

BOARD OF EDUCATION MEETING
HUMAN RESOURCES COMMITTEE

9:30 A.M.

JANUARY 21, 2021

IIIA. PRESENTATION ON DEPARTMENT OF EDUCATION'S REORGANIZATION PLAN TO PRESERVE CLASSROOM INSTRUCTION: TEMPORARY OR PERMANENT CLOSURE, CONSOLIDATIONS, REORGANIZATION, RESTRUCTURING, OR MERGER OF OFFICES, PROGRAMS, SERVICES, AND POSITIONS FOR COMPLEX AREA AND SCHOOL LEVELS.

1338 FTE'S SCHOOL LEVEL

21 OF 254.25 (-8.26%) FTE COMPLEX LEVEL

- TABLE 1:

How were the different percentages of projected FTE Reductions for Complex Areas determined?

- TABLE 2:

How were the types of positions reduction determined for the Complex Areas?

Additionally, Page 7 is disgusting from the point of view that these cuts are crippling schools by reducing school level operational funds.

STAFF REDUCTIONS:

The process of Reductions in Force will be detrimental for those teachers let go, as well as those that have not been let go. This document is not something that was just put together. It is part of a long term plan, developed by the Superintendent and her Deputies. Some teachers have already been told that they be let go. This leads me to believe that the process has already started. On Pages 8-9, the RIF timeline is displayed. The month of February is designated for The Office of Talent Management to compile the list. If that is true, then how do teachers already know that they will be leaving.

The Projected School list is created in January, another example of the plan that is already taking place. So you could say, well we expedited the process. That is another way that teachers have already been notified of RIF. Those displaced and unable to be re-assigned will end their yearly contract.

As for the Complex by Complex reduction of 10%, these students will be the ones that suffer. Teachers are already suffering because they know.

Page 9 of the Finance Committee Presentation (next), DOE will spend \$53M of the ESSER II funding on awarding contracts to 5 companies to provide tutoring services. DOE will also spend \$9.65M on Summer Learning. I suggest you read the comments column for both of these purposes.

I leave it at that.



Testimony BOE <testimony.boe@boe.hawaii.gov>

HE'E Testimony for HR Committee, FIC Committee and GBM, January 21, 2021

1 message

Cheri Nakamura <cheri.nakamura@gmail.com>

Wed, Jan 20, 2021 at 8:56 AM

To: Board of Education Testimony <testimony.boe@boe.hawaii.gov>

Aloha,

Please see attached HE'E's testimony for the HR Committee Meeting, FIC Committee Meeting and the GBM, January 21, 2021.

Regards,

Cheri Nakamura

HE'E Coalition

3 attachments **HE'E Testimony HR Meeting 01 21 2021.pdf**
143K **HE'E Testimony FIC Meeting 01 21 2021.pdf**
188K **HE'E Testimony GBM 01 21 2021.pdf**
126K



January 21, 2021
Human Resource Committee

Dear Chair Takeno and Members of the Committee,

III. A. Presentation on Department of Education's Reorganization Plan to Preserve Classroom Instruction: Temporary or Permanent Closure, Consolidations, Reorganization, Restructuring, or Merger of Offices, Programs, Services, and Positions for Complex Area and School Levels

We would like to comment on this discussion item.

With the 10% budget reduction directive to the complex and schools, we knew that personnel reductions would be impacted the most, since the bulk of educational expenses is on personnel. We are troubled to hear that the Department is projecting a reduction of 1338 Full Time Equivalent (FTE) positions, including 1317 positions at the school level, due to the 10% budget reductions, and we agree that the impact will be extremely damaging to the schools.

On a positive note, the second round of the Education Stabilization Fund's Elementary and Secondary School Emergency Relief Fund (ESSER II) of \$184 million is on its way. **We strongly advocate that the federal funds should go right back to restoring the positions cut at the school level, restoring the 10% cuts that the school were asked to make.** Specifically, 10% of EDN 100 or School Based Budgeting funds, including Weighted Student Formula (roughly \$100 million), and EDN 150 or Special Education funds (\$40 million) should be restored. The remainder of the ESSER II Funds (roughly \$40 million) should be used on school level supports for vulnerable students, in particular, health and safety resources such as Personal Protective Equipment (PPE) and additional personnel in the classroom to support teaching and learning.

We have an observation about the Department's budget reduction analysis. When looking at the Department's process of determining how to make the 10% budget reductions, we did not see a strategic guidance process on how budget cuts should be made. It appeared that the decisions were left up to each school and complex. While flexibility is good to have, perhaps it would have been better if there were some higher-level guidance with strategic parameters in place, especially when resources are so scarce. For example, there could have been recommendations like "as much as possible, classroom teachers should be maintained," or "resources should be preserved for both health and safety and teaching and learning to address our most vulnerable students." From the materials that the Department presented, we could not tell if schools were prioritizing classroom teachers (as we cannot tell if it is classroom or resource teachers that are being reduced) or if supports for our vulnerable students are being maintained. In using the \$184 million or any other funds, the priority should be health and safety of all in DOE Schools and maintaining quality instruction in the classroom.

Thank you for this opportunity to testify.
Sincerely,

Cheri Nakamura
HE'E Coalition Director

HE'E Coalition Members and Participants

Academy 21
After-School All-Stars Hawai'i
Alliance for Place Based Learning
American Civil Liberties Union
Atherton YMCA
*Castle Complex Community Council
*Castle-Kahuku Principal and CAS
*Education Institute of Hawai'i
*Faith Action for Community Equity
Fresh Leadership LLC
Girl Scouts Hawai'i
Harold K.L. Castle Foundation
*HawaiiKidsCAN
*Hawai'i Afterschool Alliance
*Hawai'i Appleseed Center for Law and Economic Justice
*Hawai'i Association of School Psychologists
Hawai'i Athletic League of Scholars
*Hawai'i Children's Action Network
Hawai'i Education Association
Hawai'i Nutrition and Physical Activity Coalition
* Hawai'i State PTSA
Hawai'i State Student Council
Hawai'i State Teachers Association
Hawai'i P-20
Hawai'i 3Rs
Head Start Collaboration Office
It's All About Kids
*INPEACE
Joint Venture Education Forum
Junior Achievement of Hawaii
Kamehameha Schools
Kanu Hawai'i
*Kaua'i Ho'okele Council
Keiki to Career Kaua'i
Kupu A'e
*Leaders for the Next Generation
Learning First
McREL's Pacific Center for Changing the Odds
Native Hawaiian Education Council
Our Public School
*Pacific Resources for Education and Learning
*Parents and Children Together
*Parents for Public Schools Hawai'i
Punahou School PUEO Program
Special Education Provider Alliance
*Teach for America
The Learning Coalition
US PACOM
University of Hawai'i College of Education
YMCA of Honolulu
Voting Members () Voting member organizations vote on action items while individual and non-voting participants may collaborate on all efforts within the coalition.*