

Board of Education

February 8, 2024

Human Resources Testimony Susan A. Pcola-Davis

Approval of Minutes December 7, 2023 **COMMENTS**

B. Committee action on recommendation concerning amendments to superintendent's employment contract relating to **salary and benefits**. The motion failed.

On February 2, 2024 SB3207 Increases the Superintendent of Education's salary to not more than \$350,000. Makes permanent the annual performance evaluation requirements for the Superintendent of Education.

Written Testimony of 86 pages opposed or do not support.

Passed with Amendments and on its way to WAM.

The Board of Education sets salaries and approves salary increases.

II. **BACKGROUND**

The Board appointed Keith Hayashi as the Superintendent of the Department of Education of the State of Hawaii and entered into an employment contract with him, attached as **Exhibit A**, that commenced on July 1, 2022, and is set to expire on June 30, 2025 ("Original Contract").

In the Original Contract, Superintendent Hayashi's compensation is \$240,000 annually. The Superintendent's salary is capped at a specific level pursuant to section 26-52, Hawaii Revised Statutes, which provides, "The salary of the superintendent of education shall be set by the board of education at a rate no greater than \$250,000 a year."

Also in the Original Contract, Superintendent Hayashi is provided with a specific automobile allowance in the amount of \$326 per month.

III. **DISCUSSION**

The superintendent oversees a statewide educational system operated by excluded managerial ("EM") employees and employees collectively bargained under Bargaining Unit 6 ("BU6"). Both EM and BU6 employees received a 4.6% pay adjustment effective on July 1, 2023. A similar adjustment to Superintendent Hayashi's current annual salary would yield a salary of \$251,040, in excess of the statutory cap of \$250,000.

Discussion item

- A. Review of Strategic Plan Desired Outcome 2.4.1, "All complex area and state office staff are effective or receive the necessary support to become effective"

Comments:

Slide 5 Performance Measure Survey

Percent of employees responding positively to staff well-being survey questions

1. How effective are the Department leaders at developing and offering trainings that facilitate your learning? **FAVORABLE: 46%**

a. Ongoing Training and Support: Onboarding and Orientation

b. **IMPACT:** Improved employee satisfaction and well-being. Stronger sense of belonging and commitment. Increased employee retention and reduced turnover

2. How effective do you feel at your workplace? **FAVORABLE 63%**

a. Ongoing Training and Support

b. **IMPACT:** Improved employee satisfaction and well-being. Increased knowledge, skills and abilities of employees to boost effectiveness and productivity. Increased employee retention and promotion

Most important: intentionally shifting survey to match targets desired.

When will you conduct the next survey?