single step movement retroactive to January 1, 2018; a single step movement January 1, 2019; a single step movement January 1, 2020; and a single step movement January 1, 2021 for two employees in the Board Support Office and for the Superintendent's Administrative Assistant who are excluded from Hawaii Government Employees Association (HGEA) Bargaining Unit (BU) 6. Employees shall also be eligible for Hawaii Employer-Union Health Trust Fund (EUTF) benefits as set forth in the Agreement for BU 6.

2. **RECOMMENDED EFFECTIVE DATE**

January 1, 2018.

3. **DISCUSSION**

a. Conditions leading to the recommendation:

The collective bargaining agreements covering the Department's employees expired June 30, 2017. For the HGEA bargaining units, new agreement provisions were negotiated with an effective date of July 1, 2017. The terms include adjustments to salaries and the amounts payable for benefits administered by the Hawaii Employer-Union Health Benefits Trust Fund

(EUTF). These three employees were inadvertently excluded from the Department's request when the Board approved these same compensation adjustments to similar employees on June 20, 2017.

- b. Previous action of the Board and Committee(s) on the same or similar matter:

On June 20, 2017 the Board approved these same compensation adjustments for the Department's employees excluded from collective BU's 3, 6, and 13 and Excluded Managerial Compensation (EMCP) Employees.

- c. Other policies affected:

None.

- d. Arguments in support of the recommendation:

Hawaii Revised Statutes, Chapter 89C, requires the "appropriate authority" to adjust the wages and benefits of its employees who are excluded from collective bargaining. Such employees are entitled to adjustments that are equivalent or not less than those of their included counterparts.

The Board is the "appropriate authority" for its Support Office employees. Accordingly, the Department seeks approval of the adjustments for the Board Support Office employees excluded from BU 6.

Providing the step movements will ensure the retention of high-performing individuals with the knowledge, skills and abilities to continue to support student achievement. In addition, the Board's authorization of compensation adjustments effective January 1, 2018 should assist with retention efforts within the group.

- e. Arguments against the recommendation:

None.

- f. Other agencies or department of the State of Hawaii involved in the action:

None.

- g. Possible reaction of the public, professional organizations, unions, Department staff, and/or others to the recommendations:

None anticipated.

h. Educational implications:

Fair and equitable compensation for all Department employees is inherent in the Strategic Plan's Goal 2 (Staff Success) and will support a high-performing culture where all employees are effectively contributing to student success.

i. Personnel implications:

None.

j. Facilities implications:

None.

k. Financial implications:

Funding for the proposed compensation adjustments has been included in the Department's budgeted salary projections not to exceed \$5000.

4. **OTHER SUPPLEMENTARY RECOMMENDATIONS**

None.

CMK:cac