



Testimony BOE &lt;testimony.boe@boe.hawaii.gov&gt;

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**HR Meeting**

1 message

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Tue, Aug 30, 2022 at 8:19 AM

Human Resources  
September 1, 2022  
Susan A. Pcola-Davis

**Recommendation for Action****C. Committee Action on appointment of deputy superintendent**

**Approve:** Heidi Armstrong is fully equipped to fill the position as Deputy Superintendent. She has a robust communication style that may help repair the distance that the public has felt towards the Department for several years and exacerbated by the pandemic. With the knowledge of the Department and the ability to reflect on its past history, she has the aptitude to advise the Superintendent on issues that are being reflected by the school community. As his advisor, Mr. Armstrong needs to honestly and openly communicate with him as well as her constituents. This means addressing the hard issues and discussing the real problems.

Our superintendent needs to surround himself with a leadership team that can support him and provide a clear, honest account of the whole system; complexes, schools, complex superintendents, principals, vice principals, teachers, the whole school community. But her first obligation is to the students of Hawaii public schools. Yes, I expect that Ms. Armstrong can do all of this.

Keeping that in mind. Ms. Armstrong, and choreographing the music to support the system will bring the continual improvement that our schools need for a fresh start and bright future.

Subject: Testimony

Name: Excluded Managerial Complex Area Business Managers [REDACTED]  
[REDACTED]

Meeting: September 1, 2022 Human Resources Committee (11:00 a.m.)

Agenda Item: IV. B. Committee Action on compensation adjustments for Department of Education Excluded Managerial Compensation Plan ("EMCP") employees

Position: Support and Comment

We wish to thank the Department of Education and its Office of Talent Management for bringing this matter to the Human Resources Committee. We are also grateful for the consideration of the item by the Honorable Members of the Human Resources Committee.

We are in support of this item, but also wish to request OTM provide clarification of the policies, process, procedures and computation methodology in the future. As excluded employees, we are specifically seeking written policies as related to performance (including performance based pay), pay schedules (including how With-In Range Progressions (WIRP) are calculated and applied), and initiating factors and timing of adjustment actions (if any).

The WIRP methodology does not appear to be standardized or consistent. The September 1, 2022 memo addressed to the Honorable Chairperson Barcarse, paragraph 2, section 5. DISCUSSION, a. Conditions leading to the recommendation states in relevant part: "The other two are increases within the salary range comparable to step movements for the included BU 13 counterparts." BU 13 members experience a forward movement from step to step, and maintain the step level according to the applicable collective bargaining contract term. However, WIRPs applied to EMCP salaries result in minimal to no forward movement, and are arguably not comparable to step movements. Loyal and dedicated EMCPs employed for several years are still at the lowest end of the HIDEOE salary range, quite similar to a newly hired EMCP employee. We have sought clarification of this process, including the involvement of local AFSCME, but our collective requests have not been addressed to date.