



testimony

1 message

Ishoshino@hawaiiantel.net <Ishoshino@hawaiiantel.net>
To: testimony.boe@boe.hawaii.gov

Thu, Mar 23, 2023 at 3:08 PM

Name: Lianne Hoshino, Speech-Language Pathologist, Leeward District HIDOE

Meeting: Human Resources

Agenda Item: VI. Action Item A

Position: Opposed

I am submitting this testimony with great difficulty because I do not like conflict/confrontation. I am a Speech Pathologist because I wanted to make a difference and help students. I am opposed to the proposed DOE Department of Leadership Salary Schedule Structure amendment to increase the salaries for DOE administrators not because I do not feel that they work hard but because DOE salary is unfairly distributed. I have worked as a Hawaii DOE SLP for over 26 years and although I am near the top of my pay scale, salary increases with each step movement are minimal. Base pay may increase however our differential is decreased thus making our supposed increase in salary a joke. All SLP's have Masters Degrees yet we are not fairly compensated for our education compared to other professionals with similar educational requirements. We provide direct therapy to students as well as administer assessments, attend meetings and work with teachers/staff and parents. We are seeking equitable compensation for our education, knowledge, expertise and time. It is difficult to support pay raises for colleagues when our plea repeatedly seems to fall on deaf ears. I'm sorry but I am unable to support this proposal until we are fairly compensated.

Respectfully,

Lianne Hoshino



Testimony Re: Agenda Item VI - Action Item A

1 message

Kacie Gokan <gokankacie@gmail.com>
To: Testimony.BOE@boe.hawaii.gov

Thu, Mar 23, 2023 at 4:00 PM

Name: Kacie Gokan, Speech-Language Pathologist, HDOE
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 3 years, I am very disappointed in Superintendent Hayashi's support of raises for administrators while continuing to ignore the multiple demands for fair compensation for 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 that allow the DOE to function. My job provides federally mandated, direct speech-language therapy services that are necessary for our special education students to access and progress in their educational curriculum. There is a critical shortage of Speech-Language Pathologists in the state. Statewide, the position has NEVER been fully filled in the history of the profession in the DOE. 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 function. 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. The support staff were the ones that 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.

This 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. Paying a fair wage that helps retain them.

The BOE needs to encourage Superintendent Hayashi to focus on supporting the 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,

Kacie Gokan, MS, CCC-SLP