
DOE Board of Education Raises

2 messages

BRISKI4998@twc.com <BRISKI4998@twc.com>
To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

Thu, Mar 23, 2023 at 2:08 PM

Aloha,

My name is Lori Briski and I oppose the huge pay increases that Superintendent Keith Hayashi is proposing for Deputy Superintendents, Assistant Superintendents and Complex Area Superintendents. He is asking for equal compensation for executives by comparing their salaries to those on the mainland.

The DOE should resolve pay equity issues for school support staff before even considering raises for administrators.

- **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.vb**
- **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.**
- **Where is the Temporary Hazard Pay for those that were and are still employed on the Big Island of Hawaii for the duration of 2 years of the pandemic? Arbitration ruled in the favor of support staff in January and there is still NO word of the next steps D.O.E. will take the THP.**



(no subject)

1 message

Jamie Kish <jkhaiku@gmail.com>
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 5:40 PM

I am in firm opposition with anyone who does not work in a classroom hands on with students all day getting raises. I am disheartened at the mention of it. For years and still I have to live within my means while people who never met the students I work with get paid double, triple, quadruple what I get paid. The list of specialist, therapist, psychologist, technicians, teachers, analyst, etc .will come in for twenty minutes at the most and observe or I'll have to help them work with the student then they have meetings about the meeting about the meeting and nothing changes or happens for the student. Due to shortages there's no one on one and when a student finally does get a one on one two years and in March, we end school in May, it's a technician that I know gets paid more. I am tasked with work way above my pay grade. I go to work feeling defeated and I go home feeling broken. Work has an effect on my health both physically and mentally and my family which is where I draw the line. To consider pay raises for people who don't work in the classroom with students is demoralizing. Why should they? If they really care about the keiki they get paid well enough.

Andrea Franco-Flores, Educational Assistant III, (808)281-0834, Andreaakf8@gmail.com

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.

I oppose the huge pay increases for top Department of Education executives. We are in dire need of school staff and people who are in direct contact with students. I am an Educational Assistant who works with some of our most needy children. For the past year, I have been asked to run a fully self-contained preschool because we are short-staffed. My annual pay is the exact salary of what their increase will be. Why are we giving them more pay? They won't even revisit our pay. People on the front lines providing services to Hawaii children. We need the pay increase. We are the people who are in the trenches working with our children. We put our lives in harm's way during COVID with no hazardous pay. How do our leaders justify fast-tracking the pay for Department of Education executives? Do they deal with our aggressive and most needy students? Are they asked to make a living on the pay that we have? We need fair pay. The true needs of our school system are fair pay for front-line workers so we can recruit and keep existing workers and fill the vacancies.

Now is not the time to increase executive pay. Instead, the DOE should do what it said it would and work on recruiting high-quality professionals to fill vacancies at the school level. And paying a fair wage that helps to retain them.

The DOE works because we do!

Sincerely,



Andrea Franco- Flores
Educational Assistant III, Pukalani Elementary School



Testimony Re: Action Item IV. A

1 message

Tara Williams <amaziah7@gmail.com>
To: Testimony.BOE@boe.hawaii.gov

Fri, Mar 24, 2023 at 9:30 AM

To Whom It May Concern:

My name is Tara Sesepasara-Williams, a vice principal at Momilani Elementary School. My testimony is in regards to "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." My first question is, 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. In the DOE's new strategic plan draft, priority two is to ensure the hiring of a high quality workforce. In the document, goal 2.3 states "All schools are led by effective school administrators who are committed to supporting all staff and students." Yet data is showing a shortage in administrators because the pay does not match the workload. The administrators currently in schools are overworked and underpaid. If this goal is indeed a priority, then why are you increasing the salaries of executives who are not working in the field to ensure all these performance indicators and measures are in fact being implemented/achieved? The increase in salary should go to the administrators who work in the schools directly with the teachers and students to ensure the performance indicators and measures are being implemented/achieved.

Then there is the subject of student achievement. The BOE's Strategic Plan's first goal is "All students experience rigorous, high quality learning that results in equitable outcomes for all learners". The performance indicators listed are expecting students to show proficiency in ELA, Math, and Science as well as showing growth or an increase in student achievement. How is this supposed to happen when schools lack the resources/personnel needed to assist these students. 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.

If the DOE wants their Strategic Plan to be successful then now is the time to put all the money to the appropriate resources. The funds should be sent to the staff who have a direct and immediate impact on the students' learning achievements.

Thank you for your time and consideration.

Tara Sesepasara-Williams

Vice Principal

Momilani Elementary



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

Pay increases where is needed most

1 message

Lisa Gualdarama <lisagualdarama@gmail.com>
To: Testimony.BOE@boe.hawaii.gov

Fri, Mar 24, 2023 at 1:45 PM

The Ea's have been waiting since Governor Ige couldn't keep his budget straight and had to give so many Lag and furloughs and we never got the money that they owed to us it's about time that they take care of the people that actually take care of the students the most and that's the EA's i feel like i'm still receiving almost the same pay as i've been receiving for at least the last 10 or more years now wen work so hard and they make like they don't need us they need to open their eyes because they do need the EA's