



March 23, 2023  
Human Resources (HR) Committee  
General Business Meeting

Dear Chair Barcarse, Chair Voss and Members of the Board,

We have additional comments we would like to submit with respect to HR Committee Item V.A. and GBM Item VI. A.

Regarding Comments on the DOE Memo:

- We wanted to point out to the BOE that the data regarding associate superintendent base salary with district enrollment over 100,000 students in “2021-22 Superintendent’s Salary & Benefits Study” is suspect to us because out of the 30 districts in the nation with over 100,000 students, only 5 participated in the study and only 4 provided information on associate superintendent base salary. (Appendix A.) An N size of 4 is nowhere near a representative sample of “external market conditions.” Therefore, it is misleading for the DOE to present this information as representative.
- The DOE states that it will have sufficient resources within its budget to accommodate salary adjustments for FY22-23 and FY23-24, but is this true beyond that point? We are just past the half-way point of the legislative session and it appears that the legislature is striking a more cautious tone on spending. That coupled with an uncertain state economy should prompt both the DOE and BOE to be sensitive to a sustainable course of action. We are certain that legislators are watching situations like these to assess whether departments are thinking through how to use resources optimally or whether they are disregarding the fact that resources are limited.
- The BOE is giving an opportunity to the DOE to create a salary structure that will incentivize leadership to outperform and demonstrate excellence. It is also an opportunity for DOE to create a system to show the public that leaders will also be held accountable. We urge the BOE to press the DOE for a salary structure that will allow for this.

Thank you for this opportunity to testify.

Sincerely,  
Cheri Nakamura  
HE'E Coalition Director

## HE'E Coalition Members and Participants

Academy 21

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

Special Education Provider Alliance

\*Teach for America

The Learning Coalition

US PACOM

University of Hawai'i College of Education

\* Youth Service Hawai'i

*Voting Members (\*) Voting member  
organizations vote on action items while  
individual and non-voting participants may  
collaborate on all efforts within the  
coalition.*

## Appendix A

**Findings:** When base salary is considered by racial/cultural group, some variation is noted, although the small number of respondents in some groups makes definitive analysis difficult, if not inappropriate.

**Table 2.4.** Superintendent salary (Q7) and terminal degree (Q6)

Terminal Degree	Minimum	25%	Median	75%	Maximum	N
EdD	74845	135000	165000	206000	370000	758
EDS	85000	108610	123550	144696	238000	159
PhD	85000	134500	160000	203500	336000	167
Masters	65000	116350	135653	165000	365000	694
JD	107605	143625	166100	204250	300000	12
CPA	140000	160590	181180	201770	222360	2

**Findings:** Where sufficient numbers of responses exist, superintendents with either an EdD or PhD have high median salaries.

**Table 2.5.** Associate superintendent base salary (Q8) and district enrollment (Q2)

District Enrollment	Minimum	25%	Median	75%	Maximum	Omitted	N
Fewer than 300	40000	80000	90000	117500	140500	140	15
300 to 999	65000	92244.75	101000	124000	185000	355	83
1,000 to 2,999	75000	104000	116000	135000	259116	218	370
3,000 to 4,999	75000	117500	135000	155320	250000	16	213
5,000 to 9,999	64000	122265.8	144500	164269.5	265000	6	194
10,000 to 24,999	89000	135000	149000	175000	250000	0	113
25,000 to 49,999	100000	152500	170000	188000	258000	1	35
50,000 to 99,999	127765	155250	172000	179000	225000	1	10
100,000 or more	148000	165963.8	180975	197500	220000	1	4
					Total	738	1037

**Findings:** Consistent with findings in previous editions of the study, the larger the student enrollment of the district, the higher the mean base salary for assistant/associate superintendents when sample sizes exceed ten responses. It is noted that in districts with lower enrollments, these positions often do not exist. A modest but consistent increase in median salaries is seen over previous editions of this study.

State of Hawaii  
Board of Education

Testimony by Komarey Moss, Principal at Red Hill Elementary School  
March 23, 2023

Agenda Item IV.A. Committee Action on amendment of Department of Education  
("Department") Leadership Salary Structure: salary establishment process for Deputy, CAS, and  
AS and salary range change

To Our Honorable Board of Education Members,

I would like to submit testimony in FAVOR of the amendment of the Department's Leadership Salary structure specifically related to the salary establishment process for Deputy, CAS, and AS and salary range change.

The Complex Area Superintendent is very important to the function of the Complex Area. They provide a vital role in the Department as part of a bigger system. There are very few CAS'. As such, the compensation must be appropriate to reflect their value to our vertical leadership structure. Salary in Hawaii is not comparable to the cost of living (in general). Adequate salary for educators should be comparable to more notable careers, but it's not. We all affect students in various ways, either directly or indirectly. At the school level, we run into many challenges which require support from our CAS. This support is crucial to our roles as Principals affecting every single student in our schools.

My CAS is integral to my success as a Principal. I am responsible for making many decisions each day. Many of these decisions are difficult, and some are beyond difficult. This is when I rely on the advice and guidance of my CAS. Where my role has reached its limit, I expect my CAS to provide his support. My CAS has been instrumental in supporting my colleagues and myself throughout the entirety of the pandemic and the dreaded contaminated fuel crisis which continues to be an issue in the headlines. If I were able to do my job without my CAS, John Erickson, this testimony would not be submitted.

Keeping good leaders in Hawaii when we desperately try to build the pipeline of leaders is important for the Board to recognize. The work is hard for all three levels of leadership. Without great CAS' leading our Complex Area, our schools are without proper support to take care of our students. Compensating them properly for their work is vital to the success of our Department.

Collectively, these 15 CASs affect 169,502 students. An appropriate raise and revised salary schedule for a vital group of leaders (without a bargaining unit) is just simply doing right by them. If we value their roles, we need to appropriately compensate them to reflect our beliefs. Failing to do so sends a message that we are not acknowledging the importance of their roles in our public schools.

Sincerely,

A handwritten signature in black ink, appearing to read 'Komarey Moss', with a stylized flourish extending to the right.

Komarey Moss  
Red Hill Elementary  
Principal

Subject: Testimony

Kim Sanders, Principal, Ewa Makai Middle School

Human Resources

Agenda Item: Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Structure: salary establishment process for Deputy, CAS, and AS and salary range change

Position: Support

To Whom It May Concern:

My name is Kim Sanders and I am the principal at Ewa Makai Middle School in the Campbell/Kapolei Complex. I am writing this testimony in support of Leadership Salary Structure: salary establishment process for Deputy, CAS, and AS and salary range change. Our Department of Education leaders work diligently to make sure that our schools are safe and productive environments for our students and staff. This is not an easy task, and takes time and energy that goes above and beyond the regular work times and weekends. These positions are so important to supporting our schools and we need the right individuals to be in these critical positions.

It came to my attention that our Complex Area Superintendents (CASs) get paid less than principals in their complexes. This is very disturbing since we rely on their guidance and expertise through many issues that come up in the school setting. Our CASs should at the least be paid as much as the highest paid high school principal. The CAS in our complex has 18 schools that he guides and he is paid less than some of our principals. This is not acceptable. If we don't value this position, then the schools don't have the supports that they need. I believe that we need to make sure that we keep these great individuals in these positions.

What kind of people do we want in these positions? We want people with experience and expertise to be in these positions, and that is not going to happen if they are not paid more than the school principals they serve. Let's take care of our leaders and support their efforts in making our schools great places for our community.

Most Sincerely,



Kim Sanders



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## Testimony

1 message

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**Christie Salvador** <cksalvador@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Tue, Mar 21, 2023 at 6:34 PM

Name: Christie Salvdor, Speech-Language Pathologist, Hawaii Department of Education

Meeting: Human Resources

Agenda item: VI. Action Item A

Position: Opposed

Chair Voss and Members of the Board:

Please consider this my testimony in STRONG opposition to the proposed salary raises for DOE administrators.

As a DOE speech-language pathologist (SLP) for nearly nearly 19 years, I am sorely disappointed in Superintendent Hayashi's support of raises for administrators while ignoring our multiple demands for fair compensation to support staff employees such as SLPs, occupational therapists (OT), physical therapists (PT), educational assistants (EA), behavioral health specialists (BHS), social workers, office staff, and many other professional roles. My job provides mandated, direct speech therapy services that are necessary for our special education students to access and progress in their educational curriculum. The DOE cannot retain the experienced, highly-qualified (nationally certified/state licensed) SLPs they already have let alone find and hire qualified ones.

Superintendent Hayashi is pushing for his leadership to receive "equal" compensation to mainland counterparts but fails to advocate for the same for EAs and Related Service Providers (OTs, PTs and SLPs). The monies to be used for these raises should be going to support recruitment and retention of highly qualified employees who provide direct services to our students rather than boosting the 6 figure salaries of administrators. The proposed salary increase for a Deputy Superintendent alone would pay the annual salary for an EA.

The DOE works because we do. Without school level professionals, campuses would not be able to serve our students. It was the support staff that supported students face-to-face daily throughout the pandemic and not from behind computer screens in the safety of their homes. We showed up and prioritized the well-being and education of our students despite the risk to our health and the health of our families. At this time, we are still waiting for adequate compensation for the risks we endured while ensuring our students were cared for and supported during a time of great fear and uncertainty.

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our students. And paying a fair wage that helps retain them.

I would like to see the BOE encourage Superintendent Hayashi to focus on supporting those employees who provide direct services to our students by compensating us fairly as he did for teachers rather than providing unnecessary salary raises to administrators.

Sincerely,  
Christie Salvador, MS, CCC-SLP





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## Item IV A

1 message

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**Laurie Luczak** <laurieqluczak@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Tue, Mar 21, 2023 at 6:36 PM

Dear Chair Voss and Board Members:

We are all feeling the financial stressors. I think that if there are funds available, that employees at the school level should receive pay raises first.

At the end of the day, everything that happens at the schools are the responsibility, kuleana, of the Principal. And we would not be able to do this work without our faculty and staff. The teachers have received their pay raise and then some through the compression pay and jumps. And yes, teaching during the pandemic was challenging. But, the work of the custodians doubled with the requirement to clean, disinfect, spray, etc. Our SSAs had to make sure that students kept physical distance, helped with containing the spread of COVID, worked with students who were sick or injured, and continue to support students who have lost social skills. When a student's behavior is not workable, teachers call SSAs to respond. They work with our most challenging students (at least they do so at my school) while keeping others safe (adults and students). Our office staff continues to be the front line, responding to student requests, calls and visits from parents, preparing things for teachers, and managing health rooms in addition to financial and administrative support duties.

We work with students every single day. We respond to parents and families every single day. We are held accountable to whether or not students are safe, grow, and learn every single day. If there is a complaint, it's kicked back to the school level. If there is an inquiry, it's kicked back to the school level. And rightfully so, because school level employees - Principals, Vice Principals, Office Assistants, Educational Assistants, SSAs, custodians make sure that children are served and cared for every single day and have the answers. No one beyond the school level can respond to a specific need of a parent or students. We, the school level employees, are the system that supports student growth and achievement. Raise our pay - not to be comparable to counterparts on the Mainland or in other countries - but because of the work that we do every single day.

And honestly, if I could prioritize who should get pay raises first I would say that staff should: SASAs, OAs, EAs, SSAs, Custodians, SHAs, and cafeteria staff. VPs should also get a raise. I invite any Board member to contact me and come volunteer and shadow a Vice Principal for two weeks, a week even. I think that you would find it a valuable experience.

Mahalo for your time and consideration,

Laurie Luczak  
Principal  
R.L. Stevenson Middle School



## Testimony

1 message

**kim yokota** <kimyokota@yahoo.com>  
To: Testimony.BOE@boe.hawaii.gov

Tue, Mar 21, 2023 at 6:45 PM

Name: Kimberly Monden, Speech-Language Pathologist, HDOE  
Meeting: Human Resources  
Agenda item: VI. Action Item A  
Position: Opposed

Chair Voss and members of the board,

Please consider these talking points in my testimony in opposition to the proposed salary raises for DOE administrators. I have been an SLP in the DOE for the past 18 years.

- Where are the DOE's priorities? Instead of focusing on recruiting and retaining high quality employees at the school level who provide direct services to keiki, the DOE is instead focusing on boosting the salaries of administrators who need it the least.
- Hawaii's schools suffer from high vacancies. There are nearly 600 Educational Assistant openings, for instance. The proposed salary increase for a Deputy Superintendent alone would pay the annual salary for an EA.
- The DOE repeatedly ignores requests to revisit the pay for Vice Principals, Educational Assistants, School Psychologists, Speech Language Pathologists, School Security Attendants and many other professionals at the school level. But it's more than willing to move quickly when it comes to giving themselves a raise. The attitude seems to be "good for me, but not for thee."
- The DOE works because we do. Without school level professionals, campuses would not be able to serve our keiki.
- Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

Please focus on supporting those employees who provide direct services to our students by compensating us fairly as Superintendent Hayashi did for teachers, rather than providing unnecessary salary raises to administrators.

Sincerely,  
Kimberly Monden, M.S. CCC-SLP/L  
Speech and Language Pathologist

Sent from Yahoo Mail for iPhone

Name: Kirsten Nakamura, Speech-Language Pathologist, HIDOE  
Meeting: Human Resources  
Agenda item: VI. Action Item A  
Position: Opposed

Chair Voss and Members of the Board:

Please consider this my testimony in OPPOSITION to the proposed salary raises for DOE administrators.

As a current DOE speech-language pathologist (SLP), I am greatly disappointed and discouraged in Superintendent Hayashi's support of raises for administrators while ignoring our multiple demands for fair compensation to support staff employees. Support staff employees include speech language pathologists (SLP), occupational therapists (OT), physical therapists (PT), educational assistants (EA), behavioral health specialists (BHS), social workers, office staff, and many other professional roles in the DOE system. As a speech language pathologist, our job provides mandated, direct speech therapy services that are necessary for our special education students to access and progress in their educational curriculum. The DOE cannot retain the experienced, highly-qualified (nationally certified/state licensed) SLPs they already have let alone find and hire qualified ones. SLPs are overworked and underpaid.

Superintendent Hayashi is pushing for his leadership to receive "equal" compensation to mainland counterparts but fails to advocate for the same Related Service Providers (OTs, PTs and SLPs) and Educational Assistants (EAs). The monies to be used for these raises should be going to support recruitment and retention of highly qualified employees who provide direct services to our students rather than boosting the 6 figure salaries of administrators. The proposed salary increase for a Deputy Superintendent alone would pay the annual salary for an EA. Sadly, these other individuals who make the school run and help students to succeed are overlooked and once again, forgotten about. It is easy for administrators and teachers to be heard because there are a large number of them compared to the number of individuals who play the role of support staff. Again, an indication of how overworked and underpaid these individuals are.

"The DOE works because WE do" - Without the school level professionals, campuses would not be able to serve our students. It was the support staff that supported students face-to-face daily throughout the pandemic and not from behind computer screens in the safety of their homes. We showed up and prioritized the well-being and education of our students despite the risk to our health and the health of our families. At this time, we are still waiting for adequate compensation for the risks we endured while ensuring our students were cared for and supported during a time of great fear and uncertainty.

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies

on the school level who educate and care for our students. And paying a fair wage that helps retain them.

I would like to see the BOE encourage Superintendent Hayashi to focus on supporting those employees who provide direct services to our students by compensating us fairly as he did for teachers rather than providing unnecessary salary raises to administrators. Once again, I am greatly disappointed, disheartened, and discouraged with the decisions that have been made in regards to salary and am worried about the future of the DOE system. If the support staff and the personnel who make the school run on a daily basis are not acknowledged and compensated appropriately, there will be no system.

Sincerely,  
Kirsten Nakamura, MS, CCC-SLP

**(no subject)**

4 messages

**William Mimura** <macdaddysatan@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Tue, Mar 21, 2023 at 6:49 PM

Nothing will truly change if you don't use money wisely, people with office jobs forget what's going on in the field. Better pay and benefits will help recruit more qualified individuals, as well as training. If you can afford hefty raises for anyone, then do it across the board for everyone and every department. During COVID-19 we were the front line yet, we were denied hazardous pay, we weren't in an office. It's hard enough trying to make ends meet in Hawaii for the rest of us and to hear something like this is discouraging. Use the money to make our schools stand out, not more excuses why we can't afford better quality of services and people. Some of us don't make a lot of money, yet we try to help feed the hungry children and sometimes help clothe them too, mentoring and encouraging them along the way. Our job duties don't stop after we clock out, it carries on 24/7 and at times even after the children graduate. We're not just part of the school or community, for some of these kids... We are family or the closest to one they have. Keep the money for better use, better pay, better benefits and attract better quality people. Some gas station attendants make more than us, fast food places upped their pay rates to attract better people. Why can't we do the same.

**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: William Mimura <macdaddysatan@gmail.com>

Wed, Mar 22, 2023 at 8:27 AM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)

[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff



Reply

Forward

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**William Mimura** <macdaddysatan@gmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 8:31 AM

Regarding pay increases for school superintendent, district superintendent, etc., to match mainland pay.  
Thank you

William J Mimura  
[Quoted text hidden]

**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: William Mimura <macdaddysatan@gmail.com>

Wed, Mar 22, 2023 at 8:42 AM

Thank you for your prompt response.

-Board of Education Office  
[Quoted text hidden]

**Testimony for BOE**

4 messages

**Stacey Arizumi** <sarizumi@yahoo.com>  
To: Testimony.BOE@boe.hawaii.gov

Wed, Mar 22, 2023 at 8:28 AM

To whom it may concern,

My name is Stacey Arizumi Sergeant, and I am an 15+ year speech-language pathologist from Leeward District in the Department of Education. My colleagues and I have been trying to fight for pay equity to help retain and recruit qualified speech-language pathologists, that directly service our keiki in the schools every day. We have attended board meetings, sat down with these high ranking Department of Education administrators to express our concerns, and they seemed to be listening and sympathetic to our situation. However, no further discussion about pay equity for our people has come up as far as I have heard, and the recent agenda item of raising the salary of DOE executives, has been very insulting to say the least. Our school system suffers from extremely high vacancies in teaching positions, support positions and related service positions (speech-language pathologists, occupational therapists, physical therapists)...the people who are in the classrooms working directly with our students. The Department of Education works because WE work...if we are no longer there, there will be no one to provide high quality education for our keiki, or to provide federally mandated services through IDEA. We NEED to have pay equity for the high quality services that we provide. So many speech-language pathologists, occupational therapists, and physical therapists are leaving the DOE, due to its high workload and inability to provide compensation financially in the state of Hawaii. Now is not the time to increase the pay of executive positions, but focus on what was stated in DOE's strategic plan for 2023-29 to help retain our highly qualified staff to be effective in our schools... "Goal 2.2 All schools are fully staffed by effective support staff who are committed to providing quality services to support students - all school support staff positions are filled with qualified hires, all school support staff are effective or receive the necessary support to become effective."

Please hear us... please help to provide for us, so we can continue to provide the best for Hawaii's keiki.

Thank you,  
Stacey Arizumi Sergeant

**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Stacey Arizumi <sarizumi@yahoo.com>

Wed, Mar 22, 2023 at 8:30 AM

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[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)

[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff



Reply

Forward

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**Stacey Arizumi** <sarizumi@yahoo.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 8:48 AM

Hello,

My testimony relates to the general business meeting action item discussing salary increases for the DOE executive positions.

Thank you,  
Stacey

[Sent from Yahoo Mail for iPhone](#)

[Quoted text hidden]

**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Stacey Arizumi <sarizumi@yahoo.com>

Wed, Mar 22, 2023 at 8:52 AM

Thank you for your prompt response.

-Board of Education Office

[Quoted text hidden]



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

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## Written Testimony for 3/23 General Meeting

1 message

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**Joe Halfmann** <joseph.halfmann@k12.hi.us>  
To: testimony.boe@boe.hawaii.gov

Wed, Mar 22, 2023 at 9:54 AM

My name is Joseph Halfmann and I am the Principal of Pearl City High School.

I am submitting testimony in support of restructuring the CAS pay structure, and for the board of education to take a comprehensive view of pay structure for the department of education. Compensation is complex for such a large organization with multiple unions to negotiate with, however if the board of education does not do so comprehensively, it will lead to severe shortages in needed areas that will have deep impacts on schools and students.

It is a complex task, but please consider the pay structure as a whole, including bringing the CAS pay up with the goal of encouraging good leaders to take on the additional responsibilities.

Respectfully Submitted,

Joseph Halfmann

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.



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

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## Testimony of Stephanie Poarch

4 messages

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**Stephanie Poarch** <poarch.steph@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Wed, Mar 22, 2023 at 10:37 AM

Aloha,

Please see my attached testimony.

Mahalo,

Stephanie Poarch



**Testimony.StephaniePoarch.3.22.2023.pdf**  
107K

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Stephanie Poarch <poarch.steph@gmail.com>

Wed, Mar 22, 2023 at 10:46 AM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

March 23, 2023 Human Resources Committee (hawaii.gov)

March 23, 2023 Special Meeting (hawaii.gov)

March 23, 2023 General Business Meeting (hawaii.gov)

Mahalo,  
Board of Education Staff

[Quoted text hidden]

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**Stephanie Poarch** <poarch.steph@gmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 10:50 AM

This is testimony for the following:

<https://boe.hawaii.gov/Meetings/Notices/Pages/March-23,-2023-General-Business-Meeting-.aspx>

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Stephanie Poarch <poarch.steph@gmail.com>

Wed, Mar 22, 2023 at 11:09 AM

Thank you for your prompt response.



**-Board of Education Office**

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**Pay raises**

4 messages

**Lynn Forney** <hawaiiiforney@yahoo.com>

Tue, Mar 21, 2023 at 6:03 PM

Reply-To: Lynn Forney &lt;hawaiiiforney@yahoo.com&gt;

To: "Testimony.BOE@boe.hawaii.gov" &lt;Testimony.BOE@boe.hawaii.gov&gt;

Aloha,

My name is Diana Forney and I am currently employed as an Educational Assistant at Kapolei Middle School. I work a minimum of 8 hours every day and spend all of my time hands-on and in the presence of my students. I work very hard both mentally and physically, between doing classwork with students, walking around campus, and generally being on my feet almost the whole day. I support my students academically and emotionally, and provide them with daily guidance in their decision making.

In all of this, my position is the least paid amongst educators and is generally one of the lowest paying jobs in all of Hawaii. I do training to enhance my job, attend seminars, participate in extra curricular activities, and I am certified as a substitute teacher, yet I still receive the lowest pay. My W2 reads \$22,504.20 in box 1 for wages, tips, and salary. A janitor at the Honolulu airport makes \$6000 per year more than I do. My current salary is literally less than I made at a job over 25 years ago in a starting level service position. When I look at my W2 I feel heartbroken to know that this amount is my worth to the BOE when I know that my real worth to my students and the teachers I assist, would far surpass that. Despite my tremendous efforts, I get zero recognition for performance or tenure. This is the first job I've ever had in which I cannot get an annual raise based on those factors or any others.

I could leave and look for another job, but I stay in my position for a few reasons, including convenience to home, nice hours, not your typical office job, I like my coworkers, etc., but the biggest reason of course are the students. I am also currently obtaining my degree in Teacher Education through the union for which I am extremely grateful. I would humbly ask the BOE to consider feasible wage increases for all EA's in Hawaii, and to provide us with a livable wage so that we can support our families and our communities. We truly are underpaid for all we do and deserve better.

Thank you for your time and consideration.

Most sincerely,  
Diana Forney[Sent from Yahoo Mail on Android](#)**Testimony BOE** <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 8:13 AM

To: Lynn Forney &lt;hawaiiiforney@yahoo.com&gt;

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)[March 23, 2023 Special Meeting \(hawaii.gov\)](#)[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)Mahalo,  
Board of Education Staff

Reply

Forward

[Quoted text hidden]

**Lynn Forney** <hawaiiiforney@yahoo.com>

Wed, Mar 22, 2023 at 11:48 AM

Reply-To: Lynn Forney &lt;hawaiiiforney@yahoo.com&gt;

To: testimony.boe@boe.hawaii.gov

Aloha

My testimony is in reference to salary adjustments for DOE employees. I believe this would be the 1st link &amp; the 3rd one.

I just saw this email, as I have been in class with students. I apologize for the delayed response.

Thank you,  
Diana Forney[Sent from Yahoo Mail on Android](#)

[Quoted text hidden]

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

Wed, Mar 22, 2023 at 2:22 PM

To: Lynn Forney &lt;hawaiiiforney@yahoo.com&gt;

Thank you for your prompt response.

-Board of Education Office

[Quoted text hidden]

## Re: Action Item A, Amendment of Department of Education Leadership Salary Structure

1 message

**Alec Marentic** <alec.marentic@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Wed, Mar 22, 2023 at 12:06 PM

Aloha Chair, Vice Chair, and members of the Board of Education,

My name is Alec Marentic, and I am a Nationally Certified School Psychologist for the KKPCA on Hawai'i island, and President of the Hawai'i Association of School Psychologists ([HASP](#)). *This testimony is my own and does not reflect an official stance taken by HASP.* I am writing to the board to express my strong opposition to the action item on the agenda for 3-23-2023 related to leadership salary structure for several reasons:

(1) HASP has been working with HGEA this year to negotiate the repricing of School Psychologists to address pay inequities and recruitment and retention issues. This request was initially sent on Sep. 19th of 2022. That request was referred to the Office of Talent Management (OTM) on Sep. 28th. On Oct. 19th HGEA and HASP had an initial meeting with members of OTM. All parties agreed to reconvene in a month to give OTM time to review information and collect the necessary data requested as part of the initial meeting. That follow-up meeting did not occur until mid-January because the DOE stated it needed more time to gather information. OTM did not have any of the requested information prepared for that meeting, and was not prepared to negotiate when we did finally meet in January. At the end of that meeting, a written request of information requested from HGEA was again requested, and HGEA requested a written response from the Department of Education regarding gathering the requested data and a follow-up meeting timeframe. Members of OTM present committed to a follow-up window of late February. It is now late March and the DOE has not responded with any substantial information or indication that they are still addressing the request.

(2) Currently, executive and administrative positions are not experiencing critical shortages that School Psychologists and other educators are struggling with. They also already have considerably higher salaries. The DOE should prioritize addressing those issues first.

(3) It is extremely frustrating to see DOE administrators moving quickly on adjusting their top salaries so quickly after years of attempting to fix pay inequities with marginal, if any, movement in the right direction. Budget challenges are often cited as a factor; however, it appears it is only a factor when it is convenient to be one.

(4) 2 of these positions were authorized not even a year ago, and are one-person positions that do not provide direct services to keiki in schools.

In closing, I strongly urge the Board of Education to direct the DOE to instead take the same urgency with which this request was made to address longstanding pay inequities to all educators working in the field with keiki and their 'Ohana.

Alec H Marentic, **Ed.S.**  
(Pronouns: He/Him/His)  
[Alec.Marentic@gmail.com](mailto:Alec.Marentic@gmail.com)



*"In my early professional years I was asking the question: How can I treat, or cure, or change this person? Now I would phrase the question in this way: How can I provide a relationship which this person may use for their own personal growth?" -Carl Rogers*

# Testimony for BOE

Meeting: 3/23/23 Human Resources Meeting

Agenda Item: Leadership Salary Structure – Raises for Deputy, CAS and AS

Position: Oppose

Comments:

As a DOE state office employee I oppose the proposed raises for Deputy and Assistant Superintendents.

Two Deputy Superintendents have been on the job for less than 8 months, three Assistant Superintendents have held their position in a permanent capacity for less than 4 months and two more Assistant Superintendents are holding their positions in a temporary capacity. These employees have not proven that they have earned raises especially while DOE state offices continue to struggle with retaining and recruiting talented professionals.

Since the ending of 2021 my section in the Information Technology office has lost 60% of its staff and have not been able fill our higher-level positions including our Director position. Due to the non-competitive salary of these positions and refusal of the Superintendent and OITS (Interim) Assistant Superintendent to allow telework for us in any amount we cannot attract professionals to even apply for these positions. For experienced private sector professionals to accept these positions would mean taking significant pay cuts and, in many cases, add the expense of commuting since many private sector employers DO offer telework.

For myself, despite having 12 years of IT experience and holding the highest level DPSA VI supervisory position, I make less money than some subordinates due to having much less years of service in the DOE. If adjustments to salary structures are to be made they should be made to these types of positions so as to attract and retain the qualified talent we need and compensate them appropriately.

Staffing shortages are prevalent throughout the state offices of the DOE. In the face of rising inflation and cost of living many have left the DOE for increased pay and benefits in the private sector. Yet despite this continuing trend DOE leadership has done absolutely nothing to combat this issue or help their current state office employees cope with mounting economic problems. DOE leadership failed me and my coworkers during the pandemic and continue to fail us now. They need to fix the existing state office problems first before giving themselves undeserved raises.



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

## Raisers for higher up?

4 messages

Jo-Ann Dias-Cabreros <koana62@aol.com>  
To: Testimony.BOE@boe.hawaii.gov

Tue, Mar 21, 2023 at 7:32 PM

Come on people! What ever happened to our hazard pay? We are the small potatoes on the bottom that has being ignored for how long now, we don't deserved anything but yet you claim how important we all are! You all need more money for the cost of living, what about all of us? Settle one thing at a time. Which is HAZARD pay first! Then follow up with the next step.

Sent from my iPhone

Testimony BOE <testimony.boe@boe.hawaii.gov>  
To: Jo-Ann Dias-Cabreros <koana62@aol.com>

Wed, Mar 22, 2023 at 8:27 AM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

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[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff



Reply

Forward

[Quoted text hidden]

Jo-Ann Dias-Cabreros <koana62@aol.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 1:27 PM

You asked for our opinion and I gave you mind, put it where it need to be.

Sent from my iPhone

On Mar 22, 2023, at 8:27 AM, Testimony BOE <testimony.boe@boe.hawaii.gov> wrote:

[Quoted text hidden]

Testimony BOE <testimony.boe@boe.hawaii.gov>  
To: Jo-Ann Dias-Cabreros <koana62@aol.com>

Wed, Mar 22, 2023 at 2:26 PM

Thank you for your prompt response.

-Board of Education Office

[Quoted text hidden]

**Pay raises**

4 messages

**Jamie Ching** <JamieChing228@outlook.com>

Tue, Mar 21, 2023 at 5:22 PM

To: "testimony.boe@boe.hawaii.gov" &lt;testimony.boe@boe.hawaii.gov&gt;

I have been an autism Educational Assistant for many years now. I'm specifically trained and a behavior specialist. I'm a huge asset to the teachers I've worked with and I know everyone of them would agree. I honestly have to say that I do my job for love because the untrained PPTs make more than I do. You put such value on the teachers but you don't understand how invaluable the trained support staff is. They couldn't do their jobs without us. Especially since that Pandemic, I feel we deserve to be paid for our value, and ahead of the people looking in. We are in the trenches, they are not. Thank you for letting me voice my opinion. I hope you will consider what I have said.

. Sincerely, Jamie Ching

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

Wed, Mar 22, 2023 at 8:26 AM

To: Jamie Ching &lt;JamieChing228@outlook.com&gt;

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[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,

Board of Education Staff



Reply

Forward

[Quoted text hidden]

**Jamie Ching** <JamieChing228@outlook.com>

Wed, Mar 22, 2023 at 3:06 PM

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

Thank you for the clarification. My testimony is for the special meeting about B.O.E. raises.

Get [Outlook for Android](#)

**From:** Testimony BOE <testimony.boe@boe.hawaii.gov>**Sent:** Wednesday, March 22, 2023 8:26:05 AM**To:** Jamie Ching <JamieChing228@outlook.com>**Subject:** Re: Pay raises

[Quoted text hidden]

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

Wed, Mar 22, 2023 at 3:24 PM

To: Jamie Ching &lt;JamieChing228@outlook.com&gt;

Thank you for your prompt response. The following agenda item : Board Action on Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Structure: salary establishment process for Deputy, CAS, and AS and salary range change, is scheduled for the Human Resources Committee & General Business Meeting.

-Board of Education Office

[Quoted text hidden]



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

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## Testimony

4 messages

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**Malia Woo** <malias1@hotmail.com>

Wed, Mar 22, 2023 at 3:41 PM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Aloha,

I am a speech-language pathologist with 20 years of experience working with the DOE within the state of Hawaii. I am writing to oppose General Business Meeting Agenda VI Action Item A: Board Action on Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Structure: salary establishment process for Deputy, CAS, and AS and salary range change

I will keep this brief.

As mentioned, I have worked for the state of Hawaii for 20 years. For most of those 20 years I, along with my fellow DOE SLPs, have been fighting for fair classification, compensation and pay with the BOE/DOE and union to no avail. I have received minimal raises over the years. Our pay does not compare to that of SLPs who hold the same position in other states. Our pay does not compare to other professionals who work within this state who have the same level of education as we do and have less responsibilities and liabilities than we do. We, as Hawaii state DOE SLPs are overworked, underpaid and undervalued. We assess and work directly with children with special needs and attend countless meetings. There are continuously additional duties and expectations added to our roles but never with an increase in pay. I urge you to consider opposing yet another increase in pay for administrators and superintendents and instead, focus attention on those who support Hawaii's keiki face to face, directly, everyday.

Thank you for your time and attention.

---

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

Wed, Mar 22, 2023 at 3:59 PM

To: Malia Woo <malias1@hotmail.com>

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

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[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)



Mahalo,  
Board of Education Staff

[Quoted text hidden]

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**Malia Woo** <malias1@hotmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 4:19 PM

yes, the agenda is indicated in my email

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**From:** Testimony BOE <[testimony.boe@boe.hawaii.gov](mailto:testimony.boe@boe.hawaii.gov)>  
**Sent:** Wednesday, March 22, 2023 3:59 PM  
**To:** Malia Woo <[malias1@hotmail.com](mailto:malias1@hotmail.com)>  
**Subject:** Re: Testimony

[Quoted text hidden]

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Malia Woo <malias1@hotmail.com>

Wed, Mar 22, 2023 at 4:20 PM

Thank you for your prompt response and clarification.

-Board Support Office

[Quoted text hidden]



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

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## Opposition to Superintendent Hayashi's Proposal

4 messages

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**Helena Brown** <helenainhawaii@gmail.com>

Wed, Mar 22, 2023 at 3:27 PM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Wednesday March 22, 2023

Sent Via Email to: [Testimony.BOE@boe.hawaii.gov](mailto:Testimony.BOE@boe.hawaii.gov)

The Hawaii Government  
Board of Education

To Whom It May Concern:

Dear Sirs and Madams,

My name is Helena Brown. I am currently employed as an Educational Assistant with the Hawaii Department of Education. I have worked in this capacity for over 15 years.

Prior to that, I worked as a ParaProfessional also for the Hawaii DOE.

I am highly agitated about the proposed DOE Leadership Raises. I cannot believe that Superintendent Keith Hayashi is calling on the state Board of Education to raise the salaries for Deputy Superintendents, Assistant Superintendents and Complex Area Superintendents, all while the DOE ignores our repeated demands to bargain for fair compensation.

How dare they ask for "equal" compensation for executives by comparing their salaries with those on the mainland? How about they focus on equity in our own schools? Teachers received a pay increase while support staff received nothing. The DOE should resolve pay equity issues for school support staff with the same mainland comparisons and Hawaii's high cost of living before even considering raises for administrators.

In my capacity as an EA, often times I have had to use my own extremely limited salary to provide financially for my students who come to school lacking food, personal care items, school supplies and sometimes even CLOTHES!

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

**For this reason and so many more too numerous to mention, I VEHEMENTLY OPPOSE SUPERINTENDENT HAYASHI'S PROPOSAL TO RAISE THE SALARIES FOR DEPUTY SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS, AND COMPLEX AREA SUPERINTENDENTS.**

Sincerely and Without Prejudice,

***Helena Brown***

Helena Brown  
Educational Assistant - Hawaii DOE  
***The DOE Works Because I Do***

**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Helena Brown <helenainhawaii@gmail.com>

Wed, Mar 22, 2023 at 3:59 PM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

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[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff

On Wed, Mar 22, 2023 at 3:28 PM Helena Brown <[helenainhawaii@gmail.com](mailto:helenainhawaii@gmail.com)> wrote:

Wednesday March 22, 2023

Sent Via Email to: [Testimony.BOE@boe.hawaii.gov](mailto:Testimony.BOE@boe.hawaii.gov)

The Hawaii Government  
Board of Education

To Whom It May Concern:

Dear Sirs and Madams,

My name is Helena Brown. I am currently employed as an Educational Assistant with the Hawaii Department of Education. I have worked in this capacity for over 15 years.

Prior to that, I worked as a ParaProfessional also for the Hawaii DOE.

I am highly agitated about the proposed DOE Leadership Raises. I cannot believe that Superintendent Keith Hayashi is calling on the state Board of Education to raise the salaries for Deputy Superintendents, Assistant Superintendents and Complex Area Superintendents, all while the DOE ignores our repeated demands to bargain for fair compensation.

How dare they ask for "equal" compensation for executives by comparing their salaries with those on the mainland? How about they focus on equity in our own schools? Teachers received a pay increase while support staff received nothing. The DOE should resolve pay equity issues for school support staff with the same mainland comparisons and Hawaii's high cost of living before even considering raises for administrators.

In my capacity as an EA, often times I have had to use my own extremely limited salary to provide financially for my students who come to school lacking food, personal care items, school supplies and sometimes even CLOTHES!

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

**For this reason and so many more too numerous to mention, I VEHEMENTLY OPPOSE SUPERINTENDENT HAYASHI'S PROPOSAL TO RAISE THE SALARIES FOR DEPUTY SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS, AND COMPLEX AREA SUPERINTENDENTS.**

Sincerely and Without Prejudice,

***Helena Brown***

Helena Brown  
Educational Assistant - Hawaii DOE  
***The DOE Works Because I Do***

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**Helena Brown** <helenainhawaii@gmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Wed, Mar 22, 2023 at 7:45 PM

My item is for the General Business Mtg at 1:30pm  
[Quoted text hidden]

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Helena Brown <helenainhawaii@gmail.com>

Thu, Mar 23, 2023 at 8:21 AM

Thank you for your prompt response.

-Board of Education Office

[Quoted text hidden]



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

State of Hawaii  
Board of Education  
General Business Meeting

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

March 23, 2023

Relating to VI. Action Item A. Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure: salary establishment process for Deputy, CAS, and AS salary range change.

The HGEA represents school administrators, support staff, and special services personnel who are critical to the success of all students. It is unacceptable for us to be waiting for months to get a response to our requests for pay equity and our demands to bargain while the Department decides it is more important to seek raises for their top leadership, many of whom have not even been on the job for a year. This is an insult to our members who kept the schools operating throughout the pandemic and continue to show up each day for the sake of the students. **The DOE works because we do.**

The BOE's recently approved six-year strategic plan for public education aims to have schools with qualified staff to ensure students are learning in a safe and supportive learning environment. But rather than putting resources towards the personnel who provide direct services to students, the Department chooses to prioritize not only increasing the salaries of its Deputy Superintendents, Assistant Superintendents, and Complex Area Superintendents, but also include sufficient funding for future proposed salary adjustments for these executives.

The HGEA **strongly urges** the Board to defer acting on this action item at this time. Our public schools are suffering from massive shortages. The proposed salary increase for the Deputy Superintendent alone would pay for the annual salary of an Educational Assistant who works directly with our most vulnerable students. It's time for the Department to get its priorities in order. Now is not the time to increase executive pay.

Thank you for the opportunity to submit our testimony.

Sincerely,  
  
Randy Perreira  
Executive Director





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## Testimony General Business meeting

1 message

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JM <kenj10@hawaii.rr.com>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 7:31 AM

**Aloha All,**

**I would like to comment on the HR Committee's "Leadership salary change."**

**I am an Educational Assistant currently working on my 9th year and I have plans to eventually become a Special Education Teacher. I can tell you that there are others like me who will start out as an EA and hope to be able to someday become a teacher. As an EA, I don't make very much money, or I am often overlooked. I know some people would say, "Well that's because you don't have the education (degree)." This thinking is flawed, because I work and have worked with other EAs who have advanced degrees. We work in the schools as EAs because there is a need and for a lot of us, we like the work. I have the honor of helping students who need it. My coworkers and I try to create a safe and friendly atmosphere to help students learn. We develop connections with students that sometimes teachers cannot. Our main purpose is the care of the students and to ensure that they understood the class lessons. I can tell you, I probably receive the same pay as someone who just started. How is this fair? Do the years I have served mean nothing? Does the extra responsibility I take on even merit any kind of compensation?**

**Most teachers have had their pay raised recently due to the state legislation pushing it through. This was not done in the way it should have normally been. Unions negotiate for pay increases. While I am happy that some of the more deserving teachers got pay raises, I wonder, "When will our time come? Should I not also receive better pay because of the years I have served?"**



**Now to say that the people who already make the highest wages in the DOE, should be paid more money? I'm sure the raises that they would receive, would be enough to hire more permanent EAs or other support staff. As far as I know, there are a lot of schools looking to hire EAs. This is because not everyone can do the job. It can't be just someone who, "can walk and breathe."**

**What happened to taking care of the students first??  
Paying the upper level, does not help students at the school level.**

**Before I end, I would like to mention that the DOE currently employs recent high school graduates as substitute teachers. These individuals have no experience other than having been students themselves. They get paid more per day than most EAs currently working.**

**I oppose the raising of administrator's wages.**

**Mahalo for your time, Jon K. Maeda**

**Educational Assistant**

**BKM District**



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

## Testimony

1 message

**Pulou and Lei Tata** <malupea00@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 9:38 AM

Lei Tata /EA III  
Meeting: General Business Meeting  
Agenda Item: Pay Increase for executives  
Position: OPPOSE

I OPPOSE the pay increase in salary for Deputy Superintendents, Assistant Superintendents, and Complex Area Superintendents all while the DOE continues to ignore the repeated demands to bargain for fair compensation.

I am a college graduate. In 1997, I was hired as a SpEd teacher at Kailua High School. I was certified to teach SpEd through the RISE Program offered through the DOE. I moved to California in 2003 and subsequently moved back to Hawaii in 2008. I've worked in the DOE as an EA since then.

The current executives are asking for "equal" compensation in comparison to salaries with those on the mainland. Why are we not focusing on equity in our own schools? Teachers received a pay increase however, the DOE did not resolve pay equity issues for school support staff before even considering raises for administrators.

Why is the DOE focused on boosting the salaries of administrators who need it the least? Where are the DOE's priorities? The DOE should be focused on recruiting and retaining high quality employees at the school level who provide direct services to keiki. These are your Educational Assistants, Vice Principals, School Psychologists, Speech Language Pathologists, School Security Attendants, and many other professionals at the school level.

This is egregious in behavior on all levels. My paycheck is laughable. Hawaii's schools suffer from high vacancies. Why?? There are nearly 600 Educational Assistant openings. Why?? The current proposed salary increase for a Deputy Superintendent alone would pay the annual salary for an EA. Yet, myself, as a college graduate, who works as an EA, cannot move up in STEP. As a college graduate, who was certified in a DOE RISE Program, who taught SpEd before becoming an EA. I should have been at the highest pay rate that an EA could attain.

This salary increase is a slap in the face to all support staff who make the DOE dream work on the campuses we call "our job." The DOE works because we make it work. Without school level professionals, campuses would not be able to serve our keiki. TRUE FACT!!

This is not the time to increase executive pay. The DOE should be focused on what was stated in your own strategic plan which is: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. AND paying a fair wage that helps retain them.

--  
**Lei Tata**  
**(808)426.3105**

***"And so we know and rely on the love God has for us. God is love. Whoever lives in love, lives in God, and God in them."***  
***1 John 4:16***



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

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## Pay

3 messages

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**Evangeleen Kahue** <ui\_96792@yahoo.com>

Wed, Mar 22, 2023 at 8:26 PM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Aloha,

I believe Educational Assistants should be the top priority and the main focus when considering an increase in pay. I am currently and have been an Educational Assistant in Waianae for more than 20 years. Myself along with other EA's work way beyond our 7:00am-3:30pm work hours. We have many roles and responsibilities that include: collaborative lesson planning, co-teaching, scanning/serving lunch, recess supervision, as well as taking on before and after school duties. We attend meetings and trainings, change diapers, and soiled clothes, and clean/disinfect classrooms to keep the learning environment safe. We act as counselors, custodians, and security when assistance is needed in those areas. We are always the frontline and the first to be called when it comes to anything on campus that is lacking or is unfulfilled. Although EA's are willing and more than experienced in every position on campus our contracts and pay do not align with all we do. We have so much value to add to the schools we work in but the quality of life is severely unbalanced. Please consider all Educational Assistants and all that we do when considering pay raises.

Thank You,

Evangeleen Kahue  
Educational Assistant

---

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

Thu, Mar 23, 2023 at 8:21 AM

To: Evangeleen Kahue <ui\_96792@yahoo.com>

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[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff

[Quoted text hidden]

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**Evangeleen Kahue** <ui\_96792@yahoo.com>

Thu, Mar 23, 2023 at 10:12 AM

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

Human Resources and General Business

[Quoted text hidden]



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

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## Higher pay for beaurocrats

1 message

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**Kathy Frontino** <kathyleorox@yahoo.com>

Thu, Mar 23, 2023 at 10:15 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Aloha,

So just WOW ....us Educational Assistants are in the trenches with these very hard special ed. and behavioral kids....getting hit , punched, bit , kicked etc...daily while our pay is a mere 80.00 a month take home...I'm getting too old to be hurt at this old age...How about compensating the ones who work their ass off daily and get abused and yet are not even thanked for our effor.

Kathleen Frontino



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## Testimony

3 messages

D L <dleonhard@hotmail.com>

Wed, Mar 22, 2023 at 8:35 PM

To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

To Whom It May Concern:

Where are the DOE's priorities? I believe their focus should be on recruiting and retaining high quality employees at the school level who provide direct services to the students, yet the DOE is focusing on raising salaries of administrators. This seems backwards.

Hawaii schools suffer from high amounts of vacancies statewide at the school level. This negatively affects the students. Isn't the DOE here to support the students? That seems lost.

The DOE continues to ignore requests to revisit the pay for EA's, in addition to other professionals at the school level. Without school level professionals, campuses would not be able to serve the students.

I believe the DOE needs to focus on recruiting high quality professionals to fill vacancies at the school level and pay a fair wage that will keep them working for the DOE. The pay does not seem to match the job. The pay is less than working at a popular fast food company on island.

The high amount of vacancies is felt when working on campus, while there are still even more vacancies possible on the horizon as professionals are looking for better paying jobs.

I believe that the focus of the DOE should be given to professionals at the school level, not the salaries of administrators. Are the administrators going to cover the empty positions at the school level themselves? And if not, who will? The end result is a lack of services for the students. The students are our future, yet they will not get the support they need if there continues to be vacancies at the school level. A lot of vacancies statewide.

The simple solution is to focus on school level employees and giving them the raises. They are such a valuable asset to the schools and the students.

Thank you-

Debbie Leonhard  
EA

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: D L <dleonhard@hotmail.com>

Thu, Mar 23, 2023 at 8:22 AM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)

[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff

[Quoted text hidden]

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**D L** <dleonhard@hotmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Thu, Mar 23, 2023 at 9:55 AM

Please send it to all of the meetings. Thank you.

Sent from my iPhone

On Mar 23, 2023, at 8:22 AM, Testimony BOE <[testimony.boe@boe.hawaii.gov](mailto:testimony.boe@boe.hawaii.gov)> wrote:

[Quoted text hidden]



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## TESTIMONY

1 message

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**Chassy-Dee Sambajon** <sambajonkilinoe@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 10:16 AM

To Whom It May Concern:

IT'S LONG OVERDUE!! WE ARE FORGOTTEN!! WE HAVE A VOICE!! OUR VOICES HAVE GONE UNHEARD FOR TOO LONG!! IT'S TIME!!

Aloha!! My name is Chassy-Dee Sambajon and I am an Educational Assistant (EA) at Molokai High School. I've been an EA for 18 years. My passion is working with children and the reward is priceless, and for that reason, I continue to work as an EA.

It's very upsetting to hear that ALL the Executives/Superintendents, etc. are getting salary raises, while people like us EAs are getting short changed. If anybody should be getting raises, it should be us EAs. We work directly with our students, even more than the teachers. We have a better rapport with them and the connection we have with them are genuine.

There is a shortage of EAs on our campus as well as many other schools. We have Subs coming in everyday to fulfill positions that are vacant. Nobody wants to work for minimal pay, knowing what the job description entails. If we had raises, you would see an outpouring number of people applying for the position. EAs need credentials and have specific requirements to be considered for the position and we have to attend multiple workshops, meetings, personal development training, etc. With that being said, we know that other positions such as Cafeteria workers and Custodians are getting higher pay than us EAs but need less to qualify for that position. Executives, Superintendents, etc. are getting raises but we are the foundation for the children who are getting paid less. We should be getting paid just as much as the teachers. My point is, EAs are the teachers, we are getting underpaid and our voices are not being heard.

This action needs to be stopped!! Before you make any final decision, please think about us EAs who works dWe EAs are in dire need for raises



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## testimony

1 message

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**Jacie Hokoana** <jahokoana@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 10:33 AM

This is for the general meeting, HR Committee salary changes.

Aloha,

My name is Jacie Hokoana. I'm an EAIII at Maui High School. I've been working for the DOE since 2011. I have worked at three different schools and by far Maui High has been the best work environment to work in but of course, anywhere you work there will be challenges that we are faced with. We work with very challenging keiki, parents, and teachers on a day-to-day basis. It is very stressful and draining. Not only that's what we have to worry about, but we also have to wonder if we can pay our bills or buy food for our family. At times a lot of us have to work two jobs to survive here. We have lost many great workers because of the pay or as soon as they start working they say that the pay isn't worth the work and stress that comes with it. So please really look at the bigger picture without us and the other essential workers the schools can't function without us. Prime example LA county is on strike because they are doing what you guys are trying to propose and the same essential workers are asking to be compensated properly. So please don't let it get that far. Our workers, keiki, and parents will be suffering in the long run.

Where are the DOE's priorities? Instead of focusing on recruiting and retaining high-quality employees at the school level who provide direct services to keiki, the DOE is instead focusing on boosting the salaries of administrators who need it the least.

Hawaii's schools suffer from high vacancies. There are nearly 600 Educational Assistant openings, for instance. The proposed salary increase for a Deputy Superintendent alone would pay the annual salary of an EA.

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in its own strategic plan.

Recruiting high-quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

Aloha and Thank you!





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

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## Testimony Re: equal pay increase consideration for classified DOE personnel (Behavioral Health Specialists); in connection with Action Item IV. A.

1 message

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**Michael Amore** <amore96822@yahoo.com>

Thu, Mar 23, 2023 at 10:41 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Dear BOE:

I am a Behavioral Health Specialist (BHS) in the DOE, and I counsel special needs students at several public schools. For our positions, the state is looking at having us obtain our clinical license to service students in our capacity, as a means to bring additional Medicaid monies into the state. I have already been through my licensing process and have earned my LCSW license (licensed clinical social worker). Currently I am in a BHS IV position which does NOT recognize my license and gives me no further compensation for having gotten it. I have to pay several hundreds of dollars every 3 years to maintain my unrecognized, uncompensated license.

I believe that we Behavioral Health Specialists in the DOE also deserve a significant pay increase, if teachers and administrators are getting one. That would only be fair since we also service students face-to-face in classrooms and offices, Covid or not, we are exposed to the same health risk factors being on the frontlines of the public schools.

Please, when considering to further compensate DOE employees, take into your consideration the other frontline workers who also play important roles that service our keiki haumana, and allow us a fair wage as well. Mahalo for listening.

Sincerely,

Michael Amore, MSW, LCSW

Behavioral Health Specialist IV

Honolulu District Office - School Based Behavioral Health

Kaimuki High School Office: 808-733-4447

Testimony: Action Item IV. A. Human Resources Committee Meeting 3/23/23

#### Appose DOE Department Leadership Salary increase amendment

I am a Speech-Language Pathologist (SLP) who has worked with the Hawaii State Department of Education (DOE) for fifteen years. I am submitting this testimony to counter a proposal that seeks to increase the salary of the Department of Education's Executive Leadership by 22-24%. This is in addition to their recently awarded salary increases that have already taken place this school year.

From my observations in working several years for the Department of Education, SLPs have never been adequately staffed in the schools. There have been prolonged vacancies and shortages of personnel, resulting in the hiring of uncertified employees or contract staff who come and go, causing impossible workloads for current employees to absorb. This is detrimental to providing a consistent learning environment for students, as well as being able to boost professional morale as an employee of the DOE.

Contributing to this challenge is the fact that our yearly pay raises are at best from 2-4%. I know that repeated requests have been made for corrected equitable pay, to include recruitment and retention pay, and providing competitive salaries comparable with other states. DOE has repeatedly ignored requests to revisit pay increases for Speech-Language Pathologists, Occupational Therapists, Educational Assistants, Vice Principals, and many other professionals at the school level who work directly with students. On the other hand, they are willing to move quickly when it comes to giving themselves a generous and sizeable raise. Paying a fair and equitable wage helps retain professionals. With current pay conditions for SLPs, good employees end up leaving and positions are regularly hard to staff.

Committed employees deserve pay raises. However, now is not the time to increase executive pay by 22-24%. The DOE needs to resolve pay equity issues for SLPs and other school level professionals before considering such sizeable raises for administrators. In order to build integrity and effectiveness, DOE need to pay attention to what they have stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain professionals too.

L. Kearns, M.S. CCC-SLP  
Speech-Language Pathologist



## Testimony

1 message

**Michelle Pila** <michelle.pila@k12.hi.us>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 1:39 PM

Dear Board of Education,

My name is Michelle Pila and I am an Educational Assistant servicing the Leeward District Complex. I oppose huge pay increase that are being fast tracked for DOE Executives as well as those for the Mayor and Board Members.

Fast tracking huge pay increases for top Department of Education executives is insulting and should not be done, all the while DOE ignores our requests to revisit pay for school-level professionals. This is beyond insulting to the work you do for Hawaii's keiki everyday.

**Action Item IV. A.**, "Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure: salary establishment process for Deputy. CAS, and AS salary range change."

- The DOE repeatedly ignores requests to revisit the pay for Vice Principals, Educational Assistants, School Psychologists, Speech Language Pathologists, School Security Attendants and many other professionals at the school level. But they're more than willing to move quickly when it comes to giving themselves a raise. The attitude seems to be "good for me, but not for thee."
- The DOE works because we do. Without school level professionals, campuses would not be able to serve our keiki.
- Where are the DOE's priorities? Instead of focusing on recruiting and retaining high quality employees at the school level who provide direct services to keiki, the DOE is instead focusing on boosting the salaries of administrators who need it the least.
- Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

On a personal note we can barely get a 4% raise every 2 years, but they can get a raise equal to someone's whole year's salary. I am a DOE employee but struggle because I don't make enough money to support my family, and often look for second and third jobs. I am someone who lives paycheck to paycheck and yet don't make enough for reduced school lunch for my own children. Do our DOE Board members, Executives, and so forth need to do that? I don't think so. If this increase goes through to give them raises instead of the working class in the schools daily, you will find more people needing assistance, leaving the island creating more vacancies, and more people on the brink of homelessness. As Joe Moore would say " think about it!"

Mahalo nui,

**Michelle**

This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.



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

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## testimony

1 message

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**Sue** <alohasthurb@gmail.com>  
To: testimony.boe@boe.hawaii.gov

Thu, Mar 23, 2023 at 1:31 PM

Re: General Business Meeting 3/23/23  
Action Item IV.A

I am writing to oppose the plan to increase pay for top school district executives. We are struggling to fully staff our schools with qualified teachers and support staff and, while the teachers union has recently been able to negotiate pay increases for their members, the school district administration had resisted changes in hiring practices and compensation for support staff that would attract and retain the staff needed to work directly with our students on a daily basis. In my area, SBBH staff salaries are below the national average in a state where the cost of living is well above the national average. In addition, the district refuses to give credit for years of experience on the pay scale. As a result, numerous quality candidates have chosen positions in other states where their skills and experience are recognized and compensated and where they can actually afford a place to live. We cannot compete with other locations for our sorely needed staff and we now get very few applicants because they look at the salary on offer and cost of living and don't waste their time applying. We have been addressing this with the district for a number of years, with no sign of willingness to adjust hiring practices to meet current conditions. It would be a crime to increase upper administrative salaries (where there does not appear to be any staff shortage), while denying the compensation needed to attract and keep the qualified staff needed to actually provide an education to our keiki. A quality education does not come from the upper administration; it comes from the front-line staff who serve out children everyday.

Please vote NO on administrative salary increases and direct those funds to adequate and competitive salaries for the underlings instead.

Respectfully submitted,

Susan Thurber, M. S.  
Certified School Psychologist  
Hawaii DOE - BKCM Complex, Maui

Sent from my iPhone

**Susan A. Pcola-Davis**

**March 23 2023**

**GBM Testimony**

**Action Items**

**VI. A Board Action on Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education (“Department”) Leadership Salary Structure: salary establishment process for Deputy, CAS, and AS and salary range change**

- **OPPOSE Until the DOE presents to the Board a comprehensive system for determining complex area superintendent salaries based on**
  - **experience,**
  - **performance, and**
  - **levels of responsibility**

### **Past Board Member discussions on Salary CAS**

#### **Nov 17, 2022 Minutes**

Department’s recommendation on the compensation adjustments for ~~assistant superintendents~~ and complex area superintendents.

**Hayashi** stated that he needs to level set the salaries for CASs and asked for a salary of \$175,000 for every CAS.

**Board Vice Chairperson Barcarse moved to (1) approve a one-time salary adjustment of the salaries for Aiea-Moanalua-Radford Complex**

Area Superintendent John Erickson, Campbell-Kapolei Complex Area Superintendent Sean Tajima, Farrington-Kalani-Kaiser Complex Area Superintendent Rochelle Mahoe, Hana-Lahaina-Lanai-Molokai Complex Area Superintendent Rebecca Winkie, Hilo-Waiakea Complex Area Superintendent Esther Kanehailua, Honokaa-Kealahou-Kohala-Konawaena Complex Area Superintendent Janette Snelling, Kailua-Kalaheo Complex Area Superintendent Lanelle Hibbs, Kaimuki-McKinley-Roosevelt Complex Area Superintendent Linell Dilworth, and Leilehua-Mililani-Waialua Complex Area Superintendent Robert Davis to **\$165,000, effective retroactively as of July 1, 2022, and**

- (2) direct the Department to develop and present to the Board a comprehensive system for determining complex area superintendent salaries based on
- experience,
- performance, and
- levels of responsibility

and propose an amendment to the Board's leadership salary structure recommending a new salary range for complex area superintendents no later than June 30, 2023. Board Member Fallin seconded

**Board Vice Chairperson Barcarse** explained the motion that he made. He stated that he recognizes that each complex area is different and that the CASs have differing levels of experience. Board Vice Chairperson Barcarse stated that the \$165,000 proposal will effectively set the floor of a new salary range. He stated that he felt comfortable with \$165,000 as a starting point and asking Hayashi to come back with a comprehensive system based on factors like

- experience,
- performance, and
- responsibilities
- (complex size, challenges, and others), which could result in further compensation increases and a new salary range.

**Board Chairperson Voss** asked whether setting a \$175,000 floor would leave little room in the CAS salary range for movement.

**Board Member Fallin** stated that she wants to maintain the current Board policy, which is not one size fits all, but is instead merit and performance based. She asked whether every CAS would start at \$165,000, regardless.

**Hayashi** stated that the request is for every CAS to receive a salary of \$175,000 and then increase their salaries based on various indicators

He stated that if the motion passes, CASs would receive a retroactive pay increase to \$165,000 and that if Hayashi comes back and recommends paying CASs different salaries, that would be a second possible increase.

**Board Vice Chairperson Barcarse** stated that he wants to elevate CASs,

- ❖ but that Hayashi needs to provide a methodology and comprehensive system based on **at least three criteria that recognizes things like experience and complex area characteristics.**
- ❖ He stated that paying all CASs \$165,000, effectively raises the floor of the salary range to \$165,000.
- ❖ Consider criteria relating to rural and hard-to-staff areas.

#### **Other discussion**

- **Voss** asked how long before the Department will come back with the comprehensive system requested so the Board can consider raising CAS salaries above \$165,000.
- **Bacon** asked for clarification before answering and stated that he would like to be able to sit down with a few Board members to discuss this.
- **Bacon** stated that February or March would be a reasonable time period.
- **Board Chairperson Voss** asked whether the further adjustments would be retro to July 1, 2022, which Bacon confirmed.

**Board Vice Chairperson Barcarse** stated that he wanted to take a step back and look at the big picture to see how these increases would impact adjacent salaries ranges.



**Keli:** She asked whether principals are the only ones that move into these CAS positions.

**Hayashi** answered that the Department primarily hires from the principal pool for these CAS positions.

He stated that CASs are instructional and systems leaders that deal with personnel and budgets and that need to know what a principal goes on a day-to-day basis.

State of Hawaii  
Board of Education  
General Business Meeting  
March 23, 2023

Testimony relating to

VI. Action Item A. Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure: salary establishment process for Deputy, CAS, and AS salary range change.

I oppose the fast tracking of increases for top Department of Education executives as the department's priorities should be focused on recruiting and retaining high quality employees at the school level. There are nearly 600 Educational Assistant openings, an important role in supporting not only students but our teachers and my role as an occupational therapist. Recruiting should not be the only priority, but retention as well. How can one's shortage differential decrease as they commit more years of service to the department that strives for high quality employees? This will result in high turnover rates that impact all individuals including our students. This is the case for related service providers - occupational therapists, physical therapists, and speech language pathologists. As a related service provider who works directly with students there is a need to address not only the shortages in these positions, but all support staff. It impacts the quality work and service that can be provided to our most vulnerable students. It is also not encouraging for shortage differentials to decrease as we commit more years and dedication to this department. Our salaries should reflect the value of this experience and dedication, and shortage differentials should not just be a means to recruit. We are the workforce of the DOE that provides direct students to our students so our needs and salary should be at the forefront.



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

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## TESTIMONY Fw: OPPOSE DOE LEADERSHIP RAISES

1 message

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**Kanani Kanani** <k69young@hotmail.com>

Thu, Mar 23, 2023 at 12:13 PM

To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

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**From:** Kanani Kanani

**Sent:** Thursday, March 23, 2023 8:40 AM

**To:** [Testimony.BOE@boe.hawaii.gov](mailto:Testimony.BOE@boe.hawaii.gov) <[Testimony.BOE@boe.hawaii.gov](mailto:Testimony.BOE@boe.hawaii.gov)>

**Subject:** OPPOSE DOE LEADERSHIP RAISES

- Where are the DOE's priorities? Instead of focusing on recruiting and retaining high quality employees at the school level who provide direct services to keiki, the DOE is instead focusing on boosting the salaries of administrators who need it the least.
- Hawaii's schools suffer from high vacancies. There are nearly 600 Educational Assistant openings, for instance. The proposed salary increase for a Deputy Superintendent alone would pay the annual salary for an EA.
- The DOE repeatedly ignores requests to revisit the pay for Vice Principals, Educational Assistants, School Psychologists, Speech Language Pathologists, School Security Attendants and many other professionals at the school level. But it's more than willing to move quickly when it comes to giving themselves a raise. The attitude seems to be "good for me, but not for thee."
- The DOE works because we do. Without school level professionals, campuses would not be able to serve our keiki.
- Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high quality professionals to fill vacancies on the school level who educate and care for our keiki. And paying a fair wage that helps retain them.

My daughter just graduated from a college in the Mainland and really hoped to come back home to be a Teacher in our DOE system, but because of the low wages to meet our cost of living she had to choose to stay in the Mainland to teach. This is what makes us SAD!!  
as well as how UPW workers get consistent raises but yet HGEA members lagging and we're all working together to get the job done for our office, schools for OUR DOE system.

LIVE ALOHA ❤️



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

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## Pay increases for deputy

1 message

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**ccosta001@hawaii.rr.com** <ccosta001@hawaii.rr.com>

Thu, Mar 23, 2023 at 12:12 PM

Reply-To: ccosta001@hawaii.rr.com

To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

Aloha to our Board of Education,

My name is Cathy Costa from the Big Island. I am coming to you from a very dark place. A place where we feel so abused and neglected for all the work we do on the front line that is actually making the difference with our keiki. We as Educational Assistants has been overlooked for too long. In 2007-2008 a bill in Legislature was passed to work on a career ladder and step movement for Educational Assistants. We believed in this and planned our future as EAs. It's been sixteen years with nothing. I have personally followed this all these years. We spoke to BOE on the Big Island earlier this year. Our voice was heard. We are asking you in desperation of a pay increase to keep our positions as we all know many of us are forced to leave for better pay in the private sector. We are already covering double duties due to lack of EAs. I have with me all the Legislature documents that approved this increases from 2008. Phase I was completed and we are awaiting the completion of the Bill for over sixteen years. We watch the pay increases for Administration thru out the years and we are supporting the direct needs for our keiki. Without our duties being done with love for our students, the State of Hawaii would be out of compliance for the needs of our Special Education students along with the support for the Regular Educational students. I am asking you to please look into what is being ignored and what are the needs for our Department of Education. We are the tools to make positive outcomes for our schools. I have been an EA for 23 years and I was hired as a EA III and 23 years latter I am still an EA III. What is that saying to the need for change.

Mahalo nui loa

Cathy Costa



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

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## Proposed salary raises for DOE Executive Leadership

3 messages

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Irene Yamamoto <ireneyamamoto.0703@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Wed, Mar 22, 2023 at 4:48 PM

1. What on earth justifies such outrageously HUGE pay raises?? Just because some principals earn more is NOT a good reason!!
2. Instead of giving them more money, take a look at the DOE strategic plan for recruiting high quality professionals to fill vacancies at the school level. I am a Speech/Language Pathologist (SLP) who has worked for the DOE for many years. We deal constantly with vacancies and turn-over. For the sake of the students who need and deserve experienced SLPs to help them achieve higher skill levels, filling the vacancies and **retaining** SLPs is a long-standing problem that needs to be fixed. That is where more money needs to go.
3. To all of us front-line workers who provide direct services to students and who are, of course, paid much less than the executive leadership, please explain why we only get meager raises, like two percent. Yes, **2%**. If we are super lucky, maybe 4%.
4. There are other pay discrepancies that exist but have not been fixed. For example, take a look at the pay of Occupational Therapists and compare it to the higher pay of their assistants. Why is it that the pay discrepancy for executives is more worthy of being fixed??

Thank you for your time and attention

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Testimony BOE <testimony.boe@boe.hawaii.gov>  
To: Irene Yamamoto <ireneyamamoto.0703@gmail.com>

Thu, Mar 23, 2023 at 8:14 AM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)

[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff

[Quoted text hidden]

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ireneyamamoto.0703@gmail.com <ireneyamamoto.0703@gmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Thu, Mar 23, 2023 at 12:00 PM

General meeting  
IV. A.

On Mar 23, 2023, at 8:14 AM, Testimony BOE <[testimony.boe@boe.hawaii.gov](mailto:testimony.boe@boe.hawaii.gov)> wrote:

[Quoted text hidden]

Aloha,

My name is Amanda Garrett, and I am a School Psychologist employed by the HI DOE. I am writing in opposition of Action Item IV. A., "Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure.

Now is not the time to increase executive pay. Instead, the DOE should be focused on what they've stated in their own strategic plan: Recruiting high-quality professionals to fill vacancies at the school/SBBH levels who educate and support our keiki, as well as paying a fair wage that helps to retain them. As a School Psychologist who worked for 10 years in PA and NJ before moving to HI 5 years ago, I had to take a \$20,000 pay cut to work the same job in HI that I did in PA and NJ, except here I have to work summers, breaks (i.e., fall, spring, and winter breaks), whereas I had these off when working as a School Psychologist on the mainland. To make matters worse, my first (minuscule) raise was delayed an entire calendar year, and I did not, and apparently will not, receive my year's worth of retro pay for this. I had put in a request for HAMs (Hiring Above the Minimum) upon beginning to work in the HI DOE, for my 10 years of experience and my doctorate, but I found out that I would not receive any additional pay for having my doctorate. My HAMs was approved; however, it took 8 months to get approved, and although I was promised in writing from the DOE that I would receive retro pay for the 8 months it took to get approved, I ultimately was denied and did not receive this retro pay as well. I have my doctorate and 15 years of experience working as a School Psychologist; yet, I am not paid enough to be able to afford my monthly bills, and therefore, I need to work additional jobs to earn enough income to afford to just live simply. If I were still working as a School Psychologist in PA, I would be making about \$30,000 more annually than I make now, working the same position in HI. Yet, the cost of living is tremendously higher here than it is in PA. This does not make sense, and it is not right.

I am sharing my personal story just to help illustrate why we cannot fill shortages or retain the majority of the quality educators we have in HI. We are not paid adequately enough to afford to even live simply here. Yet, the DOE has repeatedly ignored requests to revisit pay for School Psychologists. My story helps illuminate the disparity between School Psychologists working here in HI versus those working on the mainland; however, this applies to all educators at the school or SBBH levels working in HI. This NEEDS to be fixed so we can hire and retain high quality educators to best serve our keiki. Once this is fixed, I will be able to fully support increasing executive pay, as I applaud the effort that went into this.

Mahalo,

Amanda Garrett, Psy.D.

Nationally Certified School Psychologist



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

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## RE: Testimony

1 message

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**Erin Rodrigues** <rinchiemi20@gmail.com>

Thu, Mar 23, 2023 at 11:30 AM

To: "testimony.boe@boe.hawaii.gov" <testimony.boe@boe.hawaii.gov>

Aloha,

My name is Erin C. Rodrigues and I am an Educational Assistant III at Makawao Elementary School.

I understand that my testimony may not be heard at today's meeting, but I would like to mention a few things.

This email is testimony for the agenda of Action Item IV.A. I along with my colleagues at Makawao Elementary School do not support salary raises for the Deputy Superintendent. We have all been working so hard with the students and staff and we feel we are not compensated accordingly. We are stretched very thin and are always short staffed, whether it be down EA's, substitute teachers, and or custodian's etc. But we help out where needed, by assisting as yard duty, tutors, co-teaching, and or teaching plus some and feel that we are not appreciated or paid accordingly, if the teachers in Hawaii can get raises then we as well should be getting somewhere near there compensation, some of us are educated, taking classes, and or willing to teach, but either can't afford schooling, or the time to attend school since the cost of living here in Hawaii is so much higher than any place else. If 18 year olds can take the substitute course and become substitute teachers just by taking a course online, then I feel we as EA's should be able to do the same and get certified to teach or sub and get compensated as well. I love and enjoy working with children, especially elementary children and I will continue to make sure that our children are safe, getting some type of instruction, and having fun while doing all this. I do believe that there would not be so many vacancies if we were paid better so that we all could manage living here. And yes paying us fair wages helps us retain the positions. I have much more to say, but I'm hoping that this testimony will help in your decision of giving a boost in salaries to administrators.

Thank you so much for your time and support,  
Erin C. Rodrigues



March 21, 2023

Aloha Board of Education Members,

My name is Holly Hoke, and I am a School Psychologist employed by the HI DOE.

I am writing you today in opposition of Action Item IV. A., Board Action on the Human Resources Committee Action recommendation concerning Committee Action on amendment of Department of Education (“Department”) Leadership Salary Schedule Structure.

There are many, many, hard-to-staff positions within the HI DOE. The biggest barrier to filling these positions is the low pay. The focus of retainment and recruitment should be on these positions, not the top positions that have zero vacancies and are already being paid handsomely.

I applaud the efforts that went into these studies to bring in higher pay for these top positions. I do however, wish that even half of this amount of effort was used to address the low pay that actually needs addressing in other educator’s positions. For instance, I am a school psychologist with the DOE, who works year-round, has longer work days than teachers, and is not entitled to taking school breaks (spring, winter, fall, or summer break). My counter-parts on the mainland work a typical school schedule (~180 contract) with all school breaks and holidays, and their starting pay is double what a HI DOE school psychologist receives as their starting pay. The low pay, especially when considering the high cost of living, is the largest barrier to filling these positions. Other inequities, such as subjectively honoring “Hiring Above the Minimum” requests (where years of experience are applied to your placement on the salary schedule) result in disgruntled employees who later learn that their PhD and 30 years of experience were not accepted, while their colleague with an Ed.S. and 2 years of experience were placed at a higher salary range. This leads to the inability to retain professionals who feel undervalued and have the opportunity to make a salary in-line with market value via telework and/or relocating to the mainland. The remaining school psychologists are then tasked with “picking up the slack,” and carry caseloads much higher than deemed appropriate by National standards. School Psychologists are not the anomaly, unfortunately this also extends to other school-level educators; however, school psychologists are often overlooked. For instance, a school psychologist’s shortage differential is 1/3 of what speech pathologists, occupational therapists, and physical therapists receive, and is shrinking every fiscal year due to a “study” apparently conducted by the DOE telling us there are no more shortages? (My union has requested to review this study but it has not been produced as of yet). Other issues leading to disenfranchising educators is not applying incentives unilaterally, such as a one-time bonus for obtaining your national certification (only HI DOE teachers/HSTA educators receive this), receiving an annual bonus for holding your national certification AND reimbursement for certification costs (only HI DOE teachers/HSTA educators receive this), annual bonuses for working in hard-to-staff positions or locations (only HI DOE teachers/HSTA educators receive this), and a one-time bonus for receiving tenure (only HI DOE teachers/HSTA educators receive this).

The urgency and timeliness at which this proposal comes in is of even more disbelief, considering the HI DOE has strung HGEA along throughout this year with requests to negotiate these issues continuing to remain unanswered. These requests to address our pay inequities are older than the newly created top positions, and now not only are they being championed for a raise, but they want it applied retroactively to before their position was even created.

Although I am fortunate to have a superb and supportive boss, there is little to be done to help with recruitment until our salary is addressed. Can the same be said at these top positions? If the department is indeed committed to recruiting and retaining highly qualified educators, there are many ways they can start to show it – but addressing top level pay while we continue to hemorrhage educators in hard-to-staff positions is not the way.

Mahalo for your time and for the opportunity to submit testimony,

Holly Mahina Hoke, Ed.S  
Nationally Certified School Psychologist

March 23, 2023

Re: [Action Item IV. A.](#), "Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure: salary establishment process for Deputy. CAS, and AS salary range change."

I am opposed to the above action item. I feel it is very unfair to us school level employees that are working hard to support the keiki of Hawaii. Teachers received a significant pay increase, however the rest of us did not. Without us, the schools could not function.

I am a Behavioral Health Specialist. I am also a licensed Marriage and Family Therapist. We provide the mental health support to our students. Now more than ever, we need to support our children's mental health. The federal government has been acknowledging the need for more mental health therapists in the schools to support our vulnerable children. This is why it is so important to keep our therapists and to compensate them well, especially the most qualified licensed therapists to support our children.

We as licensed therapists can make between \$100 to \$200 per an hour in private practice. In the DOE we make around \$25 to \$35 an hour (if even). This is why the DOE, has a hard time keeping therapists as BHS'. This is a huge and significant deficiency. Many Behavioral Health Specialists leave the position once they become licensed. This needs to be addressed.

Let your mental health professionals know that you acknowledge their hard work and give the message to parents that you want to keep the very best therapists in school to support their children and their mental health.

Thank you for your consideration and for hearing my opinion.

Regards,

R. Fong

Position: Occupational Therapist

Action Item IV. A., "Board Action on the Human Resources Committee recommendation concerning Committee Action on amendment of Department of Education ("Department") Leadership Salary Schedule Structure: salary establishment process for Deputy, CAS, and AS salary range change."

I oppose the fast tracking of pay increases for top DOE executives. As an occupational therapist who directly services students, the shortage of OTs impacts my daily work routines. The DOE should be focusing on recruiting and retaining of high quality employees at the school level who provide direct services to students as stated in the strategic plan. Certified Occupational Therapy Assistants (COTA), requiring an associate's degree with less job responsibilities, have a base salary that is higher than Occupational Therapists, requiring a master's degree and supervises COTAs. It is clear that our salaries should be reconsidered but the DOE continues to prioritize those who are at the top.



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

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## Oppose DOE Leadership Raises

3 messages

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**Ryna Alvarado** <alvaradoryna@gmail.com>  
To: Testimony.BOE@boe.hawaii.gov

Wed, Mar 22, 2023 at 1:24 PM

Why are we increasing executive pay in the DOE? We should be focused on recruiting our Hawaii school vacancies that directly service the children of Hawaii. The school has so many vacancies that it directly impacts the student's daily life. Our students and keiki need a supportive, caring, specific, quality school.

Supportive Educational Assistant  
Caring School Security Attendants  
Specific High-quality professionals  
Quality Teachers

How do you plan to recruit and fill these positions that educate and care for our children 6 hours a day and more? How do we keep them in Hawaii? What will want to make locals stay and grow in this field of work? Recruiting professionals from out of state doesn't keep them here. Many teachers and school staff have left the DOE field to pursue less demanding jobs that pay more and more unqualified and less committed have replaced them.

Keep the money where the children will feel the most impact in the school.

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**Testimony BOE** <testimony.boe@boe.hawaii.gov>  
To: Ryna Alvarado <alvaradoryna@gmail.com>

Wed, Mar 22, 2023 at 2:25 PM

Thank you for contacting the Board of Education. This email address is specifically designed to receive public testimony for upcoming Board of Education meeting agenda items. Attached please find the links to the most recent agendas for the Board's Meetings scheduled for Thursday, March 23, 2023. Please identify what agenda item your testimony is related to or it will not be listed as public testimony.

[March 23, 2023 Human Resources Committee \(hawaii.gov\)](#)

[March 23, 2023 Special Meeting \(hawaii.gov\)](#)

[March 23, 2023 General Business Meeting \(hawaii.gov\)](#)

Mahalo,  
Board of Education Staff

[Quoted text hidden]

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**Ryna Alvarado** <alvaradoryna@gmail.com>  
To: Testimony BOE <testimony.boe@boe.hawaii.gov>

Thu, Mar 23, 2023 at 11:22 AM

Leadership Salary Raise

[Quoted text hidden]



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

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## Pay raise testimony

1 message

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**Ryan Hiraoka** <ryan.hiraoka@k12.hi.us>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 11:14 AM

As an EA of 10 years, I can attest that no administrators should be receiving any pay raises until support staff are rightfully compensated for our front line work. We worked hands on with special needs students throughout the entire pandemic with no hazard pay. We are constantly treated as the bottom of the compensation ladder continuously. Therefore I am in opposition to the proposed pay raises for all administrative positions.

Ryan Hiraoka  
Educational Assistant  
HC 2 Box 6859  
Keaau, HI 96749

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This is a staff email account managed by Hawaii Department Of Education School District. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.



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

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## One job should be enough

1 message

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**Rani Thomas** <raniibebet@gmail.com>

Thu, Mar 23, 2023 at 11:05 AM

To: Testimony.BOE@boe.hawaii.gov

I have been with the Department Of Education (D.O.E) for over 8 years now and care deeply about educating our next generation/students. I find it very unfortunate and unfair that D.O.E's support staff pay wages are not enough to make ends meet in order to properly care for my two daughters as well as myself. I put in over 40 working hours every week to not only to educate the students of Hawaii, but I also take home work to prepare materials and find resources to better provide my students with the utmost education I feel they truly deserve. Working many hours has handicapped me from being able to work two jobs to be able to keep up with cost of living here in Hawaii. I feel that I'm being robbed and taken advantage of when I am asked from the D.O.E to perform and provide the best for Education for my student and to basically not care about myself or my family by not getting paid what I deserve. ONE JOB SHOULD BE ENOUGH!!! I am currently in search for a higher paying job that will better appreciate my work ethics and compensate me with a livable wage. It is unfortunate to see many colleagues and genuinely amazing teachers and staff quit because of this unhealthy situation. I really hope that change for the better is coming and that we are advocated, compensated and appreciated for all that we do to better serve our state as EDUCATORS. Please take into consideration of modifying our pay wage to be enough to still call Hawaii our home. Thank you for your time!

State of Hawaii Board of Education General Business Meeting

Testimony by a district occupational therapist

March 23, 2023

Opposition relating to VI. Action Item A. Board Action on the Human Resources Committee recommendation regarding Committee Action on amendment of Department of Education Leadership Salary Schedule Structure: salary establishment process for Deputy, CAS, and AS salary range change.

As a HIDOE employee who works directly with our most vulnerable students, it is extremely frustrating to see daily how lack of equity of pay results in shortages of key positions that work directly with students. These shortages impact our keiki and the future of Hawaii directly and significantly. Increasing pay for these positions is the number one way to increase recruitment and retention for these positions, but we are told repeatedly that increasing pay is not an option. It is unacceptable for the leadership of HIDOE to decide it is more important to seek raises for their top leadership who do not work directly with students and for positions that are not nearly as difficult to fill or retain. This is an insult to those of us who kept working tirelessly throughout the pandemic and continue to show up each day despite the challenges for our students. If the BOE is truly committed to its recently approved six-year strategic plan for public education that aims to have schools with qualified staff to ensure students are learning in a safe and supportive learning environment, it needs to prioritize funding to those positions. I strongly urge the Board to not act on this action item at this time. Hawaii's public schools are suffering from massive shortages, and it's time for HIDOE to prioritize these positions over increasing executive pay. Thank you for your attention to this testimony.



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

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## Testimony

1 message

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**Jan Enos** <jan.enos@yahoo.com>  
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 10:53 AM

Aloha,

I am against the proposed raise for DOE Administration. I feel the DOE has their priorities wrong. Instead of focusing on recruiting and retaining high quality employees at the school level who provide direct services to students, they instead are focusing on increasing the salaries of administrators who are already at the top of the pay scale and who need it least.

Mahalo,  
Jan