



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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State of Hawaii
Board of Education
Human Resources Committee

Testimony by the
Hawaii Government Employees Association,
AFSCME Local 152, AFL-CIO

October 6, 2022

Relating to Discussion Item VI.A. – Presentation on Department's
Plan to address teacher salary equity and compression

In the February 17, 2022 General Board Meeting, the Board unanimously approved to amend the Board's policy positions for the 2022 Legislative Session to support proposed legislation that increases the compensation of all school-level employees in public schools. The board noted that all school-level employees, and not just teachers, are important to school quality and student achievement.

During the 2022 Legislative Session, lawmakers appropriated funds to compensate teachers for their years of service in the classroom and correct their salary compression. While this appropriation is well deserved for the approximately 9,156 teachers who will see their compensation adjusted permanently, the HGEA represents over 7,000 DOE employees whose working conditions, compensation plans, and benefits are equally deserving of the same attention and consideration.

The HGEA represents...

- School Food Service Managers and Head Custodians facing severe cafeteria and custodial staffing shortages;
- School Administrative Services Assistants, Account Clerks and Office Assistants handling more administrative duties than ever before;
- School Security Assistants and Safety Security Officers facing increased threats, students disciplinary issues, and harassment cases;
- Educational Assistants who are paid at or near minimum wage and do not get the shortage differentials as their teacher counterparts in Special Education and Hard-to-Staff locations;

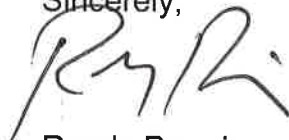
- Educational Officers facing an urgent recruitment problem as the salary gap between Bargaining Units 5 and Unit 6 diminish as a result of the teacher salary compression and shortage differentials; and,
- Special Services Personnel such as Speech Language Pathologists and School Psychologists who need to be reclassified and repriced based on comparisons with other classes.

These are just a few of the many essential job classifications held by our HGEA members. We believe these classifications are as significant as the teachers and urge the Board to direct the DOE to take a more holistic and comprehensive approach to its workforce plan. This includes monitoring every vacancy that goes unfilled and every service that gets contracted out. Board Policy E-204 states, "The Department shall use a long-range and strategic approach to managing its human resources that are so essential to educational excellence."

Putting the interests of one classification of employees over and above all others is not only unfair but has caused divisiveness and low morale at schools and in offices across the tri-level system. As expressed in previous testimonies and demands to bargain, ALL employees play a critical role in serving our students and our communities. The HGEA is committed to engaging in good faith bargaining on mandatory subjects of collective bargaining and to discussing solutions to address ongoing challenges with recruitment, hiring and retention for the employees we represent.

Thank you for the opportunity to submit our testimony.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Perreira". The signature is stylized with a large, looped "R" and "P".

Randy Perreira
Executive Director